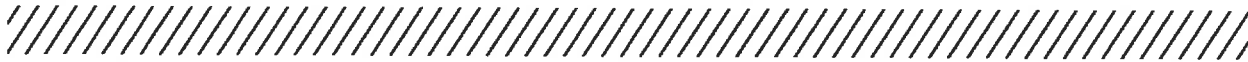




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GATES

1144 Fifteenth Street, Suite 1400
Denver, CO 80202
United States
GATES.COM



**GATES
HEALTH, SAFETY, AND ENVIRONMENT (HSE) POLICY**

Gates will conduct its business worldwide with care for the health, safety, and wellness of all employees and with respect for the environment and the communities in which we operate. We are committed to responsible business practices and promoting sustainability through the establishment, implementation and maintenance of Gates Global HSE Standards in the following areas:

- Complying with the Gates Global HSE Standards or local regulations, giving precedence to the more stringent requirement.
- Engaging all employees in the identification and reduction of HSE risks, and defining opportunities to prevent HSE incidents, injuries and illnesses with a passion for zero injuries and an incident-free workplace, while promoting employee health and wellbeing.
- Ensuring appropriate emergency preparedness plans are in place and regularly tested.
- Incorporating HSE considerations, resource conservation, CO2e reduction and chemical management in the design of our facilities, manufacturing processes, procurement of materials, and delivery of our products and services.
- Encouraging our suppliers, customers and contractors to share in our HSE standards and commitments.
- Reducing the life cycle impact of our products and services on the environment and climate change wherever possible, with an emphasis on energy efficiency, greenhouse gas minimization, waste reduction, water optimization and pollution prevention at the source.
- Systematically sharing HSE performance and effective HSE practices across Gates' through networking and communications.

All Gates' facilities will develop and operate a management system that is consistent with these commitments and that emphasizes continual improvement. Each Gates employee is responsible for abiding by safe operating procedures and reporting any conditions that are hazardous to people or the environment. Management regularly monitors progress and ensures the availability of information and resources to achieve HSE objectives and targets.

Gates is committed to building inclusive communities through our people, products and services, while remaining an active, trusted, and socially responsible community member, wherever we do business.

Ivo Jurek
Chief Executive Officer
Gates

February 2021

The electronic format is the official master version. Verify hard copies against the electronic version.