

## **TE SubCom Environment, Health and Safety Policy**

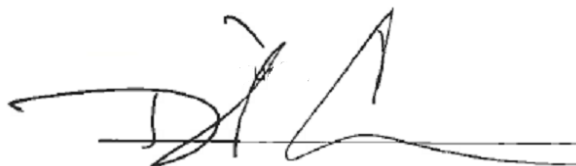
It is the policy of TE SubCom to conduct its operations in a manner that is protective of the environment and the health and safety of its employees, contractors, vendors, customers, visitors, the local community and general public.

In furtherance of this policy, all sites of TE SubCom are committed to:

- Meet or exceed the requirements of applicable environment, health and safety (EHS) laws, regulations and other legal requirements and other EHS requirements to which it has agreed to comply voluntarily.
- Provide its workforce with safe and healthy work environment.
- Encourage employee involvement in implementation of EHS programs and procedures.
- Encourage and apply energy and natural resources conservation, pollution prevention and waste minimization, reuse and recycling practices whenever feasible.
- Provide appropriate EHS training to our workforce.
- Continually improve our EHS performance and management system by periodically establishing, reviewing and achieving EHS objectives and targets.
- Be a good neighbor in our communities by minimizing EHS risks and participating in community EHS activities.

Management at each site within TE SubCom is responsible for promoting this policy, and establishing procedures to effectively implement the policy. They will also provide adequate resources to support it and to motivate employees to understand and meet its commitments. All employees, on-site contractors and other persons having job site responsibilities have a critical role in this effort and are responsible for performing those jobs in conformance with this policy and otherwise complying with site EH&S efforts.

Upon request, this policy shall be made available to the public.



**David Coughlan  
President  
TE SubCom**

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