

Health & Safety Policy Statement

Semefab Ltd is a progressive and independent company, leading in the manufacture and supply of a wide variety of semiconductor devices, from untested wafers to fully tested, packaged and in-house designed components, trusted by customers and suppliers from across the world. Critically, as an independent business, through the involvement of our employees, we are committed to maintaining a position of leadership in Health & Safety management within our industry. We have a belief that such a commitment is an integral part of the partnership with our customers, and is vital to the long term well-being of our employees, the Company and all other stakeholders.

As part of this commitment we will ensure that all our activities are carried out with complete focus on any Health & Safety requirements and in line with our management system, to ensure legal compliance as a minimum standard. We will ensure that our policy, specifications and practices are continually reviewed and benchmarked to facilitate continuous improvement within the organisation.

Specifically, this commitment requires that in the completion of their day-to-day activities all employees, regardless of their role or position within the organisation, will:

- Ensure that their activities are in line with published specifications, including the management of third parties such as contractors, suppliers, visitors and other external agencies.
- Ensure that the same management policy and specifications accurately reflect both current and best practice, and represent a clear and living framework for our business activities and processes.
- Ensure active participation in safety initiatives and in the promotion of safety and good health for everyone through continual commitment, communication and co-operation.
- Ensure that their activities are consistent with the spirit and letter of this policy across the key fields of Health & Safety management in the widest sense.

As joint Managing Directors, we have overall responsibility for setting and ensuring effective communication of the Company's Health & Safety objectives and for monitoring and enhancing the Company's performance. Detailed responsibilities for achieving and maintaining these standards have been assigned at all levels of the company. We will ensure appropriate resources are provided to enable the Company to comply with its statutory obligations under Health & Safety legislation pertinent to business objectives. We will provide information, instruction and effective training for all employees to ensure high performance standards are achieved.

This Policy will be regularly monitored to ensure that the objectives are achieved. It will be reviewed and revised when necessary, or as a result of legislative or organisational changes.

Signature:



Allan James
Managing Director
January 2015



John Bruce
Managing Director
January 2015