

## EHS POLICY



Title:

### Environmental, Health & Safety Policy

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*UNCONTROLLED DOCUMENT IF PRINTED*

### ENVIRONMENTAL, HEALTH, & SAFETY POLICY

Xtek, Inc. and its subsidiaries (referred to herein as Xtek) designs, manufactures and distributes all products in a manner to reduce the environmental impacts and safety and health risks of its operations, activities, products, and services. To support this effort, Xtek has established, implements and maintains an Environmental, Health and Safety (EHS) Management System.

Within the framework of our EHS Management System, we commit to:

- Establish and maintain programs to assure that laws, regulations, and other requirements applicable to our activities, products and services are known and obeyed;
- Adopt our own standards where laws or regulations may not adequately protect employee health and safety or the environment;
- Prevent pollution and reduce employee safety risks whenever feasible and practical via a continuous improvement approach;
- Establish objectives and targets to ensure the continual improvement of safety and health practices and the reduction in environmental impact.
- Involve employees in environmental, health and safety programs in order to help achieve our established objectives and targets.

Every person working on behalf of Xtek is expected to adhere to this policy.

As a sign of Xtek's commitment to this policy, top management is signing this policy statement and will oversee its implementation.

Date: 3-14-13

Roger Miller  
CEO  
Xtek, Inc.