

12 February 2009

## EHS COMMITMENT AND EXPECTATIONS

Environmental, Health and Safety is paramount to the success of David Brown Gear Systems.

It is not a separate initiative but an integral part of our culture, our operations and decision-making processes. In addition, leaders within David Brown Gear Systems are obligated to fulfil our commitment to our customers, employees, and communities through workplace safety and preventing adverse environmental impacts.

Our Environmental, Health and Safety values are higher priority than production, cost management and quality. There is a direct correlation between EH&S performance, job satisfaction, productivity and quality.

Our goal is zero injuries and the elimination of adverse environmental impacts. **(All injuries are preventable.)** We need to adopt a zero tolerant mindset and make this an integral part of our daily behaviours and a vital piece of the David Brown culture.

To enable this end, every facility must maintain and continue to develop a robust EHS Management System.

Furthermore, **all employees** are responsible and accountable for EH&S, as led by our management teams.

In support of our goal of continued value growth and pursuit of excellence we have created a David Brown Environmental, Health and Safety Policy, which endorses the EHS Vision and Operating Principles. In addition, our policy requires zero tolerance, absolute compliance and continuous improvement to reduce injuries and pollution along with joint and individual accountability for safety. I expect all employees to adhere to the intent of the policy.

Every site leadership team must commit to our EHS policy by signing the David Brown EHS Policy, communicating the Policy, Vision and Operating Principles to every employee, and posting it in prominent locations at your facility.

I am personally asking every employee of our group to lead by example. Let's start the day off with a reminder that safety is our number one priority. I am asking the leadership at every location to actively champion zero tolerance, safe behaviours and conditions that lead to proactive involvement to result in an **injury free workplace and safe environment**. And as a reminder, when it comes to safety, **every employee is a leader**.

A handwritten signature in black ink, appearing to read 'Geoff Charlson', written in a cursive style.

**Geoff Charlson**  
Chief executive