

<h1>STANDARD OPERATING PROCEDURE</h1>					SOP-14.2-01
S-TEC Corp. One S-TEC Way, Mineral Wells TX, 76067		TITLE: Health, Safety, and Environmental Policy			
Originator	TUNDERWOOD	Cognizant		Cognizant	
Approver	RSMITH	Cognizant		Cognizant	

Revision History		
Rev.	Date	Description of Change
-	06/03/04	Initial Release
A	08/23/04	Section 5.2 revised to include framework for setting and reviewing objectives & targets
B	7/11/05	Name changed to S-TEC, Location of electronic files, and addition to scope
C	7/18/07	Changed 5.1 to state S-TEC Corporation instead of Senior Management, added "committed to continual improvement" and updated formatting
D	02/28/08	Changed logo and received approval and signature from the new President/General Mgr
E	06/25/08	Approval and signature from new General Manager
F	02/26/09	Updated Format and change company name
G	04/15/2009	Revised 5.1 to include reference to the Cobham Corporate Framework document
H	02/26/10	7.1 Changed to state files shall be posted in the Proquis Documentation System
I	03/16/10	Rev level I skipped intentionally
J	3/16/10	Revision history revised on Rev H. When the document was renumbered due to the new format the paragraph numbers changed.
K	12/7/10	Changed title of SOP; Revised 1.1 to include safety and health; Added BS OHSAS 18001:2007 and Cobham Extranet to references in section 3; Revised the mission/policy statement in 6.1; Revised 6.2 to include safety and health; Added SHE to 6.3 and subsequent bullets
L	4-21-14	Removed reference to Cobham and Board of Directors throughout the document; changed email address in footer to reflect Genesys Aerosystems
M	See Below	Updated procedure into revised SOP Template EQM 4.2-04-01 Rev J and removed reference to "SHE" throughout document

STATUS:	DATE:
Released	28 May 2014

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1.0 PURPOSE

1.1 The Purpose of this policy is to define the company's mission, vision, and core values and beliefs concerning health, safety, and environmental management (HSE).

2.0 SCOPE

2.1 This procedure applies to all employees and persons working for or on behalf of the organization.

3.0 REFERENCES

ISO 14001:2004

BS OHSAS 18001:2007

4.0 DEFINITIONS

4.1 Not Applicable

5.0 EQUIPMENT

5.1 Not applicable.

6.0 PROCEDURE

6.1 Mission/Policy Statement

The company recognizes health, safety, and environmental management as among the highest corporate priorities and is committed to providing a workplace that is injury and incident free for all employees, visitors, and contractors. The company shall foster a culture focused on continual improvement and the prevention of injury, ill-health, and pollution by complying with all local, state, and federal health, safety, and environmental laws and regulations, and other requirements to which the organization subscribes.

6.2 Vision

Establishing policies, programs for continual improvement and HSE practices for conducting operations will achieve compliance in a healthy, safe, and environmentally sound manner. Policies will form the basis for setting HSE objectives and targets. Objectives and Targets will be reviewed and revised annually by the appropriate level of management.

6.3 Core Values

The Company's HSE policy is based on the following core values identified by the Company's Senior Management staff.

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- Human beings are at the center of concerns and are entitled to a healthy, productive life in harmony with nature.
- Company policies must be fulfilled to equitably meet developmental, health, safety, and environmental needs of present and future generations.
- The Company will educate, train and motivate employees to conduct their activities in a safe and environmentally responsible manner.
- Management commits to assess health, safety, and environmental impacts before starting a new activity or project and before decommissioning a facility or leaving a site.
- The Company shall develop and provide products or services that have no undue safety or environmental impact in their intended use.
- The Company shall develop, design and operate facilities and conduct activities taking into consideration the well-being of its employees and community, the efficient use of energy and materials, the sustainable use of renewable resources, the minimization of adverse environmental impact and waste generation, and the safe and responsible disposal of residual wastes.
- The Company shall develop and maintain, where significant aspects exist, emergency preparedness plans in conjunction with the emergency services, relevant authorities and the local community, recognizing potential impacts.
- The Company commits to contributing to the development of public policy and to business, governmental and intergovernmental programs and educational initiatives that will enhance health, safety, and environmental awareness and protection.
- The Company shall measure HSE performance; to conduct regular safety and environmental audits and assessments of compliance with company requirements, legal requirements and these principles; and periodically to provide appropriate information to appropriate stakeholders, employees, the authorities, and the public upon request.

7.0 RECORDS

- 7.1 This policy shall be posted in the Proquis Documentation System and will be reviewed periodically by Senior Management and revised to reflect changing conditions and information.

8.0 APPENDIX

- 8.1 Not Applicable