



ENVIRONMENTAL, HEALTH & SAFETY POLICY STATEMENT

At C.H. Guenther & Son, we are committed to achieving Environmental, Health and Safety (EHS) and security excellence, and ensuring that all business activities are conducted in a manner that avoids harm to employees, the environment and the communities in which we do business.

We are uncompromising in our commitment to the safety of our employees, subcontractors, customers and community. We will continually improve our processes, demonstrate leadership and promote a comprehensive EHS culture. We will require individual accountability, expect all employees to adhere to our EHS standards and actively participate in and the advancement of our EHS practices.

To achieve this standard we are committed to the following:

Environmental, Health and Safety is fundamental in our success

Safety First: We are genuinely concerned for the well-being of our employees and are committed to providing a safe workplace; **all incidents are preventable.**

Strive for Excellence: We are passionate about what we do. We will have strong, effective and inspirational leadership with EHS at the heart of everything we do.

Empower Employees: We empower our knowledgeable and skilled people to take the initiative to do what's right. Everyone has a voice in EHS.

World Class Standards

Maintain and Continuously Improve our EHS Standards that drive world class expectations and empower our employees to comply with EHS procedures, policies, laws, regulations and programs.

Sustainability and Efficiency

We enhance business success through the responsible management of our environmental and social impacts. We collaborate in the sustainability goals of our customers to deliver "Partner of choice" solutions.

Immediate Action

We identify and stop any unsafe acts before they happen. Everyone is expected and empowered to observe, intervene and report unsafe conditions and behaviors immediately.

All CHG employees will meet these commitments through clearly documented EHS objectives and routine reviews, inspiring an EHS culture of ZERO harm.

A handwritten signature in black ink, appearing to read 'Dale', written in a cursive style.

Dale W. Tremblay
President and CEO
C. H. Guenther & Son