



## Environmental Policy

Harbec will endeavor to be a sustainable manufacturing company that uses eco-economic decisions and policies to insure that it meets the needs of the present without compromising the ability of future generations to meet their own needs.

Harbec will accomplish this by honoring the following:

- Include the consideration of environmental issues in all business strategies and initiatives.
- Senior management at Harbec is committed to ensuring that the protection of the environment is firmly embedded in the company culture.
- Encourage environmental protection among customers, suppliers, subcontractors and other stakeholders with consideration to life cycle impacts of their aspects and activities.
- Prevent pollution, reduce waste and minimize the consumption of resources.
- Educate, train and motivate employees to carry out tasks in an environmentally responsible manner and ensure continuous professional development.

Harbec is committed to continual improvement of overall environmental performance.

Harbec will actively seek opportunities that positively impact our effect on the environment, comply with legal and other requirements, while improving business performance.

This Policy is communicated to all staff and is readily available to the public through our website as well as other selected media.

A handwritten signature in blue ink, which appears to read 'Robert Bechtold', is written over a horizontal line.

Robert Bechtold

President

Harbec Inc.

20 July 2018