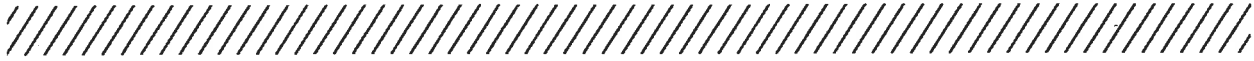




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GATES
HEALTH, SAFETY, AND ENVIRONMENT (HSE) POLICY

Gates will conduct its business worldwide with care for the health, safety, and wellness of all employees and with respect for the environment and the communities where we operate. We are committed to responsible business practices through the establishment, implementation and maintenance of Gates Global HSE Standards in the following areas:

- Complying with the Gates Global HSE Standards or local regulations, giving precedence to the more stringent requirement
- Engaging all employees in the identification and reduction of HSE risks and defining opportunities to prevent HSE incidents, injuries and illnesses with a passion for zero injuries and an incident free workplace
- Incorporating HSE considerations and resource conservation in the design of facilities, manufacturing processes, procurement of materials, and the delivery of our products and services
- Encouraging our suppliers, customers and contractors to share mutual value in HSE commitments
- Reducing the life cycle environmental footprint of our products and services with an emphasis on energy efficiency and pollution prevention at the source wherever possible.
- Systematically sharing performance and effective practices

All facilities will develop and operate a management system that is consistent with these commitments with an emphasis on continual improvement. Each Gates employee is responsible for abiding by safe operating procedures and reporting any conditions that are hazardous to people or the environment. Management regularly monitors progress and ensures the availability of information and resources to achieve HSE objectives and targets..

Gates is committed to remaining an active, trusted, and socially responsible community member, wherever we do business.

Ivo Jurek
Chief Executive Officer
Gates

February 2019

The electronic format is the official master version. Verify hard copies against the electronic version.