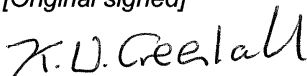


J.H.RICHARDS OCCUPATIONAL HEALTH & SAFETY POLICY STATEMENT

1. J.H.Richards is a long established engineering company, based in a purpose built factory in Saltley, an industrial area of Birmingham. We manufacture and refurbish Whitmetal bearings for heavy engineering and the electrical supply industry around the world.
2. Overall responsibility for all health & safety matters at J.H.Richards is vested in me by virtue of my appointment as Managing Director. This policy statement demonstrates the importance that I attach to, and expect from everyone, in order to protect the welfare of all employees and those affected by our business.
3. Prevention of injury and the welfare of all stakeholders is based on the systematic identification, evaluation and control of risks. We will ensure that legal and other requirements, and compliance issues are defined and that they are the minimum standard we seek to achieve.
4. J.H.Richards will demonstrate continual improvement by developing and achieving accreditation to the Occupational Health & Safety Management System (BS OHSAS 18001) standard by the end of 2016. My objectives this year are to:
 - a. Communicate this policy effectively to all employees
 - b. Identify potential risks and improvements
 - c. Conduct appropriate staff training to meet legal and Health & Safety requirements
 - d. Develop the OH&SMS and implement changes necessary for accreditation.
5. All employees, contractors and visitors are to comply with all relevant statutory legislation as it applies to them and their work. As such, individuals are to:
 - a. Comply with all Health & Safety requirements and procedures.
 - b. Not to interfere with, or misuse anything provided in the interest of Health & Safety
6. Performance indicators will be measured, managed and reviewed. Performance of the OH&SMS will be measured by internal and external audits. I will chair the company's OH&SMS committee that will meet at regular intervals and take account of the concerns of all stakeholders.
7. So far as is reasonably practicable, our management team is responsible for the identification of hazards and the assessment and control of any risk that could lead to injury or harm the welfare of any stakeholder.
8. All employees and contractors are expected to further the objectives of this Occupational Health & Safety Policy, by reporting to their manager, any incident or process that may constitute a risk to Health & Safety. Managers are to assess the potential risk, take reasonable steps to reduce it, alert other staff to its existence and report the problem to the Safety Representative (Robert Bellingham)
9. Occupational Health & Safety will feature at our weekly management meetings and initiatives communicated by way of the notice boards.
10. This policy statement will be reviewed, updated and amended at least annually and following significant changes in legislation. It shall be published on our website for members of the public or other interested parties and made available to all employees, contractors and visitors by displaying it on the OHS notice board.

[Original signed]



K.W.Greenhall
Managing Director

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