



Environmental Health & Safety Policy

Kalas Manufacturing Inc., a producer of wire and cable products, has a strong moral and social commitment to continuously improve our Environment, Health & Safety Management System (EHS). Kalas business model is committed to protect people, the environment, assets and resources in a way that supports the community and business operations. It is Kalas fundamental belief that all incidents, which cause injury, illness, environmental disturbance or property loss are preventable. Kalas' goal is to eliminate foreseeable hazards by monitoring the safety and environmental performance of the business. This will be achieved by Kalas' commitment to:

- Eliminate incidents through reduction of risk
- Prevent pollution
- Comply with legal and other requirements
- Continually improve EHS processes and systems
- Team involvement & communication
- Established objectives and targets

REVISED ON 9/17/19

Handwritten signature of Kym Calabretta in black ink.

Kym Calabretta
Vice-President
Sales & Marketing

Handwritten signature of Jack Witwer in black ink.

Jack Witwer
President & CEO

Handwritten signature of Jared Reed in black ink.

Jared Reed
Vice-President
Bulk Wire Operations

Handwritten signature of Wanda McCue in black ink.

Wanda McCue
Vice-President
Technical Sales and Market Development

Handwritten signature of Dennis Melnyk in black ink.

Dennis Melnyk
Chief Operating Officer

Handwritten signature of Rick Kile in black ink.

Rick Kile
Vice-President
ECPD Operations & Supply Chain