

Safety, Health, Environmental and Quality (SHEQ) Policy

At 'The Lawton Tube Company Ltd' we strive for the best possible standards of SHEQ management and performance levels. SHEQ risk management takes highest priority and we remain wholly committed to providing safe and healthy work locations, high quality products, customer satisfaction and service to all interested parties whilst protecting our environment, reducing waste and preventing pollution.

Our commitments extend to

- planning, controlling, monitoring, measuring and reviewing our SHEQ management systems performance
- providing the relevant tools, equipment and appropriate resources to meet our legal and other responsibilities
- ensuring that our people are competent to do their jobs and adequate time is allocated to maintain competencies
- developing new competencies that support both personal and business objectives
- consulting with colleagues to encourage and recognise engagement and feedback
- acting upon the findings of internal compliance checks and external audits for continuous improvement
- planning, controlling and monitoring our activities
- maintaining certification and product kitemark standards – ISO 9001/14001:2015/45001:2018
- meeting the needs and expectations of customers and stakeholders
- maintaining and continuing to develop relationships with our suppliers

Our objectives and aim

Our objective is to continuously improve on performance and promote best practice to influence, encourage and foster a caring culture with an aim to prevent injury, harm, business loss, environmental damage and waste.

To help achieve this, we

- promote colleague wellbeing via 'Wisdom' our 'Employee Assistance Programme'
- ensure customers are communicated with, satisfied promptly and addressed with professionalism
- undertake investigations to identify root cause and introduce corrective actions or prevention measures
- promote and reinforce positive behaviours and act swiftly where behavioural standards fall short of expectations
- create an environment that encourages care through learning to positively impact performance
- Apply the 'plan, do, check, act' model in our method of approach and application
- ensure colleagues understand their duties, roles and responsibilities
- strive for the continual improvement our processes, systems and associated platforms to provide consistence
- guide managers, colleagues, suppliers and customers to reduce business risks
- provide highly visible, accountable and proactive leadership at all levels
- recognise the social, economic and environmental imperative to operate in a sustainable way

Our expectations

Colleagues are encouraged and expected to

- report all SHEQ related concerns to line managers who will offer or obtain further advice
- contribute with ideas and suggestions for improvement
- work with integrity and care to meet legal, standard and customer requirements
- commit to the effective implementation of this policy
- demonstrate visible leadership promoting a culture that is expected and accepted throughout the organisation

The overall responsibility for SHEQ management lies with our directors although some responsibilities are specific.



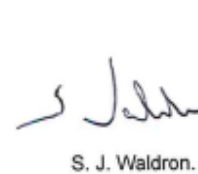
G.F. Lawton.



O.V. Lawton.



R. A. Lawton.



S. J. Waldron.