

1. The Occupational Health and Safety policy contributes to the total business performance and influences all decisions and activities we undertake. Bodycote believes in a strong Occupational Health and Safety culture which encourages awareness, setting of expectations and the maintenance of high standards, individual responsibility and promotes open and constructive criticism to continually improve our practices. Bodycote's management team is committed to establishing and fostering such a culture. A culture based on these principles will ensure that we safeguard the safety and health of our employees and others who may be affected by our activities.
2. Bodycote believes that all occupational health and safety incidents are avoidable and strives to protect people's health, have zero injuries and safety incidents and avoid or minimise any impact of the Group's activities. It is only through setting occupational health and safety objectives that continual improvement can be maintained. Continual improvement will be achieved by the implementation of a risk-based Occupational Health and Safety management system designed to:
 - Promote awareness through the provision of information, instruction and training;
 - Prevent incidents involving personal injury, damage to property and equipment;
 - Ensure compliance with industry best practices, relevant legislation and any other obligations;
 - Eliminate, mitigate or manage safety and health risks arising from the activities of the businesses by all reasonable practicable means.
3. Bodycote will meet relevant legal, industry and other requirements and seek to implement industry best practices. The safety and occupational health risks of all new and existing activities will be assessed and appropriate provisions made to eliminate the risk, to substitute safer or more sound materials or processes, and to minimise adverse impacts where practicable.
4. Bodycote's management is responsible for enacting this policy and giving Occupational Health and Safety equal priority with all other business issues. Implementation will be through line management, who will involve employees in the achievement of the Group's objectives. They will be advised and supported by an adequate number of competent safety and occupational health professionals. Bodycote is committed to ensuring that appropriate resources are provided to:
 - Maintain an organisation and management structure which can formulate, implement and continually improve Occupational Health and Safety practices.
 - Monitor performance.
 - Maintain a management system in line with corporate and legislative requirements and industry best practices.
5. All employees are expected to accept their responsibility to work safely, adhering to safety rules and work procedures, using safety equipment provided, and generally to contribute to the maintenance of a safe and healthy workplace.
6. Bodycote is committed to effective communication and consultation on occupational health and safety matters with all employees and other relevant parties and will report internally and publicly on its

Occupational Health and Safety performance on a regular basis. Bodycote will provide appropriate Occupational Health and Safety information, instruction, and training to employees and other relevant parties to meet the required performance standards.

7. Whilst we are each responsible for safety, health and the environment, we do much better when we work as a team. Promoting the welfare of both our people and the community matters to us all.

This policy is supported by the Group CEO and led by Group Head of Safety, Health and Environment and will be communicated throughout the Group and displayed in a prominent position. A copy of this policy will be made available on our website.

If you have any further questions, please contact the Group Head of Safety, Health and Environment at Bodycote plc registered office +44 (0)1625 505300.