

## Health, Safety and Environmental Policy

Essentra commits to achieving the highest standards of Health Safety and Environment (HSE). This commitment includes all our employees, any other persons affected by our activities, including temporary workers, contractors, customers, suppliers, visitors and surrounding neighbours and environment.

We believe a strong HSE culture thrives when every team member has a voice and site leaders and supervisors champion safety.

We will:

- STOP any activity which poses a significant risk of injury
- Meet or exceed local regulatory requirements
- Consistently strive for a world class safety culture through:
  - Operational Safety Leadership Commitments embedded into objectives
  - Site Safety Committee Meetings and Safety Campaigns
  - Employee training, emphasizing the role of Supervisory positions
  - Safety Marshal programs in place
  - The Essentra Visitor Safety video and site-specific safety policies
  - Utilize the STEP process to eliminate hazards
  - Share Lessons Learned and Best Practices

Continually improve our environmental performance by: minimizing our emissions and discharges, reducing our waste, further recycling and reuse opportunities, increase renewable energy sourcing and improve energy efficiency, and continue increasing the recycled content in our products .

Annually we will establish objectives, and maintain appropriate plans designed to continually improve our HSE performance. HSE projects and initiatives shall receive equal priority with other operational projects and be included, as appropriate, in business strategic planning.

The Chief Executive Officer supported by the GEC are responsible for this policy. Additionally, Essentra expects its employees to participate fully in delivering on the objectives of this policy.



Scott Fawcett, Chief Executive

- Think and act with a safety-mindset at all times
- Actively participate in the HSE program and “Live” the Safety Commitment

This policy was approved by the GEC in June 2023. It will be published on the company website, displayed at all Essentra locations and made freely available to all stakeholders. It will be reviewed annually.

