

## Environmental, Health & Safety policy and Guiding Practices

HYDRAULIC TECHNOLOGIES is committed to operating throughout the world in a manner that reflects the highest standards of ethics and integrity and meets or exceeds applicable environmental, health and safety laws and regulations. We value continuous improvement in our ongoing efforts to implement and communicate effective managed systems that help us protect our environmental, health and safety interests. Always acting with integrity is the right thing to do and empowers us to become a better, stronger, higher-performing business. We're reducing our footprint by the way we operate our manufacturing facilities, oversee our supply chain and work with customers. How we achieve our goals is just as important as whether we achieve them. Integrity means we always choose the right way even when it may not be the easy way. This reflects who we are as individuals and our culture of respect, honesty and teamwork.

WE ARE COMMITTED TO:

### Team Members

- Continually seeking opportunities to improve the safety of our work practices and environments.
- Communicating and providing the appropriate training and resources to address environmental issues and protection, compliance and safety.
- A strong business culture that enables outstanding EHS practices. Leaders at all levels of our organization care about our team members and consider safety an essential business foundational element for achieving excellence Businesses
- Leading by example to make our world safer, healthier and more sustainable. We do this by putting people first, creating opportunity for everyone, innovating how things are made, committing to conserve and giving back to our communities.
- Reducing the use of virgin materials, consuming less energy, reducing waste, minimizing packaging materials, and producing energy efficient, durable and recyclable products.
- Integrating environmental, health and safety considerations into our strategic decision making and planning processes and proactively developing and advancing innovative processes that enable us to excel in health and safety performance.
- Reducing our carbon footprint by proactively identifying and implementing environmental sustainability initiatives across our operations.
- Customers providing products that when properly used, are environmentally safe and meet or exceed applicable standards.
- Building trust and confidence with our customers, suppliers and business partners by speaking with pride, honesty and transparency about our products and services. Suppliers and Contractors collaborating with our suppliers and contractors to maintain appropriate levels of commitment to environmental, health and safety performance.
- Creating partnerships with suppliers who comply with HYDRAULIC TECHNOLOGIES's Supplier Code of Conduct and take measures to ensure their supply chain conducts business in a manner consistent with its expectations.

### Regulatory Authorities

- Cooperating with all regulatory authorities in reaching our mutual goal of protecting our team members, public health and the environment.
- Stakeholders regularly assessing our environmental, health and safety risks, managing those risks in a responsible manner and providing resources needed to address them.