HEALTH, SAFETY & ENVIRONMENTAL POLICY

Norgren activities include manufacturing, warehousing, office work, onsite servicing, sales and product development, make health safety and environmental responsibility critical issues to us. Two of our principle commitments are to safeguard the health, safety and welfare of all employees and minimise our impact on the local and wider environment. Norgren will not compromise on these important matters.

To support these commitments Norgren is required to manage our activities, and employees are expected to act, as far as is reasonably practicable, to ensure that we will:-

- At a minimum meet or exceed all health, safety and environmental laws and regulations in the countries where we operate, and the specific health, safety and environmental rules, requirements and procedures of IMI
- As appropriate, communicate with regulatory officials, trade associations and industry groups regarding Norgren's commitment to these issues.
- Ensure that all employees understand their responsibilities for the ways to improve performance relating to health, safety and environmental protection.
- Align company operations with good practices in workplace health, safety and environmental protection.
- Identify and address risk in our industrial operations and associated hazards to provide safe working conditions and prevent pollution.
- Support risk management by monitoring work-related near misses, investigate root causes of any accidents or near miss, minimising related hazards and finding better ways to reduce the number and severity of personal accidents and environmental incidents.
- Ensure that the health, safety and environmental impacts of products and processes are reduced to a minimum and work with our customers and suppliers to achieve improved performance on shared objectives.
- Use opportunities from wider health, safety and environmental improvements in products and processes for business benefits, such as optimising energy and other resource-use efficiency, particularly with regarding CO_2 emissions.
- Continually improve our management and performance in these areas by setting objectives, targets and plans and investigate in techniques and technology, as appropriate.
- Facilitate communication, co-operation, education and training to maximise the contribution of all employees to the achievement of high standards in health, safety and environmental matters.
- Conduct due diligence regarding health, safety and environmental issues during corporate transactions.
- Require contractors and other visitors to comply with all relevant health, safety and environmental requirements when on Norgren business.
- Report appropriate performance information publically (via IMI) on a regular basis.
- Implement and follow company policies and procedures regarding use of alcohol or medications during business hours, and never allow these substances to affect the safety of any employee.

This policy is extracted from the IMI WAY.

All employees have the responsibility to carryout our daily duties in accordance with The IMI Way, and immediately report any conditions that are perceived to be unhealthy, unsafe, environmentally hazardous, or socially unacceptable.

In keeping with this policy, Norgren is committed to remaining an active, trusted, and socially responsible community member, wherever we do business.

The Senior Management have ultimate responsibility for the implementation of this policy.

Paul Cleaver
President

THIS POLICY WILL BE REVIEWED ANNUALLY
Policy Issue: March 2010 reviewed March 2012 – no changes