

	<b>MANULI FLUICONNECTO PTE LTD</b>	Effective Date: <b>02<sup>nd</sup> May 2018</b>	
	<b>HEALTH SAFETY AND ENVIRONMENTAL POLICY</b>	Revision: <b>1</b>	Page Number: <b>1 of 1</b>
		Approved by: <b>General Manager</b> 	

## Health Safety and Environmental (HSE) Policy

**Manuli Fluiconnecto** conducts its operations in a manner that is protective of its employees, customers, the public and the environment. As such, Manuli Fluiconnecto is committed to the prevention of injury and ill health and continual improvement of health, safety and environmental management and performance. Manuli Fluiconnecto is also committed to achieving and maintaining compliance with applicable legal and other requirements, including customer specific requirements. The top management will be responsible for setting and reviewing the HSE objectives periodically and ensuring that the HSE Policies and Objectives are documented, implemented and maintained and remains relevant and appropriate to the organization. This policy is displayed at prominent locations and is available to the employees and the public. The employees of Manuli Fluiconnecto are aware of the principles and their individual HSE obligations defined in this policy and are responsible for carrying out activities following these principles.

### Health and Safety

- a) The protection of employees' health and safety is a value of the organization and is the responsibility of each employee. Employees are responsible to conduct their activities in accordance with the safest and possible work practices and in a manner that is protective of their own safety and that of their co-workers. Established Company rules and procedures shall be followed and a proper attitude toward accident and injury prevention shall be maintained. Managers and Supervisors are accountable for the safety of their employees.
- b) Manuli Fluiconnecto ensures its employees know and understand how to use appropriate equipment, tools, procedures and personal protective equipment and have the requisite training to assist them in performing their jobs safely. Manuli Fluiconnecto reviews its practices and management system and implements the necessary actions to maintain and improve the health and safety of its employees.

### Environmental

Manuli Fluiconnecto conducts its operations in a manner that is protective of the environment. Waste minimization and pollution prevention are key objectives of its policy. Environmental aspects of the Company's activities, products and services are periodically assessed and objectives and targets are established for reducing impacts to the environment.

### Drugs and Alcohol

Manuli Fluiconnecto has maintained a drugs and alcohol policy to ensure a work environment that is safe for all employees and conducive to attaining high work standards.

In accordance with our policy, involvement with substances of abuse, drugs and alcohol, constitutes a serious threat to the safety of both our employees and others we may come in contact with in the course of providing our services and is strictly prohibited on production facility, offices or any other work locations of the company.

Company employees and contractor's employees must fully comply with this policy. Any employee is subjected to a search, blood or urine tests whenever necessary. Anyone who is found intoxicated and/or in possession of any illegal drugs or is found to have violated the Company's written drug and alcohol policy will be subject to disciplinary action up to and including discharge.