

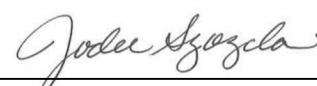
HEALTH, SAFETY, AND ENVIRONMENTAL POLICY STATEMENT

JAC PRODUCTS, INC. is committed to maintaining an organization in which the Health and Safety of all colleagues (employees, suppliers, customers, and visitors) is our first priority, and that our impact on the Environment is minimal. We will do so by adhering to the following principles:

- We will comply with all applicable laws and regulations and will implement programs and procedures to assure compliance. Strict compliance with HS&E standards will be a key ingredient in the training, coaching, and performance management for all employees.
- Where existing laws and regulations are not adequate or perceived to be inadequate to assure protection of the employees, or the environment, we will establish and meet our own higher HS&E standards.
- Our Safety Council will direct the development of annual action plans focused on continuous improvement in all areas of Health, Safety and Environment to include increasing energy efficiency, reducing CO2 emissions, and water conservation and protection.
- We will communicate our commitment to HS&E to our employees, supplier partners, and customer partners. We will solicit their input in meeting our HS&E goals and offer assistance in meeting theirs.
- We will seek opportunities to improve our adherence to these principles by continuously setting higher standards, and through effective planning, measurement, recognition, and reward.



MICHAEL WOOD
CEO & President



JODEE SZOZDA
VP of Human Resources
& Administration

