

# Health and Safety Policy

**/** Our vision to eliminate workplace injuries and illnesses is embedded in our Be Caring value and drives a sustainable safety culture designed to protect our employees, customers, work environment, and communities.

Enviri's commitment to workplace health and safety is grounded in our belief that all workplace injuries and illnesses are preventable. All Enviri employees and contractors are responsible for their own safety, and that of their colleagues and others in the workplace. We all have an obligation to lead by example, to identify and take appropriate steps to address unsafe acts or conditions, and to actively promote behaviors that create a positive, safe and healthy work environment.

Our Corporate health and safety policy defines our commitments and applies across all Enviri divisions, subsidiaries, third party businesses, contractors, and visitors.

## We are committed to:

- **Establishing a culture of ownership and accountability** in which everyone is responsible for proactively identifying hazards and implementing suitable controls adopted by Enviri. Committing and contributing to a culture of safety is a condition of employment at Enviri.
- **Enabling excellent safety performance** from our employees by establishing leading best work practices and providing appropriate resources and training programs.
- **Creating a transparent culture** by monitoring, measuring, moderating, and communicating our safety performance through audits, engagement observations, corrective measures, and key performance indicators to our employees, customers, and stakeholders.
- **Evaluating our processes, programs, and procedures** to continuously improve and maintain our safety performance as a pacesetter and industry leader.
- **Engaging with stakeholders** (both internal and external) and specialists to develop new or modify work practices, systems, and technologies to continue to achieve safety excellence.

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A handwritten signature in black ink that reads "F. Nicholas Grasberger".

F. Nicholas Grasberger  
Chairman & Chief Executive Officer