HEALTH AND SAFETY POLICY STATEMENT

The Tibbetts Group encompassing the divisions of TGL, BFC and PG source, test, supply, repackage and assemble batch traced engineered components to Automotive, Aerospace and Industrial sectors and are dedicated to product quality and customer satisfaction.

Tibbetts attaches great importance to the health, safety and welfare of all those who form part of the workforce, whether they be employees or visitors. The Board of Directors are committed to reducing accidents, incidents and ill-health and continuously looks for ways to improve.

All employees are made aware that they have health and safety responsibilities, and all are expected to play an active part in ensuring the highest health and safety standards for themselves, other employees and visitors are established and maintained. All those engaged to work within any of the Company's premises are expected to comply with the requirements detailed in this Policy.

The Policy highlights the need for all employees to be alert to risks and hazards and to seek to minimise these by planning work carefully and responsibly. The development of a safe mindset amongst those who work here is vital to ensure that the highest standards of health and safety are always met.

All employees are further expected to be constantly aware of the risks inherent in the processes and operations within each workplace and to take all reasonable steps to identify, minimise and manage those risks. Those who are entrusted with positions of supervision should ensure employees conduct themselves in accordance with all health and safety requirements and encourage them to work carefully and responsibly, being alert to risks and hazards.

This Health and Safety Policy is based on the requirements laid down in the Health and Safety at Work Act 1974 (HSAW), which include regulations made under this Act, along with Approved Codes of Practice and Guidance.

All employees should make themselves familiar with the content of all Company Policies and Procedures, paying particular attention to their own areas of responsibility and operation.

The Group Operations Director is responsible for managing the Company's Health and Safety Policy through implementing and maintaining the procedures outlined in the Health and Safety Manual (QMF89). The Health and Safety Manual is available for all to read and is owned by the Group Operations Director.

All employees also expected to apply the Policy conscientiously and thoroughly; where the meaning or expectation of any part of this material is unclear to an employee, it is expected that they will seek clarification of that material. Should any employee identify an area where improvement could be made, they should contact their Line Manager, a member of Senior Management or put in a suggestion via HR without delay.