

# Responsible Care

## GUIDING PRINCIPLES

As a member of the Chemical Industries Association, this company manages all aspects of its activities so that we provide a high level of protection for the health and safety of employees and associates, customers, and the public; and for the environment. We will demonstrate our commitment to sustainable development and continual improvement by adhering to the following principles:

### POLICY

We will have a health, safety and environmental (HS&E) policy which will reflect our commitment and be an integral part of our overall business policy.

### EMPLOYEE INVOLVEMENT

We recognise that the involvement and commitment of our employees and associates will be essential to the achievement of our objectives. We will adopt communication and training programmes aimed at achieving that involvement and commitment.

### EXPERIENCE SHARING

In addition to ensuring our activities meet the relevant statutory obligations, we will share experience with our industry colleagues and seek to learn from and incorporate best practice into our own activities.

### LEGISLATORS AND REGULATORS

We will seek to work in co-operation with legislators and regulators.

### PROCESS SAFETY

We will assess and manage the risks associated with our processes.

### PRODUCT STEWARDSHIP

We will assess the risks associated with our products, and seek to ensure these risks are properly managed throughout the supply chain through stewardship programmes involving our customers, suppliers and distributors.

### RESOURCE CONSERVATION

We will work to conserve resources and reduce waste in all our activities.

### STAKEHOLDER ENGAGEMENT

We will monitor our HS&E performance and report progress to stakeholders; we will listen to the appropriate communities and engage them in dialogue about our activities and our products.

### MANAGEMENT SYSTEMS

We will maintain documented management systems which are consistent with the principles of Responsible Care and which will be subject to a formal verification procedure.

### PAST, PRESENT AND FUTURE

Our Responsible Care management systems will address the impact of both current and past activities.

I, KENNETH D. HAYES  
Chief Executive of Growth UK Limited

commit the company to these Guiding Principles and to an annual review of our application of them.

Signed KD Hayes Date 30/3/12



Responsible Care



CHEMICAL INDUSTRIES  
ASSOCIATION