

POLICY

Pyrotek is committed to ethical corporate citizenship and to promoting sustainability in its operations. Accordingly, Pyrotek has adopted the following Principles in support of its ongoing efforts to mitigate any environmental or social impact resulting from its business activities. We expect all suppliers, vendors, service providers and other business partners to uphold these or similar principles, subject to the applicable laws, rules and regulations of the jurisdictions where they operate.

PRINCIPLES

PRINCIPLE 1

Adopt workplace policies and best practices that meet or exceed regulatory and statutory requirements related to protection of people, the environment and the communities where we operate. Set higher standards where unacceptable risks are identified.

PRINCIPLE 2

Continuously improve risk and impact assessment, management and monitoring practices. Participate in opportunities to contribute to the betterment of society, the preservation of resources for future generations and long-term business stability.

PRINCIPLE 3

Invest in research, development, and technology aimed at identifying and designing products or services that improve industry-wide sustainability.

PRINCIPLE 4

Provide a safe, healthy and enriching working environment for all company employees and workers.

PRINCIPLE 5

Exhibit ethical, responsible and respectful behavior in our business relationships and the communities in which we operate, in accordance with our core values. Educate and engage with stakeholders regarding our values and key Sustainability topics.

PRINCIPLE 6

Limit our carbon footprint by adhering to our Environmental Policy and related practices and procedures.

GUIDELINES

- 1) Local management is responsible for compliance with this Policy, including implementing processes and procedures consistent with and in furtherance of the Principles. This is supported by the Global Sustainability Program, which has oversight over this Policy and provides guidance and support to local management for compliance.
- 2) General Managers will work with the Global Sustainability Team and local management to (1) determine appropriate indicators and metrics in support of this policy and (2) develop a monitoring plan to collect and review data in support of such metrics and indicators. Monitoring results will be reviewed at each General Manager meeting.

- 3) If you are aware of or suspect any violation of this Policy, or if you believe there is a conflict between this policy and the applicable laws, customs or practices where you work, or if you have any questions about this policy, please contact your manager, your local HR representative, or submit a report to Pyrotek's Ethics Helpline at <https://ethics.pyrotek.com>.