



ENVIRONMENT, HEALTH, AND SAFETY POLICY

FEBRUARY 2022

Environmental stewardship and the health and safety of our employees, contractors, and communities in which we operate are foundational to our ability to fulfill our mission and are every employee's responsibility. Consistent with our Code of Conduct, this Policy describes the principles and commitments that guide us:

- We will meet or exceed all applicable local, state, and federal environmental, health, and safety standards.
- We will implement all Company environment, health, and safety rules.
- We will always operate in a manner to protect the health of our workers through the implementation of safe work practices, engineering controls, and personal protective equipment.
- We will maintain an emergency preparedness plan for each of our facilities.
- We will provide regular safety and environmental awareness training.
- Our Code of Conduct requires our employees to communicate potential safety and environmental risks to management.
- We facilitate transparent reporting and investigation of safety and environmental incidents.
- We establish measurable objectives and metrics to track our performance.
- Our facilities will adopt formal environmental management systems to help us meet our compliance obligations, prevent pollution, reduce waste, and use energy more efficiently.
- We are committed to continuous improvement by integrating sustainability and environment, health, and safety goals into our business planning and decision-making processes, including our capital investment decisions.
- We will consult with relevant stakeholders on environmental performance.
- We will continually monitor and manage our performance and publicly disclose metrics in our annual Sustainability Report.
- We will conduct audits and implement best practices to ensure compliance with this Policy.
- We demand that all contractors working for us will operate according to these same standards.

A handwritten signature in black ink that reads "Paul Manning".

Paul Manning
Chairman, President, and Chief Executive Officer