

# ENVIRONMENTAL POLICY

Haden is committed to operating in a manner that conserves natural resources and protects the environment. All company employees and contractors are responsible for the implementation of and compliance with this policy.

In order to meet the above requirements, Haden and its employees and contractors will:

- Operate in a manner that protects the earth's resources;
- Eliminate the release of ozone depleting gases by prohibiting the installation of any new HCFC systems and training all staff to the "no loss" certification standard;
- Operate in compliance with the applicable laws and regulations;
- Strive to continually improve the company's environmental performance by working to company procedures and regularly reviewing their effectiveness to regulatory standards;
- Provide the support and resources required to ensure compliance with company procedures and applicable laws and regulations;
- Encourage process modifications that reduce pollution and waste, including internal recycling programs;
- Ensure that before any work is undertaken, all environmental risks are understood and that appropriate procedures are put in place to manage these risks;
- Encourage the reporting of employee concerns about environmental issues and respond to these concerns promptly;
- Report, record and investigate any environmental incidents and non-compliance situations and implement remedial action to improve performance and prevent any further recurrent incidents;
- Continuously develop employee and contractor awareness of their environmental obligations through education and training.

My signature records my personal commitment to implementing the requirements of this policy.



Keith Blind  
Chief Executive

December 2010



AIR CONDITIONING  
& MECHANICAL  
ENGINEERING

