



ENVIRONMENTAL, HEALTH, SAFETY, AND SECURITY (EHSS) POLICY

At Primient, we are committed to the health, safety, and security of our people, plants, communities, and our environment.

This commitment starts with our EHSS principles and is guided by our core values of safety, excellence, integrity, and growth. This grounding informs and influences how we understand and review potential impacts at every level, inside and outside of our organization.

Our EHSS Policy is owned by our EHSS Council – a representative group of EHSS owners embedded at each facility and subject matter experts from across our business. The Council ensures our people not only understand their responsibility in safeguarding the health and safety of our workplace, but also in the communities in which we operate. The EHSS Council reports into our Chief Operating Officer and is fully supported by our Senior Leadership Team.

Primient's EHSS Policy Principles:

A Zero-Harm Culture: Our Zero-Harm Culture means that every single person goes home from work every day in the same condition in which they arrived. This approach includes fostering safe and healthy working conditions that aim to prevent work-related injuries or health problems.

Engaged and Empowered Employees: We train regularly on our life-saving principles, including stop work authority, which empowers each employee, contractor, or customer with the responsibility to stop any unsafe work without question.

Compliance and Standards: We comply with all local, state, and federal regulations. We also uphold both our own and our customers' high standards for compliance and reporting.

Key Performance Indicators (KPIs): We establish and actively measure our performance against key EHSS performance indicators. As part of our KPI monitoring, we examine root causes for incidents that impact our established metrics with the goal of preventing incidents and reducing impacts.

Continuous Improvement: We seek to continually improve our EHSS practices and processes, mitigating risks and identifying opportunities to further improve performance, reduce emissions and waste, and conserve and protect natural resources.