

Rotork is an international company operating in a number of locations worldwide and has persons working for or on behalf of the Company in occupations including: product innovation, manufacturing, assembly, warehouse, office and field-based roles. As such, the health, safety and welfare of all Rotork employees, and those that may be affected by its operations, is of paramount importance to the Company. This Health and Safety Policy is a declaration of our commitment to the planning and management of health and safety for reducing accidents and cases of work-related ill-health.

The Board of Rotork PLC has endorsed this policy and requires all Rotork subsidiary businesses and persons working for or on behalf of the Company to comply with it. The Board of Rotork PLC has appointed the Group Operations Director as the responsible person for the implementation of these policies at all locations throughout the Group. Each subsidiary is required to report, using an elected committee, to the Group Operations Director and in turn to the Corporate & Social Responsibility Committee and to the PLC Board.

In pursuit of a Company-wide health and safety culture the objective of this policy is to:

- Promote local accountability for implementation of, and adherence to, this policy throughout all of our subsidiary businesses.
- Incorporate health and safety considerations into all of our operations and activities.
- Work continually to ensure that any health and safety impact of our products and processes are reduced to a minimum.
- Communicate effectively with all persons working for or on behalf of the Company to improve performance and ensure understanding of responsibilities.
- Work with our suppliers, contractors and customers to achieve improved performance on shared issues of health and safety.

Health and safety awareness is not only the responsibility of management it is a responsibility that all persons working for or on behalf of the Company must share. Rotork expects all persons working for or on behalf of the Company and contractors to: work safely, act responsibly, adhere to health and safety rules, procedures and other requirements, use protective equipment, where required, and contribute to the maintenance of a safe and healthy working environment. In support of these objectives, Rotork and each subsidiary is required to manage its activities to ensure that, so far as is reasonably practicable, it will:

- Meet or exceed legislation and other requirements in the countries in which the Company operates.
- Establish a clear understanding of the Company's operations and associated hazards to provide and maintain safe plant and equipment to ensure a safe working environment.
- Undertake a risk management approach to health and safety, review near misses, investigate root causes and ensure that all foreseen hazards are minimised. Identify other ways to reduce the number and severity of personal accidents and to continually improve the Company's health and safety performance.
- Provide information, instruction, training and supervision to ensure all employees are competent to undertake their task and maximise their contribution to the achievement of high standards in health and safety.
- Maintain accurate and detailed records of all relevant health and safety information in relation to this policy.

Any employee who becomes aware of any existing or potential breach of this policy is required to notify the appointed Group Operations Director immediately.

Rotork will authorise or take any reasonable action that it deems appropriate and fit in order to ensure this policy is enforced.

Kevin Hostetler  
Chief Executive Officer  
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