

Policy Statement Sapa Pole Products

Sapa Pole Products is a leading supplier in the field of aluminum light poles, flag poles and aluminum structures for Traffic Regulation Installations.

We are an internationally oriented company with clients throughout Europe and beyond. We operate in a competitive environment and we strive to be market leader in the market in which we operate.

Our policy provides direction to our efforts, which should result in Sapa Pole Products becoming the "preferred supplier" in the markets in which we operate.

Sapa Pole Products is aware of all stakeholders:

- **Our customers.** We will at least meet all customer requirements and specifications for our products and services. Where applicable, the standards such as EN-40 will be respected. By actively supporting our customers when it comes to product development, we will increase value for our customers.
- **Our employees** are entitled to a pleasant and safe working environment, where there are enough opportunities for development related to their own abilities and ambitions. Through an active personnel policy these opportunities will be realized. Sapa Pole Products chooses to actively implement the concept of "Profit and Fun". This means that striving for profitability and job satisfaction go hand in hand.
- **Our vendors** are contributing to our success. By continually helping suppliers to evolve, we help ourselves. Measuring the performances of our suppliers is an important part.
- **Our owner / shareholders** should expect that the financial results justify investing in our company. Therefore, we are actively working towards achieving an EBIT, which is satisfying for the shareholders.
- **Governments.** We want to operate in a proactive way to comply with all applicable laws and regulations, both for our products and safety, working conditions and environment.

We aspire to be an organization in which the following features are applicable: Ownership, Entrepreneurship, Results and Team Spirit.

Caring for our environment, health and safety (EHS) is one of the most important principles within our values. Therefore, a distinctive policy statement is included.

For all processes, annual targets and projects for improvement are initiated. The development of performance indicators and the progress of improvement are monitored constantly. Each year a management review takes place in which these capabilities and other performances are analyzed and where we will test whether the policy still fits the vision of the management team at that time. As a tool for continuous improvement Sapa Pole Products applies **Genesis**.

Drunen, March 2011,
Sapa Pole Products



Leopold Moormann,
Managing Director



Carel de Laat,
Manufacturing Manager



Sanne van Heeswijk,
HR Manager



Mark Ypenburg,
Marketing Manager
Sales Manager South Europe



Maarten Koppelman,
Controller

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Sapa Pole Products

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EHS-policy statement Sapa Pole Products

Caring for our environment, health and safety (EHS) is one of the most important principles within our values. In the following policy statement this importance will be underlined and established by our management.

Sapa's environmental, health and safety values:

We work in such a safe way that the health and well-being of people and the environment are protected and promoted.

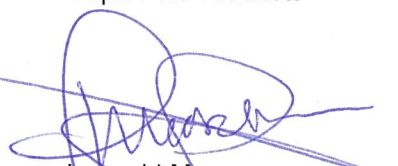
Sapa's policy on environment, health and safety:

Sapa operates worldwide in a safe manner, which expresses respect for the environment and the health of our employees, our customers and the communities we serve. We do not compromise in any way on our values with regard to environment, health and safety for the benefit of profit or production. We continuously strive to improve the management system, safety and environment of which we are part of. All employees of Sapa are expected to understand and promote this policy and the attached principles and to make an active contribution introducing it.


Sapa's environmental, health and safety principles:

- We set human life above everything else and handle risks accordingly;
- We continuously strive to create an environment in which no incidents concerning health and safety issues occur;
- We do not compromise on our environmental, health and safety conditions for the benefit of profit or production;
- We abide by all laws and use even stricter standards for ourselves and our suppliers when we observe unacceptable risks;
- We support sustainable development in our decision making process to take social responsibility, economic success and high quality for the environment into account;
- We measure and assess our performance and are open and clear in our communication;
- We supply and use safe and reliable products and services;
- We use our knowledge of the environment, health and safety to improve the safety and well being of our communities;
- We all have a duty to follow up and apply our EHS-values and principles.

Drunen, March 2011,
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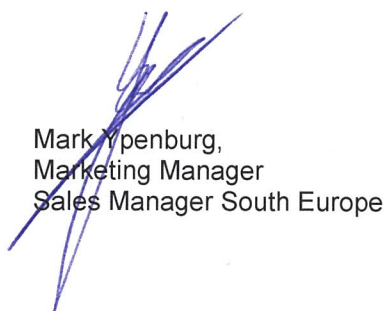
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