



Environmental, Health, Safety, and Sustainability Policy

As a global manufacturing company of diverse products, we are committed to enhancing lives through our products, our processes, and our people. We strive to advance sustainable solutions for our customers, to implement the highest standards for ethical conduct, to demonstrate strong environmental stewardship and safety performance, to enable a culture of inclusion and employee development at all levels of the company, and to embrace our supply chain responsibilities.

Our dedication to the safety and welfare of all employees and our commitment to the efficient use of resources are evidenced by our company-wide environmental, health, safety, and sustainability performance and continuous improvement initiatives.

Health and Safety

We are dedicated to the safety and welfare of all employees through education, awareness, and prevention. Our goal is to reduce and eliminate workplace injuries through process safety and to continuously improve our employee safety. We are committed to a culture where we work together every day to keep each other safe.

Under our internal safety program, SafeGuard, all facilities globally are required to meet stringent health and safety requirements. SafeGuard facilitates job-specific health and safety protocols and sharing of best practices. To meet our high standard of responsibility we strive to:

- Provide a safe and healthy workplace for all our employees and contractors.
- Comply with health and safety regulations everywhere we operate.
- Hold all employees, supervisors, management, and contractors accountable for following safe work procedures, reporting unsafe acts, and safety incidents.
- Perform risk assessments, identify workplace hazards, reduce accidents and exposure to risks, and implement health and safety management systems to track appropriate parameters to measure performance and identify opportunities for continuous improvement.
- Educate and train our employees to eliminate or reduce risks and assure compliance with all regulatory requirements.
- Involve employees in the development and implementation of health and safety programs.
- Impose accountability for all management and supervisors in providing a safe work environment and enforcing safe work procedures and practices.

Environmental and Sustainability

We aggressively pursue resource conservation opportunities throughout our operations. We use best practices to produce high-quality products while striving to reduce the impact on the environment.

To meet our high standard of responsibility we strive to:

- Advance environmental protection and use of natural resources more efficiently in our operations.
- Comply with environmental regulations everywhere we operate.
- Support environmental awareness and involve employees in the development and implementation of sustainability and environmental programs.
- Train employees on compliance and best practices associated with environmental and sustainability initiatives.
- Enforce environmental compliance programs that address site-specific compliance requirements through audits, compliance reviews, and corrective action systems that drive continual improvement.
- Use a risk-based approach to identify which locations will receive formal audits. Other locations receive more targeted environmental compliance reviews. Corrective action systems are in place to address findings.
- Reduce our energy consumption by using energy efficiency strategies and encouraging energy management programs.