

Quality, Environmental and Health & Safety Policy

Calmont Group's commitment to quality, environmental care and providing a safe and healthy workplace, are core values for our organization and are considered to be essential conditions for our commercial success.

The **Calmont Group** of companies offers; light duty to class 8 vehicles including trailers and provides quality support to our customers by the facilitation and administration of:

- service activities;
- sales and marketing activities;
- leasing and rental activities.

We will achieve our commitments through our day-to-day operations and the fulfillment of:

- quality business objectives;
- environmental objectives and targets;
- health and safety objectives;
- open and factual communication.

Quality

We are customer focused as our adopted slogan "We're Customer Driven" states. Quality is a measure of our performance as perceived by our customers. Success in the market depends on our ability to strive to understand and meet the needs and expectations of our customers and continually improve our performance as judged by our customers.

Our leaders shall show a clear commitment to quality by striving to communicate clear objectives and make sure that these are understood and continually followed-up. We will develop the competence of all employees and delegate authority and responsibility as far as possible.

Everyone shall be given the means to take responsibility for the quality of his/her own work and have an informed and consistent view of the objectives. In co-operation with others we will actively contribute to fulfilling the objectives.

We identify and describe our processes and continually improve these by designing and improving the processes towards zero defects. We will establish and work towards measurable process objectives and we will compare with others and learn from the best.

Environmental Care

We recognize that our operations impact the environment through natural resource usage, raw material consumption, air emissions, and waste discharges. As such, we are committed to the continual improvement of our environmental management system by improving our environmental performance and preventing pollution. Furthermore, we are committed to complying with all relevant environmental regulatory and other requirements to which we subscribe.

Health & Safety

We recognize that our operations are associated with risks related to ergonomic hazards, physical hazards, biological/chemical hazards, and hazards to the workplace. As such, we are committed to the prevention of injury and ill health and to the continual improvement of our overall occupational health and safety performance. Furthermore, we are committed to complying with all relevant occupational health and safety legislation and other requirements to which we subscribe.

Our main overall objective is to reach a best practice situation over time. These improvements will be achieved through reduction of risks associated with our hazards.

I personally affirm this policy.



Gordon Hellowell
Vice Chairman and CEO