



## 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 senior leadership team and championed by our EHSS Council, which is made up of all our site operational leaders and corporate EHSS leads. 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.

### 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:** Employees are regularly trained on Primient's life-saving principles and other required regulatory and job-specific EHSS topics. Employees are encouraged to report EHSS issues and are given the authority and responsibility to stop work when unsafe conditions are observed.

**Compliance and Standards:** We comply with all local, state, and federal regulations, with a strong commitment to environmental compliance and responsible operational practices. We uphold rigorous internal standards—as well as those of our customers—to ensure full transparency, accurate reporting, and continuous improvement.

**Key Performance Indicators (KPIs):** Through the Primient Operating Model, 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 consider best practices as 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.