

The Hallstar Company

Environmental, Health, Safety & Security Statement

We will conduct business in a manner that consistently demonstrates our strong commitment to the protection of the environment and to the health, safety, and security of our employees, customers, facilities, neighbors, and other stakeholders. We will set goals and targets to enhance our environmental, health, safety, and security performance and regularly review these goals. By 2030, we will achieve RC14001 certification for our manufacturing sites and maintain a zero safety recordable incident rate across our global company. To meet these goals, we will:

- ✓ Develop, produce, and distribute chemicals that can be manufactured, transported, used, and disposed of safely, with the least amount of impact to the environment and with consideration to end-of-life impacts.
- ✓ Source chemicals and raw materials from suppliers that have a high regard for the protection of the environment, health, safety, and security through compliance with laws and regulations. This includes the respect of the Nagoya Protocol on Access and Benefit Sharing and Biodiversity protection.
- ✓ Make environmental, health, safety, security, and green chemistry considerations a priority in our planning for all existing and new products and processes.
- ✓ Continually improve our processes and products to seek a reduction in water, energy, natural gas, waste, greenhouse gas, and other pollution produced.
- ✓ Train our employees, and all persons working for or on behalf of the organization, in good environmental, health, safety, and security procedures, including the consequences of deviating from established procedures.
- ✓ Foster openness with stakeholders (customers, suppliers, vendors, trade associations, etc.) to consider their input about the environmental, health, and safety aspects of our chemicals and operations.
- ✓ Operate our facilities in a manner that protects the environment and the health, safety, and security of our employees and the public, with the highest regard to process safety. Comply with applicable legal requirements and with other requirements to which the organization subscribes that relate to our operations.

This policy statement applies to all employees working at Hallstar's global locations. Employees are responsible for maintaining a safe and healthy workplace and for protecting the environment. Our leadership is committed to this policy.

John J. Paro, Chairman and CEO
The Hallstar Company

Carmen Masciantonio, COO and President
Hallstar Industrial Solutions Company