



Flection quality, environmental, health and safety policy 2011-2015

QUALITY

The policy of Flection is to provide Quality Products and Services to our customers.

Flection is committed to a Policy of Quality Management, implemented and maintained to meet the needs of employees and customers provide a framework for establishing and reviewing quality objectives & environmental objectives and business systems that comply with the requirements of ISO 9001, ISO14001 and OHSAS 18001.

Success requires the active participation of all personnel within the Group. Objectives will be realized by commitment to best practice and through Continual Improvement. This pro-active approach will be measured by analyzing the data offered through Quality Management Systems.

By responding positively and effectively the ultimate aim is to achieve Total Customer Satisfaction for our customers and employees.

ENVIRONMENTAL

Flection is committed to reducing the environmental impacts of all its processes relating to the manufacture, assembly and packaging of components and related products but also the effects in the chain within our sphere of influence.

We will, as a minimum, comply with all applicable legal requirements and regulatory requirements, E-Cycle sectors and any other requirements and, where appropriate, we will develop programmes and processes to achieve greater protection.

We are committed to conserving natural resources and to reducing the environmental burden of waste and energy consumption. We will strive to reduce, reuse and recycle waste and will ensure that any waste remaining is disposed of in a safe and environmentally friendly way.

HEALTH AND SAFETY

Health and safety have a high priority at Flection. Flection will take all possible measures to ensure that:

NO ONE EVER GETS HARMED DOING THEIR JOB

Our policy rests on 4 pillars:

Responsible entrepreneurship

Flection recognises that it has a legal duty to ensure, so far as is reasonably practicable, the health, safety and welfare of all of its employees and other persons who may be affected by its activities. Flection accepts these duties and it will be its policy to promote standards of health, safety and welfare that comply fully with the terms and requirements of the above.

Flection will prevent the use of forced, involuntary prison, bounded, or indentured labour.

To guarantee the care for our employees Flection has implemented OHSAS 18001. With this, we oblige ourselves to strive for continuous improvement of the system and our OH & S performance.



Flection constantly evaluates the security risks, these are recorded in the risk assessment and translated into the management plan.

Communication

Flection will endeavor to have an open internal, formal but also informal, communication on safety and health. The policy, but also the RI&E will be brought under the attention of all employees.

Safe working environment

We will provide and maintain a safe and healthy working environment for employees with adequate facilities and arrangements for their welfare.

Flection is committed to providing adequate resources to ensure its health and safety objectives and this Policy are met. Risky equipment will be preventively maintained, and checked.

To include safe systems of work to protect all employees and others including the public in so far as they come into contact with foreseeable work hazards.

Competent persons will be appointed to provide the necessary legal, technical and practical health and safety assistance and information and also to provide an independent monitoring service of the activities of Flection.

Despite our efforts, calamities can happen, we will train our staff so they can effectively deal with accidents

Own responsibility

We will expect all employees to work safely, taking care of themselves and others, and to be actively involved in the management of health and safety.

REVIEW POLICY

We will monitor our environmental performance and are committed to using such information as part of a drive for Continual Environmental Improvement.

We will ensure that meaningful and measurable environmental targets and objectives are set and periodically reviewed as part of our Management Review process.

We will strive to ensure that this policy is:

- Implemented on all levels
- Communicated to all employees in a suitable format
- Periodically reviewed to ensure its suitability

Our policy statement will be reviewed every year in the management review.

PUBLIC

The policy of Flection is public and available to all interested.