



**Section 1**

**Policy Statement**

Ionix regards the promotion of Health and Safety measures as a mutual objective for employees at all levels.

It is therefore our Policy to do all that is reasonable to prevent personal injury and damage to property and to protect everyone from foreseeable work hazards, including the public, in so far as they come into contact with the Company, its operations and buildings. In particular, Management has a responsibility:-

- to provide and maintain safe and healthy working conditions, taking account of any statutory requirements
- to provide training and instruction to enable you to perform your work safely and efficiently
- to make available all necessary safety devices and protective equipment and to supervise their use
- to maintain a continuing interest in health and safety matters applicable to the Company's activities, in particular, by consulting and involving you or your representatives wherever possible.

Everyone has a duty to co-operate in the operation of this Policy:-

- by working safely and efficiently
- by using the protective equipment provided where appropriate and by meeting statutory obligations
- by reporting incidents that have led or may lead to injury to people or damage to property or equipment
- by adhering to Company Procedures, for securing a safe workplace
- by assisting in the investigation of accidents with the objective of introducing new measures to prevent a recurrence

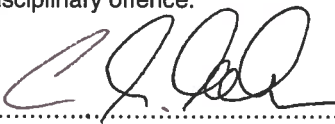
The co-operation of all employees is vital to the success of this policy. Each individual is responsible for their own safety and for the safety of those around them and every employee can and should contribute to the development of Health & Safety standards within the Company.

The Company General Manager is responsible for all occupational health & safety issues related to the Company's activities.

The Company General Manager is responsible for the implementation and review of this policy.

Specific duties in respect of occupational health & safety matters are allocated in each individual department and the particular arrangements in place to implement this policy are set out in Sections Two and Three of this document.

It should be noted that the neglect of health & safety responsibilities by individual employees would be viewed as a serious disciplinary offence.

Signed  General Manager

Date 21/9/16