

Thomas Swan Responsible Care and Quality Policies

Our Purpose

To inspire and deliver creative and sustainable chemistry.

Our Vision

A pioneering, globally recognised, sustainable manufacturer of speciality chemicals.

Our Mission

We will invest in sustainable, innovative technologies and practices, our people and operational excellence to deliver growth in strategically targeted markets together with exceptional customer service.

Responsible Care Policy

(incorporating Safety, Health and the Environment)

Thomas Swan & Co. Ltd. is committed to the following:

- Sustainability: this is an important part of company strategy, as outlined in the Company's Purpose, Vision and Mission statements.
- Compliance with relevant legislative / regulatory requirements and the requirements of the Chemical Industries Association's 'Responsible Care' programme.
- In consultation and with the participation of our employees, we will provide and maintain a safe and healthy working environment to prevent work-related injury and ill-health.
- Maintain a Major Accident Prevention Policy in line with COMAH Regulations.
- Protecting and conserving the environment, with particular regard to prevention of pollution, harm and degradation.
- Ensuring that continual improvements are made to the Responsible Care Management System by effectiveness reviews and the setting of objectives and targets.
- Communicating openly with all relevant interested parties.
- Maintaining and operating the following management systems ISO 14001 and OHSAS 18001.
- Ensure that the company, its employees and visitors comply with this policy and other relevant social and moral requirements.
- Health, safety and the environment are the responsibility of all employees. Specific responsibilities / authorities are shown in the Responsible Care Manual (Doc. Ref. 18.1.130).
- Satisfy applicable requirements of interested parties.



Our Values

Integrity

We always strive to do the right thing

Innovation

We have the courage to pursue new ideas

Respect

We treat everyone with respect

Teamwork

We are more successful by working together

Excellence

We strive for excellence in everything we do

Strategic Priorities

Develop our people

Operational excellence across all departments

Embrace sustainability in all that we do

Strategically target markets

Innovation driven culture

Play to our strengths

Quality Policy

Thomas Swan & Co. Ltd. is committed to the following:

- Ensuring quality is embedded in company strategy, as outlined in the Company's Purpose, Vision and Mission statements.
- The quality of our raw materials and products is of utmost importance with respect to current and future business.
- As a minimum meeting our customer requirements of quality, price and on-time deliveries, in line with the context of the company.
- Quality is the responsibility of specified management. However, great emphasis is placed on individual employees recognising that everyone is to some extent responsible for contributing to the quality of our products.
- Ensuring that continual improvements are made to the Quality Management System by effectiveness reviews and the setting of objectives and targets.
- Maintaining and operating a management system complying with ISO 9001.
- Developing our people through personal development reviews / plans and relevant training programmes.
- APIs to be manufactured in accordance with cGMP guidelines (ICH Q7).
- Ensure that all employees are aware of this policy.
- Satisfy applicable requirements of interested parties

**H.M. Swan,
Managing Director**

Performance Chemicals

Custom Manufacture

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UK • USA • China

Thomas Swan & Co. Ltd., Rotary Way, Consett, Co. Durham, DH8 7ND United Kingdom

Tel: +44 (0)1207 505 131 Fax: +44 (0)1207 590 467

www.thomas-swain.co.uk

Committed to Responsible Care

