

Quality, Health, Safety, and Environmental (QHSE) Policy

Summary of Revisions

Location: 2.0 | **Description of Change:** Updated bullet points 1, 2, 8, & 9

1.0 Purpose - To establish a policy that communicates ErgonArmor's philosophy and commitment to quality, health, safety and environment.

2.0 Policy - The long-term business success of Ergon Armor depends on our ability to continually improve the quality of our services and products while protecting people and the environment. Emphasis must be placed on ensuring human health, operational safety, environmental protection, quality enhancement, and community goodwill. This commitment is in the best interests of our employees, partners, and the communities in which we live and work.

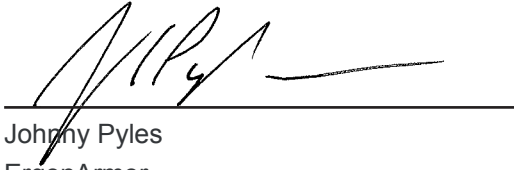
ErgonArmor requires the active commitment to and accountability for QHSE from all employees and partners. All management levels have a leadership role in the communication and implementation of and ensuring compliance with QHSE policies and standards. We are committed to:

- Fulfilling legal requirements and other requirements to protect and improve the health, safety, and security of our employees, and partners at all times.
- Eliminating quality nonconformances and HSE hazards, incidents and accidents to reduce our OH&S risk.
- Meeting specified customer requirements and ensuring continuous customer satisfaction.
- Setting quality and HSE performance objectives; measuring results; and assessing and continually improving processes, services, and product quality through the use of an effective management system.
- Planning for, responding to, and recovering from any emergency, crisis, and business disruption.
- Minimizing our impact on the environment through pollution prevention, reduction of natural resource consumption and emissions, and the reduction and recycling of waste.
- Applying our technical skills to all QHSE aspects in the operations of our facility.
- The consultation and participation of employees/partners to ensure an understanding of our QHSE policies, standards, programs and performance; reward outstanding QHSE performance.
- Continuing to improve the OH&S management system and our performance on issues relevant to our employees/partners and on which we can have an impact and share with them our knowledge of successful QHSE programs and initiatives.

This Policy shall be regularly reviewed to ensure ongoing suitability. The commitments listed are in addition to our basic obligation to comply with Ergon standards as well as all applicable laws and regulations where we operate. This is critical to our business success because it allows us to systematically minimize all losses and adds value for all our employees and partners.

3.0 Affected Areas - All ErgonArmor

4.0 Authority -

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Johnny Pyles
ErgonArmor
Vice President - Operations

A handwritten signature in black ink, appearing to read 'David Brackins', is written above a solid horizontal line.

David Brackins
ErgonArmor
Senior Vice President & General Manager