

DISCO Occupational Health and Safety Policy

DISCO has established the following policy to protect the health and safety of all persons involved with DISCO's worksites.

1. Health and safety are among our top priorities. We strive for the continuous evolution of our Occupational Health and Safety Management System.
2. We conduct risk assessments for every source of danger to promote the creation of a workplace that is comfortable and both physically and mentally healthy.
3. We comply with all relevant laws and regulations. In addition, we seek to establish our own standards on a wider scale perform activities to meet them.
4. Through scheduled training and activities we aim to protect the safety of employees and business partners at worksites.
5. We allocate appropriate resources to establish policies and achieve objectives.

This policy will be announced both internally and externally.

Modified, January 1st, 2014

**President and COO
DISCO Corporation**

