



Energy Saving Policy

In order to minimize ESAB's impact on the environment and reduce operating costs, the following expectation is issued to all employees in all ESAB facilities:

- Turn off lights when leaving your office for any length of time
- Turn off lights in conference rooms when meetings are finished
- Turn off lighting in unoccupied production areas when possible
- Turn off computers, monitors, printers and other office equipment at the end of each day

A handwritten signature in black ink, appearing to read "Brendan Colgan", written over a horizontal line.

Brendan Colgan, CEO

A handwritten signature in black ink, appearing to read "Richard Hadley", written over a horizontal line.

Richard Hadley, President

4/7/2009