

OCCUPATIONAL HEALTH & SAFETY POLICY

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

This company wide commitment will be achieved through a strong safety culture and focus on the following:

Leadership

- All levels of leadership are responsible and held accountable to this commitment.
- To ensure success, leadership commits the necessary resources and sets annual objectives to reduce accidents.

Working Conditions and Compliance

- Management is committed to ensuring that:
 - Safe working conditions are maintained and equipment is safe and compliant.
 - Employees are trained on safe work practices and procedures.
 - All local laws and regulations, as well as company standards and rules are followed.

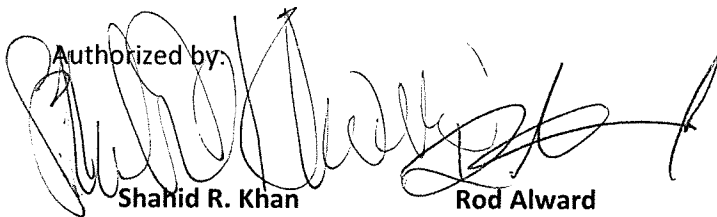
Shared Safety Commitment

- Our employees are responsible to work in a safe manner, and expected to report all unsafe conditions or acts to management.
- All contractors, suppliers and visitors must comply with local laws and regulations as well as Flex|N|Gate's internal health & safety standards.

Continuous Improvement

- Flex|N|Gate is committed to:
 - Constantly improving our performance by designing and adapting processes, work practices and systems for improved safety and ergonomics.
 - Improvement of our health and safety management system by utilizing the risk assessment process to better control and reduce hazards and risks.
 - All local health and safety organizations which provide specialist support to all levels.

Authorized by:



Shahid R. Khan
CEO, President and
Chief Operating Officer

Rod Alward
Vice President
Quality / EHS

Manufacturing Director

Plant Manager

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.

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