



Health & Safety Policy statement

Important: All employees must read this statement and be familiar with the Company's policies.

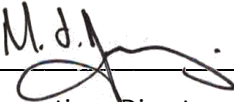
It is the policy of Cherwell Laboratories Ltd to comply with the obligations under the Health and Safety at Work Act 1974 (as amended), the Management of Health and Safety at Work Regulations 1999 (as amended), and other supporting legislation concerning Health and Safety. At all times the Company will endeavour to provide and maintain a healthy and safe working environment for its employees as well as taking steps to protect the health and safety of all visitors to the Company, including contractors from other firms, temporary workers, as well as any members of the public who might be affected by our operations.

The overall objective of Cherwell Laboratories Limited's health and safety policy is to minimise the number of instances of occupational accidents and illnesses. The ultimate objective is not to have any such instances. The Company will endeavour to do all that is reasonably practicable to ensure the health and safety of its employees, however, health and safety at work is the responsibility of each and every individual associated with the Company. All employees are required to be constantly vigilant and concerned for the welfare of others.

It is also the duty of each employee to take reasonable care of his or her own welfare and to report any situation, which may pose a threat to the well-being of himself or herself or any other person. Such hazards in the workplace e.g. frayed electrical cables, dangerously defective equipment, unsafe structures, possible fire risks, loose floor tiles etc., should be reported as a matter of routine and no member of staff will be penalized for complaining if such hazards are not rectified by the management. It is therefore every employee's responsibility to report immediately any situation that could endanger the well-being of themselves or others and that the reporting of injuries, however small, sustained by a person at work must never go unrecorded. Accident records are crucial to the effective monitoring and revision of Company policy and must therefore be accurate and detailed.

Cherwell Laboratories Ltd believes that the success of its Health and Safety Policy can only be achieved through the cooperation of all personnel. Employees will be provided with the required equipment, information, training and supervision as are necessary to implement and comply with the Company's health and safety policy.

The Company's health and safety policy will be continually monitored and improvements to the policy will from time to time be implemented. The Company invites all employees to put forward any suggestions for improvements, or any complaints, regarding the health and safety policy either informally or in writing directly to the Health and Safety Officer or a Company Director.

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| Signed:  | |
| Position: Operations Director | Date: January 2017 |