

Hydro Aluminum UK (trading as Hydro Components UK) is a wholly owned subsidiary of Norsk Hydro ASA and manufactures a wide range of fabricated and finished components, primarily for the automotive industry. The company operates from one manufacturing location in Gloucester and a support unit in Rotherham to provide the market with Automotive Roof Rails and Trims.

Hydro recognizes its responsibility to its employees, visitors, other affected parties and the environment, and is therefore committed to the prevention of injury and ill health and the prevention of pollution. To eliminate hazards and minimize risks arising from its activities, products and services, Hydro has implemented a health, safety and environment (HSE) management system compliant with and certified to the ISO 14001:2015, BS OHSAS 18001:2007 and ISO 45001 Standards. This policy communicates the requirements that have been developed and will be regularly reviewed to provide a structured framework for HSE management within the organization.

ENVIRONMENT

Hydro Aluminum aims to identify all aspects of its activities which have the potential to have a detrimental impact on the environment. To achieve this the company:

- Shall identify and control all waste streams within the organization, maximize recycling to reduce landfill waste, and minimize material use through waste minimization programmes,
- Shall commit to controlling atmospheric emissions, effluent discharges, process wastes and prevention of pollution,
- Shall work towards minimization of significant adverse impacts of new developments or process changes during design and development,
- Shall strive towards improved efficiency in energy and natural resource consumption, through the implementation of objectives, targets and programmes.

HEALTH AND SAFETY

Hydro Aluminum commits to identifying and controlling all occupational risks in the workplace and has a vision of an accident free workplace. To achieve this, the company:

- Will take a proactive rather than reactive approach to health and safety, through the identification of developing hazards, and recognition of unsafe situations using injury-free events reporting,
- Shall, in the event of incident, thoroughly investigate, identify root causes and implement corrective action to prevent recurrence,
- Will identify all significant risks within the organization and develop objective programmes and control measures to reduce and eliminate risk where possible,
- Shall provide a safe and healthy workplace for all employees, contractors, visitors and others who could be affected by the organization.

IN ADDITION, HYDRO ALUMINUM UK LIMITED:

- Commits to fulfilling legal and other requirements and any compliance obligations that are relevant to the context of Hydro Aluminum,
- Will identify HSE key performance indicators and use these measures to focus resources and implement objectives and targets to continually improve upon performance,
- Will assess the effectiveness of its processes, products, activities and management systems, through regular audits inspections and review,
- Will communicate this policy to all employees, temporary employees, visitors, suppliers and contractors, and will make it available to any other interested party on request,
- Commits to consultation and participation with employees and other relevant parties, directly or through Works Council meetings and representatives,
- Commits to consultation and participation of workers, and, where they exist, workers representatives,
- Expects all employees to perform their work in a safe way and take an active and personal interest in promoting health, safety and environment at work and participate in identified activities including training. Appropriate information, instruction and training will be provided to employees and other parties,
- Expects line management to lead HSE activities in their area of responsibility and contribute to the KPIs and Objectives and Targets set by the company.



DAVID TURNER
PLANT MANAGER