

Quality, Health, Safety and Environmental (QHSE) Policy

The Intricon Quality, Health, Safety and Environmental (QHSE) Policy establishes Intricon's QHSE values and objectives in support of our continuing commitment to operate our business safely in an environmentally sustainable and socially responsible manner. Excellent QHSE performance will help make Intricon the company of choice for our team members, customers and shareholders.

Quality

Intricon is committed to satisfying the needs of our stakeholders by providing products that, through continual improvement, meet customer and regulatory requirements, are delivered on time and provide superior market value. All employees are responsible and accountable to perform their duties to the quality standards of the company and maintain the effectiveness of our Quality Management System.

Intricon will take all reasonable measures to achieve a Corporate goal of 100% customer satisfaction through establishing and tracking the following metrics:

- on-time shipments
- customer acceptance
- customer service

To support these and other critical business objectives, Intricon maintains a Quality Management System that conforms to requirements of ISO 13485, European Medical Device Directive, FDA 21 CFR Part 820 and other regulatory standards, as applicable, and any additional customer requisites as required. All Intricon team members are trained on aspects of the Quality Management System that are applicable to their job functions, and effectiveness of training is monitored. The quality system of Intricon is routinely audited internally at regular intervals, in conjunction with surveillance audits performed by an accredited registrar that has been selected by Intricon.

Intricon's Executive Leadership team is responsible for ensuring proper resources have been allocated to support compliance of the Quality Management System and meeting Intricon's business objectives.

Health

Intricon is committed to protecting the health and well-being of all team members to enable them to contribute to the success of Intricon as well as achieve personal goals. Intricon offers medical, dental and life insurance benefits to all team members. In addition, Intricon offers many other support services available to employees through an Employee Assistance Program (EAP).

Safety

Intricon is committed to ensuring a safe work environment for all team members and visitors while on the premises of Intricon. Intricon maintains a Workplace Accident and Injury Reduction Program and has implemented other safety protocols to not only comply with Federal and State regulations, but more importantly to provide a safe and healthy work environment. Intricon strives to mitigate hazards which cannot be eliminated and minimize operational risk exposure.

Intricon will take all reasonable measures to achieve a Corporate goal of no workplace injuries through establishing and tracking the following metrics:

- Work loss time due to injury
- Number of OSHA recordable incidents
- Number of OSHA lost time incidents

Environmental

Intricon is committed to being a positive and creative force in the protection and enhancement of the local and global environment. This is evident through the minimization of hazardous materials and our continuous efforts to reduce our consumption of natural resources throughout the company. The fundamental principal of Intricon's environmental policy is to minimize any negative impact to the environment while conserving natural resources. Using education and administrative controls, we continuously assess our processes and practices to identify areas for reduction in energy, waste and emissions.

Intricon will take all reasonable measures to maintain an environmental conservation program through establishing and tracking the following metrics:

- Generated landfill waste
- Landfill waste avoided through reduction, reuse and recycling
 - Utility, i.e. electrical and water, use
 - Electrical and water use avoided through conservation, management control and routine practice
 - Substitution/Elimination the use of hazardous chemicals in processes and operations
 - Reduction of Greenhouse Gas Emissions

Intricon maintains policies and procedures to ensure its products are compliant with Conflict Minerals, REACH and RoHS regulations.