

## 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.

### PRINCIPLE 2

Identify and participate in opportunities to contribute to the betterment of society and the preservation of resources for future generations.

### PRINCIPLE 3

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

### PRINCIPLE 4

Exhibit ethical, responsible and respectful behavior in the communities in which we operate, in accordance with our core values.

### PRINCIPLE 5

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.
- 2) General Managers will work with 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 send an email to [ComplianceTraining@pyrotek.com](mailto:ComplianceTraining@pyrotek.com).