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**MEMORANDUM**

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**To** : All EMPLOYEES **Reference No:** EHS-02032016  
**From** : Office of the President  
**Date** : 03 February 2016  
**Subject** : EHS Policy, Objectives, Goals, and Programs for Y2016

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Be advised of the Y2016 EHS Policy, Objectives, Goals, and Programs to wit:

**Delta Design Philippines LLC or known as Cohu PH is committed to provide and maintain a safe, healthful and environment friendly workplace for all our employees, customers, suppliers, subcontractors and business partners.**

**Promote safe, healthful and environment friendly workplace and ensure that all personnel are educated on EHS.**

**Develop and Manufacture products that are safe for intended use.**

**Continually improve our processes to minimize waste and eliminate potential hazards without adversely affecting our employees and the environment.**

**Maintain respect for natural resources by material recycling, reuse or resale and efficient use of energy and water supply.**

**Support any relevant environmental, safety and health legislations and comply with all applicable requirements, both local and international.**

**Act promptly and responsibly to correct conditions that are hazardous to people or may endanger the environment and community.**

**Take an active role in the promotion of environmental consciousness, safety and health improvement initiatives in the community**

**Conduct regular audits of DDPI's compliance to this policy.**

**Adhere to this EHS Policy and report any non-compliance to Management.**

**Managers and Supervisors are expected to take prompt action.**

In line with the Cohu PH commitment to *"provide and maintain a safe, healthful and environment-friendly workplace for all our employees, customers, suppliers, subcontractors and business partners"*, I would like to inform you the following updated **EHS Target / Goals for Y2016**, derived from the communicated Y2012 goals of *"Zero Accident, Zero Non Compliance to Regulations, and 100% Implementation of Environmental Programs"*:

1. Incident Free Workplace;
2. Reduction of Water and Energy Consumption & Green House Gas Emission;
3. Compliance to Regulations;

For us to achieve the targets / goals, we will continuously carry out the following to sustain our **EHS Objectives** to *"strengthen the EHS Communication within the Organization"* and *"maintain the Company's compliance to Standards"*:

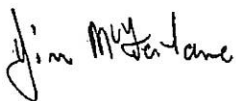
Promote the EHS Communication

- Conduct of Environmental Health & Safety educations and drills
- Continuously provide EHS Education thru training, counseling, orientation, meeting, inspection, assessment, bulletin boards, flyers, and signage
- Proper Segregation, Treatment, and Disposal of Hazardous Materials
- Waste Reduction
  - Waste Segregation (use of color coded trash bin)
  - Material Re-Use, Recycling and Resale
- Energy Conservation
  - Use of LED lights
  - Control of Air condition units and Light usage
- Water Conservation
  - Control of water pressure and usage
- Corporate Social and Environmental Responsibilities
  - Conduct of Outreach Programs
  - Tie-up with CLEAN, CIP Locators, and LGU for any EHS activities
- Promote the Storm Drain Management and other environmental activities
- Provide a cost-effective methods to minimize the water and energy consumption and greenhouse gas emissions

It is with great expectations that the Managers and Supervisors will continue to instill the proper coordination and implementation of the programs for us to achieve a better workplace environment. Also, I am directly requiring all employees to actively and consistently participate and cooperate in any EHS activities provided by the Company.

For any EHS suggestions or recommendations please communicate with the EHS Officer.

Your participation will always make a big difference.



**JIM MCFARLANE**  
President

## EHS Internal Monitoring

