



## POLICIES AND PROCEDURES

Gates Corporation  
Customer Solution Center

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HSE 420

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DCN-0128

**TITLE: Health, Safety, and Environmental Policy**

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### 1.0 PURPOSE

The HSE policy establishes the overall direction of this management system by documenting and communicating the company's core values and mission with respect to the health, safety and the environment. The policy clearly states and communicates the company's overall HSE objectives and the commitment to continual improvement.

### 2.0 SCOPE

This EMS/OHSAS policy procedure applies to all of the company's activities, products, and services.

### 3.0 PROCEDURE

This policy shall be defined, endorsed, and updated by upper management and shall include commitments to continuous improvement and pollution prevention while considering aspects, impacts, and objectives. The policy shall be updated as operating conditions change, and shall be communicated to all persons working for, or on behalf of, the organization. This includes all contractors and significant vendors working on-site and off-site.

### 3.1 HEALTH , SAFETY AND ENVIRONMENTAL POLICY

Gates shall conduct their business with respect for the safety of their associates and for the environment. Gates will comply with all safety and environmental legislation, regulations and additional voluntary best management practices to which Gates subscribes.

To meet these objectives, Gates is committed to the following:

- A commitment for prevention of injury and ill health,
- A commitment to comply with applicable legal requirements and with other requirements to which the organization subscribes which relate to its EMS & SMS,
- The reduction of waste from raw material and energy usage,
- The establishment and annual review of EMS & SMS targets, objectives, and Programs by an internal cross functional team,
- Pollution prevention by the identification of significant aspects and reduction of environmental impacts, and
- Continual improvement of the EMS/OHSAS management system.

Gates recognizes that safety and successful environmental management are key company performance indicators critical to the success of this operation. The policy will be communicated with all interested parties including employees and shall be available to the public. In addition, the policy shall be communicated to all persons who work under the control of the company so that these persons understand their individual OH&S obligations.

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