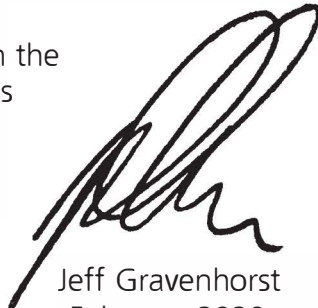


ISS Health, Safety, Environment and Quality Policy

The ISS Health, Safety, Environment and Quality (HSEQ) Policy is to:

- Have a systematic approach to HSEQ management designed to ensure compliance with the law and customer requirements;
- Measure, review and report HSE and Quality performance and set targets for continuous improvement;
- Eliminate hazards and reduce health and safety risks;
- Control health and safety risks and environmental aspects through a hierarchy of controls;
- Pro-actively identify and mitigate quality risks in all activities at all levels of the organisation;
- Investigate incidents to determine their root causes and take appropriate corrective actions;
- Reducing the environmental and climate impact of our operations by promoting sustainable processes and products including energy and sustainability awareness;
- Conserving natural resources by careful management of our own operations;
- Increasing energy efficiency and reducing greenhouse gas emissions (GHG) related to our operations;
- Achieve the level of HSEQ performance that meets our customers' requirements and exceeds their expectations;
- Optimise business performance without comprising safety, quality or compliance;
- Consult and involve the participation of employees;
- Require our suppliers and their subcontractors to manage their HSEQ in line with this policy;
- Include HSEQ performance in the appraisal of staff and rewards accordingly.



Jeff Gravenhorst
February 2020