



QUALITY POLICY STATEMENT.

Midtherm Laser Ltd., are dedicated to the principle of never-ending improvements in product quality, reliability and customer service.

Our principal aim is to always supply to our customers, high quality products and customer service that conform exactly to stated or agreed specifications/order requirements and any other statutory or regulatory requirements relevant to the product.

The establishment of a QUENSH management system is therefore the foundation to build a company culture focussed upon continuous quality improvement.

The QUENSH management system is based on the requirements of BS EN ISO 9001, BS EN 1090, BS EN ISO 14001, and BS ISO 45001 and Midtherm Laser are fully committed to conforming with these requirements.

The QUENSH system provides a framework for a risk-based approach to thinking, managing opportunities and mitigation of risks and has been developed to enable full integration of in-house, product, industry best practice and client specific requirements. This in turn improves the overall efficiency of the organisation and assists in the compliance with the formulated QUENSH objectives.

The QUENSH management system will ensure that all products and services comply with customer specification and meet or exceed expectations in product reliability, customer service, quality, cost and delivery.

This policy will be communicated to all staff and any necessary external interested parties i.e. sub-contractors that may be working on our behalf, and will be available to the public via Midtherm Laser web site: www.midthermlaser.co.uk

Top Management will review this policy and formulate QUENSH objectives during management reviews to ensure its integrity, effectiveness and compatibility with the context and strategic direction of the organisation.

Signed:

A handwritten signature in black ink, appearing to read "Mark Hannon".

**Mark Hannon
General Manager/QUENSH MR.**

Reviewed for effectiveness: 17th February 2021



ENVIRONMENTAL POLICY STATEMENT.

Management of Midtherm Laser regard the promotion and preservation of the environment as a mutual objective for Management and employees at all levels.

We are fully committed to protecting and continually improving the quality of our working and local environments, and are committed to working pro-actively with, and communicating this policy to our employees, clients, contractors and all external influences to achieve a safer, cleaner, healthier and sustainable environment, which will meet present and future legislative needs.

The objectives of this policy are to:

- Reduce the production of waste and encourage wherever possible it's re-use and re-cycling.
- Encouraging greater staff involvement through energy awareness training, the understanding of environmental issues and continual environmental improvements.
- Encouragement of staff to become more efficient and sustainable in their use, and the preservation of energy.
- Evaluating environmental aspects and impacts when considering new plant, equipment or processes.
- Prevent pollution and nuisance.
- Management of the safe and effective disposal of waste materials and hazardous waste through approved agencies.

Midtherm Laser will comply with environmental laws and regulations relevant to our business and will closely monitor its office administration and manufacturing processes, to ensure that the company's operations are effectively managed and risks mitigated in accordance with the requirements of BS EN ISO 9001, BS EN 1090, BS EN ISO 14001 & BS ISO 45001.

We are committed to the continual improvement of our QUENSH management system that supports the enhancement of our environmental performance.

This policy will be communicated to all staff and any necessary stakeholders and interested parties i.e. sub-contractors that may be working on our behalf, and will be available to the public via Midtherm Laser web site: www.midthermlaser.co.uk

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HEALTH & SAFETY POLICY STATEMENT.

Management of Midtherm Laser regards the promotion of, and continual improvement of Health and Safety performance as a mutual objective for Management and employees at all levels.

It is the declared company policy to do all that is reasonably practicable to prevent personal injury and ill health, damage to property and to protect everyone from foreseeable work hazards within the Company's control, including the public in so far as they come into contact with our activities.

It is the policy of the company, where it is reasonably practicable to:

- Provide plant and systems of work that are safe and without risk to health.
- Provide for the safe handling and transport of product, materials and equipment.
- Provide comprehensive information, instruction, training and supervision, ensuring in so far as is reasonably practicable, the Health, Safety and Welfare of every employee. This includes ensuring consultation and participation schemes for workers and any appointed workers representatives are established and effective.
- To maintain, so far as is reasonably practicable, a safe and risk-free workplace and provide safe means of access to and egress from all workplace areas.
- Provide and maintain a safe and healthy working environment with adequate welfare facilities and arrangements.
- To consult with our workforce or appointed representative in the OHS system "decision making" process. All employees are encouraged to contribute towards making work areas as safe as possible by continually appraising working practices and ensuring that the safest possible methods are adopted.

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Employees also have a duty to co-operate in this objective:

- By working safely and efficiently.
- By using any equipment provided in a safe and efficient manner.
- By reporting any incidents that have led or may lead to injury or damage.
- By adhering to safe working practices / procedures to secure a safe place of work.
- By assisting in the investigation of accidents, incidents and near misses.
- By taking a positive attitude to accident prevention, being vigilant at all times to prevent any mishaps however trivial and bringing them to the attention of the management.

Midtherm Laser are fully committed to provision of adequate resources to comply with the Health and Safety at Work Act, all applicable legislation and other requirements and will closely monitor its office administration and production processes, to ensure that the company's operations are effectively managed and controlled in accordance with the requirements of BS ISO 45001.

This policy will be communicated to all staff and any necessary stakeholders and interested parties i.e. sub-contractors that may be working on our behalf, and will be available to the public via Midtherm Laser web site: www.midthermlaser.co.uk

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