



EMbaffle HSSE Policy & Principles

It is our Health, Safety, Security and Environment (HSSE) Policy to conduct all activities in a safe, secure and environmentally responsible manner. We recognise that conducting our operations in this manner not only makes good business sense, but is the right thing to do.

EMbaffle pursues zero incidents. Accordingly, EMbaffle will:

- Maintain a systematic approach to HSSE management that is designed to ensure compliance with the law and to achieve continued performance improvement;
- Set targets for improvement and measure, appraise and report on performance;
- Include HSSE performance in the appraisal of all staff and reward accordingly.

This Policy is applied across all segments of our organisation and will be reviewed as part of the HSSE management system review cycle.

HSSE Principles

EMbaffle operates under the following principles:

- Pursue the goal of no harm to people and the environment;
- Manage HSSE matters as any other critical business activity with 'fit-for-purpose' systems and processes;
- Consider HSSE to be integral part of everyone's individual responsibility and conduct;
- Hold our management team accountable for HSSE performance and, as necessary, make available competent HSSE resources to help meet performance targets;
- Strive to instil a lasting HSSE culture across our organisation;
- Create an environment which promotes a secure business environment, safety of employees, and the organisation's integrity and reputation.

Through the implementation of the EMbaffle HSSE Policy and Principles, it is our intent to be recognised by our partners, our customers, employees, contractors and other stakeholders as a company in which HSSE is considered an integral part of the business.

December 2009

A handwritten signature in black ink, appearing to read 'Stuart Oakley', with a long horizontal line extending to the right from the end of the signature.

Stuart Oakley – Chief Executive Officer EMbaffle BV.