

Human Factors Policy

Fuchs Lubricants (UK) plc (the Company) recognises that people are integral to the business operations including Safety, Quality and Environmentally critical activities. We commit to reduce unintended errors; slips, lapses, mistakes and positively influence behaviour to avoid intended violations by understanding the job, the individual and our organisation.

It shall be the responsibility of Top Management supported by the Senior Management team to implement this Policy and to ensure the appropriate resources are made available. Objectives shall be set and realised through implementing and maintaining documented processes, continual improvement and regular review within the Health & Safety, Quality and Environmental Management Systems.

Consideration shall be given to the following interrelated aspects:

- The job – workspace and environment, tools and equipment, shift working patterns, workload, ergonomic principles and the role of procedures, instructions and understanding potential limitations and strengths of our personnel.
- The individual – competencies and job specific criteria and skills, fitness to work and health surveillance, personal safety performance monitoring, decision making, stress, fatigue, risk perception and consequence management.
- The organisation – leadership, supervision, staffing levels, incident management, effective management systems, positive embedded culture and clear communication systems and practices.

A documented systems focusing on safety critical tasks, avoidance of quality deviations and protection of the environment shall be developed and cascaded. Suitable controls shall be implemented and the effectiveness challenged commensurate with the risk to people product conformance and the environmental impact.

This policy shall be reviewed annually or as a result of management of change.



Richard Halhead
CEO Fuchs Lubricants (UK) plc

January 2024