

OCCUPATIONAL HEALTH & SAFETY POLICY

Each employer in the Flex|N|Gate Group of companies is committed to, and responsible for, providing safe and healthy working conditions for its own employees and stakeholders, as well as the prevention of work-related injuries and illnesses. No asset is more important to each employer’s continued success than the people who contribute to our safe and healthful business culture.

This 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 each employer commitments.
- Leaders commit all reasonably necessary resources and set annual objectives to reduce employer incidents.

Management Commitments - Safe Conditions, Training & Compliance

Each manager commits, with respect to each employer for which that manager is responsible, to:

- Maintaining safe and compliant working conditions and equipment.
- Ensuring that employees are trained on safe work practices and procedures.
- Ensuring that contractors, suppliers, and visitors comply with applicable laws, regulations, and internal health & safety standards.
- Fulfilling all material legal and other requirements, regulations, company standards and procedures pertaining to health and safety topics including, but not limited to: personal protective equipment, machine safety, emergency preparedness, incident and accident management, workplace ergonomics, safe handling of chemicals, fire protection, confined spaces and electrical safety.
- Receiving and welcoming consultation and participation from workers, and where they exist, worker’s representatives at each employer.

Employee Commitments - Shared Safety Practices

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

Joint Commitments - Continuous Improvement

Each Flex|N|Gate employer and its respective employees jointly commit to continually:

- Designing and adapting processes, work practices and systems which advance health, safety and ergonomic performance.
- Improving health and safety management system by utilizing risk assessment processes to eliminate hazards and reduce health and safety risks.
- Collaborating with relevant organizations that provide specialist workplace health and safety support to its businesses.

Authorized by:



Shahid R. Khan
CEO, President and
Chief Operating Officer



Kevin Deacon
Executive Director
Quality / EHS

Manufacturing Director

General Manager