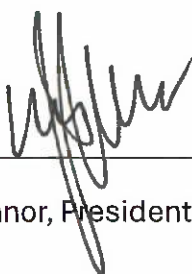# Environmental, Health, Safety and Quality (EHSQ) Policy

At Buckman, employee safety and health, environmental stewardship, and the quality of our products are integral to how we do business.  We are committed to:

- The effective implementation of our EHSQ Policy, continuous improvement in our EHSQ performance, and minimizing risk to all affected parties.
- Complying with relevant workplace health, safety, and environmental compliance obligations, industry standards, and customer expectations.
- Promoting a culture of awareness and compliance consistent with relevant legal requirements, Buckman standards, and industry standards.
- Maintaining ISO 9001/14001/45001 management systems and certificates at our manufacturing locations.
- Setting measurable objectives and encouraging continuous improvement in management systems and processes.
- An effective Safety Management System (SMS), by providing safe and healthy working conditions, minimizing workplace hazards and risks, consultation and participation of associates regarding occupational health and safety, and preventing injury and illness for associates, contractors, and visitors.
- An effective Environmental Management System (EMS), by reducing adverse environmental impacts of our operations and products, preventing pollution, and efficient use of natural resources to protect biodiversity and ecosystems.  We will do our part to mitigate the effects of climate change by reducing our Green House Gas (GHG) emissions through reductions in energy consumption, water consumption, and waste generation.
- An effective Quality Management System (QMS), by consistently supplying products and services that comply with applicable customer and regulatory requirements, and enhancing customer satisfaction.
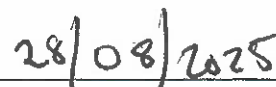
We will achieve these by:

- Providing adequate resources to implement, audit and maintain effective management systems to manage processes and achieve the nominated objectives.
- Educating and training our workforce in correct procedures and work practices to ensure safety, environmental, and quality objectives are achieved.
- Holding management and employees accountable at every level for outcomes in safety, health, environmental, and quality in their areas of responsibility.
- Consulting and engaging the workforce and interested parties on health, safety, environmental and quality matters.
- Identifying, assessing, and minimizing business environment and workplace risks to the lowest practical level.
- Setting meaningful Key Performance Indicators and monitoring using the Plan/Do/Check/Act cycle.

Above all we apply this policy to ensure the protection of our stakeholders because at Buckman, People Matter Most.

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Martin Connor, President - Americas

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28/08/2025

Date