

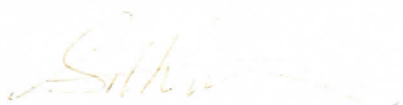
Health and Safety Policy

By working to the ISO 18001 OHSAS standard British Encoder is committed to ensure the Occupational Health, Safety, and Welfare of its employees and sub-contract labour. It also fully accepts its responsibility for others who may be affected by its activities. This policy will be implemented in all premises owned or controlled by the Company, and is applicable to all staff and visitors at our sites. This policy also applies to our staff working away from company sites.

In pursuance of this policy, the Company will take action to:

- ✓ Identify, assess, and manage the health and safety risks arising from our work activities;
- ✓ Consult with our employees and seek their cooperation on matters affecting their health and safety;
- ✓ Appoint competent personnel to assist the company in meeting its statutory duties including where appropriate, specialist services from outside the organisation;
- ✓ Provide and maintain safe plant equipment;
- ✓ Ensure safe handling and use of substances;
- ✓ Provide information, instruction and supervision for employees;
- ✓ Ensure that all employees are competent to do their tasks and provide them with adequate training;
- ✓ Prevent accidents and cases of work related ill health, so far as is reasonably practicable;
- ✓ Maintain safe and healthy working conditions;
- ✓ Oversee the implementation and function of the health and safety management system, and monitor review the policy on an annual basis;
- ✓ Take disciplinary action for any breach of company safety law.

Signed By:



Stephen A. Evans
Company General Manager



British Encoder Products Co.

Dated: 23rd September 2013