

Environmental Policy

Reflexallen USA Inc, recognizes the importance of Environment Management in voluntary compliance with all Federal, State, local laws and regulations and strives to meet and improve its environmental performance, while preventing and reducing pollution.

Reflexallen Environmental policy is to:

Comply with applicable laws, regulations, statutory and other applicable requirements that RAUS subscribes to:

- ***Prevent pollution by minimizing waste and the consumption of natural resources;***
- ***Continually improve the performance of the Environmental Management System;***
- ***Perform activities in a manner that is consistent with the objectives, targets and regulations;***
- ***Promote recycling and reuse of materials and prevent emissions.***

This Environmental Statement of Intent will be reviewed and, if necessary, revised on an annual basis.

HEALTH & SAFETY POLICY

The safety and health of our employees continues to be the first consideration in the operation of this business. 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, we will provide all mechanical and physical facilities required for personal safety and health in keeping with the highest standards. We will maintain a safety and health program conforming to the best practices of organizations of this type. To be successful, this program will embody the proper attitudes toward injury and illness prevention on the part of supervisors and employees. We require cooperation in all safety and health matters, not only between supervisor and employee, but also between each employee and his or her co-workers. Only through such a cooperative effort can a safety program in the best interest of all be established and preserved.

Our objective is a safety and health program that will reduce the number of 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 accidents and injuries.

We recognize that the responsibilities for safety and health are shared. Reflex & Allen USA accepts responsibility for leadership of the safety and health program, for its effectiveness and improvement, and for providing safe conditions. Supervisors are responsible and held accountable for safety performance, as part of their overall performance evaluation, for developing the proper attitudes toward safety and health in themselves and in those they supervise, and for ensuring that all operations are performed with the utmost regard for the safety and health of all personnel involved, including themselves. Employees are responsible for compliance with all rules and regulations and for continuously practicing safety while performing their duties.

Our safety and health program includes:

- Providing mechanical and physical safeguards to the maximum extent possible.
- A program of safety and health inspections to identify and eliminate unsafe working conditions or practices, to control health hazards, and to comply fully with the safety and health standards for every job.
- Training of all employees in good safety and health practices.
- Providing necessary personal protective equipment and instructions for its use and care.
- Developing and enforcing safety and health rules and requiring that employees cooperate with these rules as a condition of employment.
- Investigating, promptly and thoroughly, every accident to find out what caused it and to correct the problem so that it won't happen again.

Reflexallen USA Inc. is committed to delivering total quality to all of our customers. We challenge ourselves to exceed our customers' requirements and to continuously improve our technology, engineering solutions, products, and services by "Finding a Better Way".

Reflexallen USA Inc. is committed to providing a safe, efficient, environmentally friendly work place for all of its employees while achieving it's customer needs.

To achieve this we are committed to:

- **Customer Satisfaction**
 - ✓ *Providing our customers with products and services that meet or exceed their requirements*
- **Continual Improvement**
 - ✓ *Measurable improvement of the effectiveness of our business and its management/operating systems.*
 - ✓ *Continually reduce our environmental impact by minimizing waste and the consumption of natural resources*
- **Employees**
 - ✓ *Providing training to employees to promote Environmental Awareness, Safe working practices & Continual Improvement*
 - ✓ *Empowering our employees to use their skills and talents to achieve the quality policy and business plan objectives*
- **Management System**
 - ✓ *Maintaining a Business management system compliant to IATF 16949 & ISO14001*
 - ✓ *Reviewing our Business management system on a continual basis for compliance and robustness*
 - ✓ *Setting and reviewing performance objectives to meet our business goals*
 - ✓ *Operating to a zero defect policy*

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Reflexallen Management

1/3/2020