



## Quality Policy Statement

Stafa is a privately owned, family managed, large stock holding importer of fasteners and specials products. Our corporate headquarters is located in Maarheeze (The Netherlands).

*Our commitment is to provide a comprehensive stock range of high quality, reliable, competitive priced fasteners and efficient, flexible and consistent services that meet and exceed our customer's requirements and expectations.*

Stafa Group is totally committed to understanding and meeting the quality needs and expectations of all our customers. Stafa Group has a proud reputation for delivering quality components. We have established an extensive quality assurance system that allows our company to meet all of the requirements of the ISO 9001:2008 quality assurance standard.

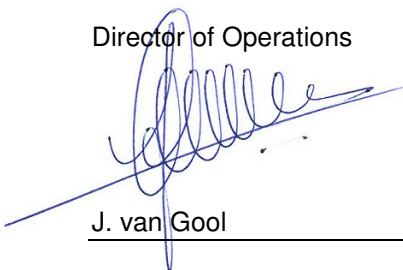
Our quality assurance system focuses on the following principles:

- *Quality is the responsibility of every employee*
- *Ethical workmanship and customer satisfaction are paramount*
- *Products and services must be delivered on time and at the agreed upon price*
- *The objective to constantly meet requirements and demands in a timely matter and deal with customer complains in a professional, fast and friendly way.*
- *To provide quality service Stafa has developed, documented, implemented to maintain a quality level that complies with ISO 9001:2008.*
- *Continuous improvement are vital to ensure that our customers receive high quality products and services*

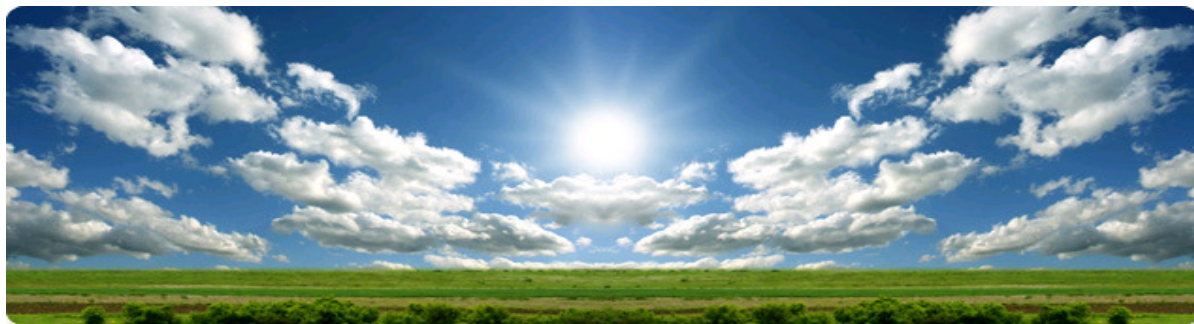
Our management systems, practices, products, suppliers, customers and employees must be measured in terms of performance. We will continue to aggressively strive to ensure that customer satisfaction is achieved at all times, and in all things.

All our employees in our organization are committed to this Quality Policy that is reviewed for performance annually.

Director of Operations



J. van Gool



## Environmental Policy Statement

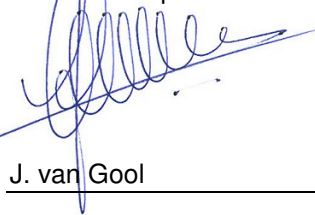
We, Stafa Group, hereby make the following statement.

In all our activities, working practices and business relationships, we will continuously work towards protecting, conserving and enhancing all aspects of the environment both at local and global levels.

In order to strive towards this goal we will:

1. *Meet all the necessary and regulatory requirements, in so far as they pertain to our business.*
2. *Keep abreast of environmental issues and in particular those that are of direct relevance to our business.*
3. *Continue to raise the awareness of all employees, as to the effect of their actions on, and their responsibility to, the environment; by communication, discussion and training.*
4. *Minimize our environmental impact by the operation of suitable minimization, recycling, reduction schemes.*
5. *Manage our building(s) and site(s) in an environmentally sensitive manner.*
6. *Make use of, wherever practicable, best environmental practice when planning and developing new and existing operation.*
7. *Operate a thoughtful buying policy selecting, wherever practical, alternative products, materials and services which cause less damage to the environment.*
8. *Put in place the necessary management systems to instruct, control and monitor, in order to achieve our commitment.*

Director of Operations



J. van Gool



## Health and Safety Policy

Stafa Group is committed to protecting the health and safety of all persons in the workplace including employees, contractors and other visitors. Stafa Group demonstrates this commitment through its health and safety management system that is integrated with all organizational activities related to products, services and people.

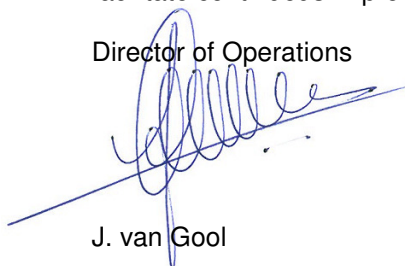
Stafa Group, employees, contractors and visitors have a duty of care including; the responsibility to work safely, to take all reasonable care for their own health and safety, and to consider the health and safety of other people who may be affected by their actions.

Stafa Group will take all reasonable and practical steps to improve work safety conditions and will strive to uphold its core values of safety, knowledge, integrity and leadership in order to achieve its goal of zero harm. Stafa Group is committed to:

- *Complying with all applicable health and safety laws, regulations, standards and other.*
- *Providing safe plant and equipment, for controlled work.*
- *Implementing risk and hazard management systems which are; relevant and suitable for the organisation's risk exposure as well as identify, promote and continuously improve health and safety performance.*
- *Ensuring all managers remain directly responsible and accountable for the health, safety and welfare of their employees and provide adequate resources to assist managers in this cause.*
- *Provision of appropriate Health and Safety Training to all relevant persons.*
- *Maintaining relevant policies, procedures, systems, information, training, recognition programs, an organizational structures to support and communicate effective health and safety practices throughout Stafa Group.*
- *Utilising appropriate internal and/or external expertise when required in all related activities.*
- *Establishing clear targets and objectives on a biennial basis to improve health and safety in the workplace.*
- *Effectively disseminating health and safety information to all employees*
- *Maintaining a positive safety culture through encouraging active participation, consultation and cooperation of all employees, contractors and visitors in promoting and developing measures to improve health and safety at work.*
- *Actively responding to and investigating all incidents, and ensuring injured employees are returned to suitable work at the earliest possible opportunity through equitable claims management and rehabilitation practices.*

Stafa Group will implement and maintain these systems, inclusive of standards, policies and procedures. These standards will be monitored regularly to ensure their integrity and effectiveness to facilitate continuous improvement.

Director of Operations



J. van Gool