



Last updated 12th January 2026

Teer Coatings Ltd is proudly a part of



# Company Policy

**Teer Coatings Ltd, based in the UK, is dedicated to the development, production and sale of thin film coatings and associated deposition and measurement equipment for a worldwide client base. We do this based on the following principles:**

## Quality

Our customers are our top priority. We seek to create a positive experience for all customers, which exceeds expectations in our products and services, supported by ISO9001 certification

Top Management are closely involved in quality from strategic planning through to daily business taking an evidence-based approach to decision making

We set our Quality Objectives and review through KPI's and management reviews at least annually. Performance is then communicated company-wide regularly

Engaging all employees in what quality means, how we manage it and their influence on it

Company activities should be process based, with a defined order, suitable controls and clear interfaces

Striving for continual improvement in all areas of our business including:

- Products and services
- Supply chain
- Efficiency of our processes

## Environment

Committed to reducing environmental impacts wherever possible, supported by ISO14001 certification

Full compliance with all relevant legal requirements and regulations

Preventing pollution to land, air and water

Minimising waste and increase recycling and re-use wherever possible

We set our Environmental Objectives and review through KPI's and management reviews at least annually. Performance is then communicated company-wide regularly

Identifying and controlling environmental hazards and risks

Responsible energy use and reducing our overall carbon footprint with an ultimate goal of Net - Zero

Open communication with customers, suppliers, subcontractors, enforcing authorities and the public where required

Growth with sustainability at the core

## Health & Safety

Full compliance with legal safety and health requirements as a minimum standard, and with relevant codes of practice where appropriate

Providing adequate control of the health and safety risks arising from our work activities

Consulting with our employees on matters affecting their health and safety

Providing information instruction and supervision for employees

Ensuring all employees are competent to do their tasks and give them adequate training

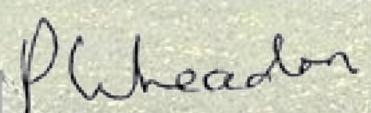
Preventing accidents and cases of work-related ill health

Maintaining safe and healthy working conditions

Maintaining good housekeeping standards, which minimise the risk of accidents

## Our Values are...

- Conduct our business to the highest ethical standards, including in ethical sourcing of materials, human rights, and anti-corruption across our supply chain
- Honest and respectful communication with our customers, suppliers and each other
- Share information, knowledge and experience
- Learn from each other
- Don't wait for responsibility, take it
- Embrace and initiate change
- Passion encourages innovation...
- ...Innovation leads to success

 Philippa Wheadon  
Managing Director



 David Loughlin  
Sales Director



 Wayne Southall  
Head of Strategy



 Hailin Sun  
Technical Director