

VJ Technology manufactures and distributes fixings, fasteners, hand and power tools, selling to main contractors and specialist sub-contractors in the construction and civil engineering sectors. The company sells principally from stock held in its Ashford warehouse.

The Board of Directors recognise that the health, safety and welfare of employees, visitors, contractors, external stakeholders and the wider community, who may be affected by VJ Technology's operations, is of primary importance in the successful conduct of its business.

The Company is committed to:

- Providing safe and healthy working conditions for the prevention of work-related injury and ill health
- consultation and participation of its employees within the Occupation Health and Safety system
- eliminating work place hazards and thus reduce risks associated with Occupational Health and Safety.

VJ Technology is also committed to protecting the environment and preventing pollution across its operations and services. This is achieved by the implementation, monitoring and auditing of good environmental practices, which also ensures continual improvement of the environmental management system. As a minimum standard, VJ Technology will meet the requirements of all legal, industry and other adopted standards.

The company strives to maintain best practice, seeking continual improvement and innovation within all its businesses and activities. This is achieved by reviewing Key Performance Indicators, the setting of objectives and targets, and the implementation of its Health, Safety and Environment management systems. The systems are certified to ISO 14001:2015 for Environment and BS ISO 45001:2018 for Occupational Health and Safety.

VJ Technology's Chief Executive has lead responsibility for policy implementation within the Company and this policy is signed by the CEO to demonstrate the Board's commitment. A copy of this policy is posted at VJ Technology's head office in Ashford.

General Policy:

VJ Technology, so far as is reasonably practicable shall provide:

- Adequate resources to ensure the proper provision for the implementation of the HS&E management systems and compliance with current legislation and adopted guidance.
- Plant, work equipment and systems of work, which are safe, and without risk to health.
- Arrangements for the safe use, handling, storage and transport of articles and substances for use at work and minimise the environmental impact of such processes.
- Employees with such information, instruction, training and supervision as is necessary to enable the employee to ensure his or her health and safety at work and the safety of others that may be affected by their acts or omissions.
- A working environment that is safe and without risks to health, with adequate means of access and egress, and adequate welfare arrangements.
- Arrangements for effective employee consultation regarding health, safety and environmental matters.
- Monitoring procedures to maintain agreed standards and ensure that steps are taken to reduce the likelihood of days lost from work related injury and ill health.
- Access to adequate competent advice on Health, Safety and Environmental matters to assist in applying the provisions of health, safety and environmental law.
- Information, advice, facilities and products to promote the economic minimisation of energy use, waste produced, fuel usage and water consumption.

Mark Tomlin



Chief Executive Officer