

OCCUPATIONAL HEALTH & SAFETY POLICY

Flex|N|Gate is committed to, and responsible for providing a safe and healthy work environment for employees and stakeholders, and preventing all occupational illnesses and injuries. No asset is more important to our continued success than the people who contribute to our safe and healthful business culture.

This global commitment is achieved by daily recognition of a strong safety culture, including specific focus on the following:

Leadership Commitments

- Leaders at all levels are responsible and held accountable for these commitments.
- Leaders commit all reasonably necessary resources and set annual objectives to reduce accidents.

Management Commitments - Safe Conditions, Training & Compliance

- Management will maintain safe and compliant working conditions and equipment.
- Management will ensure that employees are trained on safe work practices and procedures.
- Management will ensure that contractors, suppliers, and visitors must comply with applicable laws, regulations, and internal health & safety standards.
- Management will abide by all applicable laws, regulations, company standards and procedures pertaining to Health & Safety topics including, but not limited to: personal protective equipment, machine safety, emergency preparedness, incident and accident management, workplace ergonomics, safe handling of chemicals, and fire protection.

Employee Commitments - Shared Safety Practices

- Employees must work safely and promptly report all unsafe conditions or acts to management.
- Employees must share our global commitments to Zero In On Safety and our 5 Basic Safety Foundations.

Joint Commitments - Continuous Improvement

Flex|N|Gate and its employees jointly commit to:

- Continually improving our performance by designing and adapting processes, work practices and systems that improve safety and ergonomics.
- Relentlessly improving our health and safety management system by utilizing risk assessment processes to better control and reduce hazards and risks.
- Collaborating with relevant organizations that provide specialist workplace health safety support to our businesses.

Authorized by:



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Manufacturing Director

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This policy is reviewed annually, is available to the public and is posted on the plant safety information boards. Printed copies of this document are for internal purposes only, a current controlled copy is located in the document control system.

This document applies to all facilities within the global Flex|N|Gate Group of companies, which trade under business names including Flex-N-Gate, Ventra, Master Guard, Guardian West, DAFE, Tubsa, GYPSA, Pyramid Peak, and X-Cel.