

*The management of Auric Metal Finishers Ltd will ensure its activities are conducted, in a manner that respects its social accountabilities and, so far as is reasonably practicable, protects the health & safety of humans and the environment.*

**Furthermore, the management will:**

1. Provide adequate resources to implement this policy.
2. Communicate this policy throughout the Company and make it openly available to all stakeholders and interested parties.
3. Comply with all current legislation, regulation, or relevant codes of practice in respect of employment, employee rights and entitlements, the environment and health & safety.
4. Identify and assess risks to human health & safety and environmental impacts associated with the Companies operations to eliminate, control or reduce their potential effects, whichever is the most reasonably practicable.
5. Establish and maintain a working environment and systems of work that affords proper protection to the health, safety & welfare of people and the environment.
6. Respect the rights of workers in relation to working hours, proper remuneration, dignity, and the right to collective bargaining.
7. Not employ child or forced labour or apply any unethical discriminatory factors when considering for hiring, training, remuneration, promotion, termination, or retirement.
8. Induct and communicate to all new employees and those working for or on behalf of the Company, the key requirements of the Health, Safety, Environmental & Social Accountability Policy, and the associated Management System.
9. Routinely monitor employee skill levels, and provide sufficient information, instruction, and training to maintain appropriate levels of competency.
10. Communicate with employees on matters of health & safety and the environment.
11. Monitor and measure appropriate factors, to set measurable improvement objectives and conduct periodic reviews of performance against objectives.
12. Conduct regular management reviews of the Health, Safety, Environmental & Social Accountability Policy, and the associated Management System to ensure their continuing suitability and effectiveness.

Signed:   
Mike Ross, Director  
Auric Metal Finishers Limited

Signed:   
Tom Mitchell, Managing Director  
Auric Metal Finishers Limited