

Integrated Management System Policy

We believe that excellence in plant safety, environmental stewardship, product quality, and employee involvement are the cornerstones of our Integrated Management System. Through periodic, deliberate communications, we will continue to inform our employees of *stakeholder* needs.

We realize that understanding the needs of people – our customers, employees, and neighbors – is the first step in the leadership process by which successful relationships are built. Since listening is the first step in understanding, we are dedicated to listening.

We listen / We Act

**To promote continual improvement in employee safety,
environmental responsibility, and the highest quality products**

Quality

At GPP, our goal is to provide our customers with a consistent product which offers the best value attainable. By providing our customers with the best value, we expect to gain preferred supplier status. We realize that preferred supplier status can be maintained only through continuous involvement in and understanding of our customers' needs. Quality Alliances with our customers provide an important avenue for continuous involvement, understanding, and improvement.

To achieve this goal, we will select suppliers who can offer raw materials and services of the highest quality at competitive prices. We will continue to recruit, select, hire, and train high-caliber employees. Ultimately our employees agree that customer satisfaction is the key to long-term job security.

Environmental Health Safety and Security

Gabriel Performance Products is committed to operating this facility focused on compliance with all Environmental, Health, Safety, Security, and other requirements to benefit employees, contractors, customers, and visitors. We also recognize and embrace applying these values beyond our fence line to include all stakeholders from the community in which we operate and customers worldwide.

- We at Gabriel are committed to providing an injury free workplace.
- We train our employees to instill their responsibilities to this policy
- We continually seek optimization of resource usage to reduce waste generation

These values transcend regulation forming the foundation of our current business model. Gabriel Performance Products recognizes our business success comes from integration of these core elements into every step of our product life cycle.

Management Approval

The above stated Integrated Management System policy has been carefully articulated to express the importance of the Integrated Management Process and continual improvement at Gabriel. This policy is reviewed on an annual basis as part of our planning process to make sure that it meets the needs of Gabriel and our customers. This policy forms the framework within which our company objectives and targets are established and reviewed.

The Integrated Management System policy (IMS) is part of the culture at Gabriel and is made available to the public. Every new employee is made aware of its significance and meaning during the orientation process. As part of our Internal Auditing program, auditees are routinely asked about the IMS policy and its effect on their jobs.

Kenneth R. Allen
President
Gabriel Performance Products