



Quality, Environmental, and Health and Safety Policy

Hartell is fully committed to manufacturing high quality products and maintaining excellent customer service and support, as well as providing a safe and secure work environment to protect health and safety and minimizing the harmful impact on the natural environment.

We will achieve our objectives through the implementation of our Integrated Management System (IMS) which provides a framework for the coordinated planning, implementation and review of the company's commitments, goals and objectives, and by focusing on the following:

- Meeting or exceeding our customers' expectations
- Compliance with all applicable regulatory, statutory, customer, corporate and other requirements.
- Protecting the environment by minimizing the adverse impact of our operations through resource conservation, pollution prevention and control.
- Elimination or control of hazards and health and safety risks in our work environment.
- Continual improvement through the establishment of clear objectives and targets, and effective management of opportunities and risks.
- Participation and consultation of employees at all company levels to assist in the implementation and improvement of our IMS.
- Working with our suppliers to share in this commitment.
- Ensuring that this Policy is understood by all company employees.

It is the responsibility of every employee to carry out this policy.

A handwritten signature in black ink, appearing to be "ARL", written over a horizontal line.

Operations Director

Revised 5/29/19