

SHE COMMITMENT

Elme Messer, the only company on the Estonian market with its own production of cryogenic gases: oxygen, nitrogen and argon, is committed to developing, implementing and improving the efficiency of its Safety, Health, Energy, Environmental and Quality management system to enhance customer satisfaction. Through entrepreneurial flair, farsighted thinking and the continuous improvement of its processes, Elme Messer creates added value for its customers and thereby ensures mutual success in the long term.

Quality means not only meeting and complying with customer requirements and expectations, but also a constant parameter in a world of incessant change. As a member of the society, Elme Messer takes social responsibility towards its employees and the society very seriously.

To ensure sustainable quality performance, Elme Messer committed to the following SHEQ basic principles:

- ✓ Proactive hazard identification, risk assessment and risk control of its operations and products
- ✓ Compliance with all applicable Safety, Health, Environmental, Energy management and Product Safety legislation
- ✓ Continuous improvement of health, safety, energy management and quality performance, as well as permanent reduction of the environmental impact of its operations by implementing improvement programs
- ✓ Promoting energy management best practices, practicing energy efficiency and facilitating communication on the management of energy resources
- ✓ Open communication of safety, health, energy management and environmental practices to all employees to make them aware of their individual obligations
- ✓ Providing a safe, clean and healthy work environment to all of its employees.
- ✓ Manufacturing and delivering products and services that meet the highest industrial, medicinal, pharma and food safety and quality standards
- ✓ Creation of transparency of its SHE performance
- ✓ Being a good neighbor by promoting safe environment for the community in which it operates
- ✓ Encouraging employees to adopt a healthy lifestyle
- ✓ Preferred cooperation with suppliers and other business partners (including contractors) who operate according with these same principles.

This SHEQ commitment is communicated to all Elme Messer employees and is available to all internal and external parties. In addition to Messer Vision, Mission and Values it is one of the fundamental elements in Elme Messer strategic development process.

MEMBERS OF THE ELME MESSER GAAS BOARD

I. BERMAN

G. WEISS

Managing Director

J. Toom