



THE GATES CORPORATION

HEALTH, SAFETY AND ENVIRONMENT POLICY

The Gates Corporation will conduct its business worldwide with care for the health, safety, and wellness of all employees and with respect for the environment. We are committed to compliance with applicable HSE legal requirements and the Gates Global HSE Standard.

We have a passion for zero workplace injuries.

We encourage corporate responsibility through strong ethics and environmental performance in the industries and communities where we operate. We will continuously seek to reduce the life cycle environmental footprint of our products and services.

All facilities will develop and operate a management system to facilitate occupational health, safety, and environmental protection and action plans for achieving continual improvement in HSE performance by focusing on:

- › Reducing injuries and illnesses
- › Minimizing environmental impact by decreasing waste generation and emissions through prevention at the source; reducing, reusing, and recycling wherever possible
- › Reducing energy and water consumption and considering renewable energy sources
- › Minimizing the impact of procured products on employee health, safety, and on the environment
- › Incorporating HSE considerations in the development of new products and processes, and in facility and workstation design
- › Improving the awareness and training of employees in HSE risk identification, operational controls, and encouraging proactive employee engagement
- › Systematically sharing good practices with other facilities through networking and communications

Management will regularly monitor progress toward Health, Safety, and Environmental objectives.

Successful implementation of our HSE policy can only be fulfilled through the awareness and cooperation of all employees. Each Gates employee is responsible for abiding by safe operating procedures and reporting any conditions that are hazardous to the environment.

Employees are encouraged to take a proactive role in HSE management by reporting any conditions or behaviors that are perceived to be unhealthy, unsafe, or not environmentally responsible.

Gates is committed to remaining an active, trusted, and socially responsible community member, wherever we do business.

A handwritten signature in black ink that reads "James Nicol".

James Nicol
Chairman and Chief Executive Officer
The Gates Corporation

January 2014