



San Jose California (Headquarters)
Pflugerville, Texas

ENVIRONMENTAL, HEALTH, SAFETY & INDUSTRIAL POLICY STATEMENT

Cortec Precision's common goal of environmental, safe and healthful working conditions is in support of the Occupational Safety and Health Act of 1970. The safety and health of our employees and Cortec's genuine concern for environmental practices, continues to be the first consideration in the operation of this business. Environmental, safety, and health (EHS) practices in our business must be a part of every operation. Without question it is every employee's responsibility at all levels.

It is the intent of Cortec Precision to comply with all applicable laws. To do this, we must constantly be aware of conditions in all work areas that can produce injuries or cause harm to the environment. No employee is required to work at a job he or she knows is not safe or healthful. Cooperation in detecting hazards and, in turn, controlling them is a condition of employment at Cortec. Employees must inform their supervisor immediately of any situation beyond their ability or authority to correct. The personal safety and health of each employee of this company is of primary importance. The prevention of occupationally-induced injuries and illnesses is of such consequence that it will be given precedence over operating productivity whenever necessary. To the greatest degree possible, management will provide all mechanical and physical facilities required for personal safety and health in keeping with the highest standards.

We maintain an EHS program conforming to the best practices of organizations of this type. To be successful, such a program must embody the proper attitudes towards environmental, injury and illness prevention on the part of supervisors and employees. It also requires cooperation in all EHS matters, not only between supervisors and employees, but also between each employee and his or her co-workers. Only through such cooperative effort can an EHS program in the best interest of all be established and preserved. Our objective is an EHS program that will reduce the danger to the environment, injuries and illnesses to an absolute minimum, not merely in keeping with, but surpassing, the best experience of operations similar to ours. Our goal is zero environmental incidents, accidents and injuries and continuous improvement.

Cortec's environmental, health, and safety program is to provide mechanical and physical safeguards to the maximum extent possible. Conducting a program of environment, health and safety inspections to find and eliminate unsafe working conditions or practices, to control health or environment hazards, and to comply fully with the environment, health, and safety standards for every job. Cortec does this by:

- a) Provide training of all employees in good EHS practices.
- b) By ensuring all necessary personal protective equipment, and instructions, for its use and care is provided.
- c) Developing and enforcing EHS rules and requiring that employees cooperate with these rules as a condition of employment.
- d) Investigating, promptly and thoroughly, every accident to find out what caused it and to correct the problem so that it won't happen again.
- e) Setting up a system of recognition and awards for outstanding safety service and performance.
- f) Cortec recognizes that the responsibilities for environment, health, and safety are shared:

Employees are responsible for wholehearted, genuine cooperation with all aspects of the EHS program including compliance with all rules and regulations, and for continuously practicing safety while performing their duties.

Cortec embraces and complies, in essence, with the RBA (EICC) Code of Conduct, as relates to Federal (USA), State (California or Texas) and local laws.