

## Environmental Health and Safety (EHS) Policy

Gränges Americas Inc. & Gränges International Inc. (hereafter jointly referred to as "Gränges") is committed to conducting its operations in a safe, healthy, and environmentally responsible manner that protects our employees, contractors, visitors, and the communities where we operate. Environmental, Health, and Safety (EHS) excellence requires consistent standards at all times and in all circumstances - protecting both people and the environment.

### Operating Principles

- Nothing is so important or urgent that it cannot be done safely, healthfully, and with environmental responsibility.
- We are dedicated to preventing occupational injuries and illnesses, protecting the environment, conserving energy, water, and raw materials, and promoting recycling, reuse, and pollution prevention.
- We actively support and encourage participation and consultation from employees, contractors, and visitors. Everyone is empowered to speak up about unsafe conditions, non-conformances, or any EHS-related concerns.
- Full compliance with all applicable laws, regulations, internal standards, and other requirements is non-negotiable.
- Meaningful EHS goals and objectives are driven by an engaged and informed workforce and will be established annually to ensure resources are effectively prioritized toward EHS risk reduction.
- We regularly review and monitor risks, opportunities, objectives, and key performance indicators using objective measures. Results are communicated clearly and transparently.
- We are committed to the ongoing improvement of our safety and environmental performance through robust EHS management systems, which are regularly assessed and updated for effectiveness.
- We utilize a risk-based process to identify, classify, prioritize, and control EHS hazards and risks.

EHS performance is the result of active ownership and accountability by leaders, managers, supervisors, and all employees. Every employee is responsible for ensuring that all operations are carried out in alignment with this policy. We expect our stakeholders to share this same commitment to safety and environmental stewardship.



Patrick Lawlor  
President, Gränges Americas



Date