



Environment, Health and Safety Policy
Document No.: HCS-CORP-HSE-POL-040
Page No.: 1 of 3
Version No.: 1
Issue Date: June 2021
Issued By: Nicholas Moscariello
Authorised By: Matt Schmidt

1. INTRODUCTION/PURPOSE

Hoover CS is committed to conducting its operations in a way that minimizes impact on the environment and creates a healthy and safe workplace. Our focus is always on continuous improvement and a commitment to transparency and accountability.

2. SCOPE

This policy applies to all prospective and current employees of the company as well as volunteers, contractors and consultants. Suppliers are expected to abide by these same values, which are covered separately in our Supplier Code of Conduct.

3. REFERENCES

- Hoover CS HSE Manual (Document Number: HCS-CORP-HSE-POL-004)

4. RESPONSIBILITIES

Responsibility for implementing the policy is held by the Global HSE/Sustainability Department, ESG Steering Committee, and the senior executive team responsible for ensuring environmental, social and governance (ESG) issues are integrated into all business decision-making functions.

5. ENVIRONMENTAL RESPONSIBILITY

Hoover CS commitment to the environment extends to our facilities, customer, suppliers and employees, as well as the communities in which we operate.

We comply with all applicable environmental regulations

We implement systems to reduce pollution, including greenhouse gas (GHG) emissions, in alignment with science-based targets

We conserve natural resources through careful planning and efficient use of water, energy, and materials

We minimize waste through source reduction, reuse, recycling, and composting

We carefully handle and dispose of chemicals and hazardous materials, including wastewater and solid waste generated from operations

Our approach considers environmental thresholds, recognizing that some issues require additional context to quantify our “fair share” of impact. For example, we take into consideration localized water stress when determining what responsible water use looks like at a particular facility. And we are incorporating science-based targets into our planning for climate change, acknowledging the need for a 1.5 ° C threshold to avoid catastrophic climate change.



Environment, Health and Safety Policy
Document No.: HCS-CORP-HSE-POL-040
Page No.: 2 of 3
Version No.: 1
Issue Date: June 2021
Issued By: Nicholas Moscariello
Authorised By: Matt Schmidt

6. HEALTH AND SAFETY

Every employee has a right to feel safe at work. We are committed to follow legal standards and create a hazard-free workplace. Our priorities are divided into three areas: preventative action, emergency management and additional actions.

7. PREVENTATIVE ACTIONS

We comply with all applicable occupational health and safety regulations

Preventative measures to reduce safety hazards are in place, with periodic assessments and job hazard analysis to minimize risk

We hold employee training sessions in health & safety standards and procedures

When employees work in dangerous contexts or locations, we make sure there are safety precautions

We provide protective gear like gloves, uniforms and ergonomic supports, where appropriate.

Inspectors and quality control employees inspect equipment and infrastructure regularly

8. EMERGENCY MANAGEMENT

Technicians (external or internal) are available to repair leakages, damages and blackouts quickly

Fire extinguishers and other fire detection and protection equipment are easily accessible

An evacuation plan is posted on the walls of each floor in every building

Fire escapes and safety exits that are clearly indicated and safe

Fully-stocked first-aid kits are available at convenient locations



Environment, Health and Safety Policy
Document No.: HCS-CORP-HSE-POL-040
Page No.: 3 of 3
Version No.: 1
Issue Date: June 2021
Issued By: Nicholas Moscariello
Authorised By: Matt Schmidt

9. ADDITIONAL MEASURES

We periodically review our policies and procedures to respond to changing best practices and new occupational health and safety legislation and regulation

We analyze past incidents to discover what went wrong and how to prevent recurrence

Clear procedures for accident reporting ensure accurate and timely health and safety tracking

We consult experts to ensure our health and safety practices comply with relevant laws and regulations