

# **BELKIN.**

## **Global Business Policies**

### **I. Occupational Health and Safety**

As a worldwide provider of connectivity solutions for computer and consumer electronics, we are committed to providing a safe place of employment and to establishing safe operating practices for employees, contractors, vendors, customers, and other guests. The scope of this policy encompasses Belkin Corporate Headquarters as well as the Plainfield Distribution Center. Other Belkin operations will abide by similar standards.

We are committed to achieving continuous improvement in our Occupational Health and Safety System and its performance. We will comply with or exceed all applicable Occupational Health and Safety laws, regulations and other commitments that we have made. We will set and review occupational health and safety objectives through management review and input from employees and other interested parties.

Injury and Illness prevention shall be a part of our routine operating responsibility. Suggestions are welcome and should be submitted. As part of our organization, each employee is expected to take proactive measures to ensure his/her health and safety as well as that of others.

### **II. Quality**

Belkin, in partnership with our customers and suppliers, will continually improve our systems, processes and operations to provide superior products and services in a timely and cost effective manner, in order to meet or exceed the requirements and expectations of our customers.

### **III. Environment**

As a responsible corporate citizen of the global community, Belkin is firmly committed to the protection of the environment and human welfare through energy conservation and the prevention of pollution from our operations. Belkin believes in the continual improvement of our products and operations and subscribes to the three pillars of our environmental management system:

- Complying with all applicable environmental regulations and other related requirements,
- Conserving and reducing energy consumption, and
- Recycling nonrenewable resources, wherever possible.



Mark Reynoso  
President  
March 21, 2008