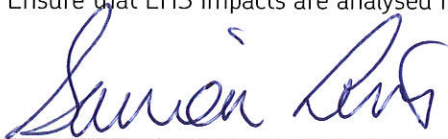


# Environmental Health and Safety Policy

The overall objective of Pilgrim International Ltd is to strengthen our role as a worldwide supplier of hydraulic fastening solutions. Sustainability is a strategic driver for Pilgrim International Ltd defined as Pilgrim Care, including Business, Environmental, Employee and Community Care. Pilgrim International Ltd shall continually improve EHS performance through the prevention of work place accidents and pollution, the promotion of employee health and well being and the reduction of environmental impacts, including those from energy consumption and use.

**In order to meet these commitments Pilgrim International Ltd shall:**

- Ensure that top priority is always given to the health and safety of all employees.
- Consider applicable laws, regulations and other commitments to which Pilgrim International Ltd subscribes as minimum requirements.
- Proactively assess health and safety risks, environmental and energy impacts and systematically define, document and implement improvement plans.
- Provide a well designed and attractive workplace and facilities.
- Utilise best practice EHS related technology and management to improve EHS performance through the purchase and design of efficient equipment and services and the adoption of improved organisational approaches.
- Develop and offer products and services which provide customer value in terms of improved EHS performance throughout the complete life cycle.
- Require suppliers and sub-contractors to adopt the principles of this policy.
- Define objectives and targets and provide the resources, information, training and management attention needed to achieve these and to comply with this policy.
- Ensure that EHS performance and compliance to this policy is monitored, documented and communicated in a clear and transparent way to employees, authorities and other stakeholders.
- Ensure that EHS impacts are analysed for all business decisions.

A handwritten signature in blue ink, appearing to read "Damian Lewis".

Damian Lewis  
General Manager

07/03/2018