



HEALTH AND SAFETY POLICY STATEMENT

Nikon X-Tek Systems Ltd. ("Nikon X-Tek") believes that excellence in the management of Health and Safety is an essential element within its overall business along with high productivity and quality standards.

Nikon X-Tek recognizes its health and safety responsibilities; therefore, it is committed to taking a strong lead in achieving an excellent standard of control, whilst maintaining its position as a highly competitive manufacturer. It is our aim to promote a safety culture, prevent accidents and cases of work-related ill health as far as is reasonable practicable by controlling risks arising from work activities.

Nikon X-Tek is committed to complying with all relevant health and safety legislation and improve its health and safety performance as a high priority. The company will continually strive to meet or exceed all local or national legal obligations and Nikon Corporation group requirements.

Nikon X-Tek is totally committed to taking reasonable care of the health, safety and welfare of all its employees and others who may be affected by its activities at all times. To achieve this, it will provide the necessary resources and will seek the co-operation of all its employees for the purposes of implementing this policy.

The company will identify risks associated with its activities and implement appropriate control measures to eliminate or minimise risks as far as is reasonably practicable by the use of safe working practices and policies to address specific risks.

Nikon X-Tek will provide instruction, information and training as appropriate, for all employees; ensure they are qualified and adequately competent to carry out their work safely and without risk.

Nikon X-Tek will consult and engage with employees on matters affecting their health and safety at work; communicate with all other Stakeholders who could be affected by our work activities. Employees have a legal obligation to take reasonable care for their own health and safety, and for that of others who may be affected by their acts or omissions whilst at work; have a legal duty to co-operate with the company to enable it to fulfil its duties under health and safety legislation.

Nikon X-Tek will provide, manage and maintain safe equipment, machinery, plant, adequate facilities for suitable working conditions for a safe and healthy working environment. The company will promote safety culture in preventing accidents and cases of work-related ill health.

Nikon X-Tek will monitor and review processes, continually develop the management system to maintain health and safety best practice. This policy statement is reviewed and revised at regular intervals.

President

Steve Hansen

A handwritten signature in blue ink that reads "Steve Hansen".

Signed:

Date: August 28, 2020