

HEALTH POLICY

It is Samchem's (the Company) policy to identify and evaluate health risks related to its operations that potentially affect its employees, contractors or the public and implement programs and appropriate protective measures to control such risks, including appropriate monitoring of its potentially affected employees.

The company shall, at the time of employment and thereafter, determine as appropriate, the medical fitness of employees to do their work without undue risk to themselves or others and provide or arrange for medical services necessary for the treatment of employee occupational illnesses or injuries and for the handling of medical emergencies.

The Company will comply with all applicable laws and regulations and will undertake appropriate reviews and evaluations of its operations to measure progress and to foster compliance with this policy.

The Company will provide voluntary health promotion programs designed to enhance employees' wellbeing, productivity and personal safety. These programs should supplement but not interfere with the responsibility of employees for their own health care and their relationships with personal physicians.

Information about employees obtained through the implementation of these programs should be considered confidential and should not be revealed to non-medical personnel except: at the request of the employee concerned, when required by law, or when dictated by overriding public health considerations.