Purpose

We are committed to protecting the environment, safeguarding the health and safety of our people, and reducing energy usage in all aspects of our operations. This policy provides the framework for integrating environmental management, occupational health & safety, and energy efficiency into our culture, decision-making, and business strategy.

Neapco's Commitments

Compliance and Governance

- Comply with all applicable legal, regulatory, and other requirements related to environmental protection, occupational health & safety, and energy use.
- Establish and maintain management systems and ensure the availability of required information and necessary resources to achieve objectives and targets related to these management systems.

Health & Safety

- Provide a safe and healthy workplace for all employees, contractors, and visitors.
- Foster consultation and participation of workers in health & safety decisions.
- Ensure responsible chemical management.
- Eliminate hazards and reduce occupational risks by applying proactive risk assessment and preventive measures, including, but not limited to, education on:
    - Personal protective equipment
    - Machine safety
    - Emergency preparedness
    - Incident and accident management
    - Workplace ergonomics
    - Handling of chemical substances
    - Fire protection

Environmental Protection

- Prevent pollution, minimize waste, and promote circular economy practices where feasible.
- Conserve natural resources and protect ecosystems affected by our operations, considering biodiversity, soil quality, natural forests, land use and animal welfare.
- Continuously reduce the environmental impacts of our activities, products, and services, including impact on water quality, air quality and noise emissions.
- Promote sustainable resource management.

Energy Efficiency & Climate Responsibility

- Use energy efficiently across all operations.
- Improve energy performance through innovative technologies, processes, and behaviors.
- Support the transition to renewable and low-carbon energy sources, contributing to global climate action.
- Track greenhouse gas emissions and work toward decarbonization targets.

Neapco Holdings, LLC quality management system documentation is controlled electronically. Printed hardcopies of this document are considered uncontrolled.

Continuous Improvement

- Set measurable objectives and targets for environmental performance, health & safety outcomes, and energy efficiency.
- Monitor, review, and improve our management systems and performance through regular audits, training, and leadership engagement.
- Drive a culture of accountability, awareness, and sustainability throughout the organization.

People & Culture

- Engage, educate, and empower employees to act responsibly with respect to environment, health, safety, and energy.
- Encourage open communication, learning, and reporting without fear of reprisal.
- Encourage and recognize contributions to EHS and energy performance improvements.

Responsible Procurement

- Support the procurement of safe, environmentally friendly, and energy efficient products.
- Promote sustainable resource management throughout the supply chain.

Responsibility

This policy is aligned with Neapco's vision, mission, and values and is endorsed by top management and applies to all employees, contractors, and stakeholders associated with our operations. Leadership at all levels is responsible for ensuring this policy is implemented, maintained, and communicated.

Commitment

By embedding these principles into everything we do, we will safeguard our people, encourage environmental sustainability, climate change mitigation and adaptation, improve our energy performance, and strengthen our business for the future.

APPROVAL:

Name: Bill Tarnacki II 

Title: Vice President, Global Human Resources

Date: October 3, 2025