

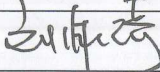
Policy document EHS01

Environmental and Health & Safety Policy Statement

Owner: Michael Liu
 Function: EHS
 Creator: Mark Yang
 Document ID: PY - EHS01
 Version: 2.0

Change history:

Issue	Release Date	Comments
1.0	19.10.2017	New policy statement replacing the following separate policy statements: <ul style="list-style-type: none"> - Environmental Policy Statement - Health and Safety Policy Statement - Conflict minerals added
2.0	16.07.2020	1、 Deleted the HSF, that added to “Quality and HSF Policy Statement” 2、 Added the content for “consultation and Participation” and “Risk assessment”

Issuing date	Creator	Owner 	Doc ID
16.07.2020	Mark Yang	Michael Liu	PY - EHS01_2.0

ENVIRONMENTAL AND HEALTH & SAFETY POLICY STATEMENT

Salcomp believes that environmental, health and safety performance contributes to our competitive strength and benefits our customers, stakeholders and Environment. The safety of our workforce and the protection of our environment are of primary importance to Salcomp.

A successful business requires a solid, product life cycle based environmental performance and safeguarding the health and well-being of our employees and Stakeholders by creating and maintaining a safe working environment.

We are committed to comply with customer and other interested parties requirements, and applicable laws and regulations influencing our products and operations such as e.g. Standby Power efficiency and Health & Safety requirements.

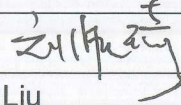
Environmental and Health & Safety awareness is part of the skills of our personnel and every person is responsible for the state of EHS.

Integrate the risk based approach in all business process that continually improve the performance of the Environment and Health & Safety Management System. We are committed to involve the workers representatives for consultation and participation towards improving the HS performance.

We are periodically identifying risk based approach in all of our business operations on Global and Site level which have the most significant environmental, health and safety impact, and establish objectives and targets for continually improve the performance of the EHS management system.

Salcomp provides appropriate training and resources for employees to use responsible environmental, health and safety practices. We involve our employees to make sound environmental, health and safety management as an integral part of their job. Top Management demonstrate environmental, health and safety leadership and help to build a culture across the company where all employees hold this policy and principles as their responsibility.

Salcomp exercises due diligence on relevant minerals in their supply chains aiming at ensuring that Conflict Free Smelters are used and that no materials are used originating from conflict areas, being produced utilizing child labor or forced labor, or materials associated with human trafficking or gross human rights violations, or with negative environmental impacts.

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环境健康安全方针 Environmental health and safety policy:

安全第一，预防为主

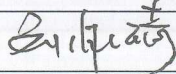
以人为本，关注健康

绿色产品，保护环境

节能降耗，尽责采购

遵规守法，人人有责

风险防范，持续改善

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