



## Health & Safety Policy - Statement of Intent

*It is the policy of Clinigen Group ('The Group') that all activities carried out on Group premises or undertaken by Group personnel will be managed so as to avoid, reduce, or control, all foreseeable risks to the general Health and Safety to any person. The Group is therefore fully committed to meeting its duties under the Health & Safety at Work Act 1974 and all associated protective legislation.*

To enable these duties to be carried out, **The Group** will ensure that responsibilities for Health and Safety matters are effectively assigned, accepted and fulfilled at all levels within **The Group** organisational structure; in particular at the senior management level. The appointment of designated competent members of staff will further serve to ensure duties are met.

It is recognised by **The Group** that the management of Health and Safety is an integral part of improving business performance. It is committed to taking all reasonable precautions for the prevention of ill health and injury to its employees and protect its contractors and all other lawful visitors, who may be affected by its premises and activities.

**The Group** will continue to develop its Occupational Health and Safety Management System (OHSMS) through a process of objective setting that will bring about continuous improvement. To assist in achieving a safe and healthy environment and a culture which is incident free, it will also devote resources appropriate to the nature and scale of **The Group's** risks, in the form of finance, equipment and time, and trained and competent personnel.

Where possible **The Group** will strive for best practice in all that it does, and in pursuance of its business objectives **The Group's** policy will be to ensure that its employees are provided with adequate information, instruction, training and supervision to enable them to work safely and effectively, and to ensure they are competent and confident to undertake the tasks required of them.

In furtherance of the above measures **The Group** will ensure *so far as is reasonably practicable* the provision and maintenance of safe equipment and systems of work, and a safe and healthy environment in which everybody can work. The appropriate arrangements to conduct inspections and audits, and to conduct and review risk assessments (with any resulting actions prioritised, planned and completed) to reduce risks an acceptable level, will also be embedded.

Effectively consulting with its employees and other stakeholders will support **The Group's** ability to manage its risks and identify opportunities for improvement. The maintenance of active Health and Safety Committee representation across all its departments will greatly assist with this. Furthermore, employees will be empowered to take ownership for improving their Health and Safety performance and so feel able to report any Health and Safety issues and incidents in an open and honest way so that **The Group** can learn from them.

Finally, **The Group** will ensure that the Health and Safety Policy and supporting arrangements are regularly monitored and reviewed to ensure they remain relevant to **The Group** and support the delivery of continued Health and Safety improvements.

Signed:

A handwritten signature in black ink, appearing to be "S. Chilton", written over a horizontal line.

(Shaun Chilton - Chief Executive Officer) Date:

20/8/18

## Environmental Policy - Statement of Intent

*Clinigen Group plc ('The Group') is a professional environmentally conscious organisation, which acknowledges the impact its operations and services may potentially have on the environment. As a Group, we are committed to continually investigating ways of improving our impact on the environment. Management and Board Members are committed to monitoring and continually improving environmental performance as a key strategy objective. This policy will be communicated within the organisation and made available to interested parties.*

To ensure **The Group** fully complies with applicable legal and other compliance obligations in terms of the environment it will ensure that responsibilities for environmental matters are effectively assigned, accepted and fulfilled at all levels within **The Group** organisational structure; in particular at senior management level.

**The Group** will continue to raise environmental awareness; primarily through the development and training of the members of its Health, Safety and Environmental Committees, but also through its employees generally. The promotion of environmental awareness will also continue amongst our clients, suppliers and contractors, and any other interested parties.

All employees and sub-contractors are expected to co-operate and assist in the implementation of this policy, by participating and contributing to its success through their actions and suggestions. This will be achieved through providing employees with the necessary resources, equipment, information, instruction and training to fulfil the requirements of this policy.

Where possible **The Group** will strive for best practice in all that it does, and in pursuance of its business objectives **The Group's** policy will be to strive to minimise energy and water consumption, and wherever practicable, reduce, recycle and reuse our resources to prevent the unnecessary waste of materials.

**The Group** is committed to considering the environmental aspects associated with its products and services throughout their life cycle thus protecting the environment and preventing pollution.

Consideration will also be given to the effects that **The Group's** activities may have on the local environment - and the concerns of the local communities and other stakeholders. Further consideration will be given to the protection of the natural environment wherever possible. **The Group** will seek to work in partnership with the community by behaving in a considerate and socially responsible manner.

Finally, **The Group's** environmental performance objectives and targets will be monitored and measured using appropriate external guidelines wherever practicable. Indeed, the effectiveness of this policy and the associated arrangements and procedures will be monitored and reviewed on a regular basis at Board Management level to ensure that they remain relevant to **The Group** and support the delivery of sustainable environmental improvements.

Signed:



(Shaun Chilton - Chief Executive Officer) Date:

20/8/18