



ERCO Worldwide LP Environmental, Social and Governance Policy

Effective Date:	April 9, 2021
Last Review Date:	April 9, 2021
Next Review Date:	June 1, 2023, or sooner if required by law
Approved by:	Board of Directors

Purpose and Scope

ERCO Worldwide LP (together with its divisions, partnerships, affiliates and subsidiaries, including any and all internal governance bodies, "ERCO") has adopted this Policy to recognize the value of acting as a socially responsible organization. The Policy is intended to reflect our responsibility and commitment to the communities in which we operate and conduct our business, as well as to our employees and other stakeholders. We intend to act in a socially responsible and sustainable manner and continually strive to improve our performance in these areas because it is the right thing to do.

This Policy applies to every ERCO Representative and informs all aspects of our business. This Policy is intended to supplement all applicable local laws, rules and other corporate policies of ERCO.

Definitions

In this Policy, the following capitalized terms have the meanings set out below:

- "ERCO" means ERCO Worldwide LP together with its divisions, partnerships, affiliates and subsidiaries, including any and all internal governance bodies.
- "Policy" means this environmental, social and governance policy, as may be amended from time to time.
- "Representative" means a director, officer, or employee of ERCO.

Policy Statement and Commitment

ERCO will sustainably develop and grow our business by:

- Identifying, understanding, and managing environmental, social and governance ("ESG") risks and opportunities;
- Establishing specific ESG objectives, goals, and management systems;
- Improving ESG performance, by fostering a culture of innovation, continuous improvement, and conducting regular performance reviews; and
- Encouraging suppliers and contractors to implement industry leading ESG policies.



This Policy outlines our commitment as an organization, as reflected in the efforts of our directors, officers, employees and contractors, to act responsibly. Specifically, we focus on:

- Health, Safety and Environment
- People
- Governance
- Community

Health, Safety and Environment

We are committed to providing work environments that protect the health and safety of our employees, our customers, our contractors and our communities as detailed in our [Health, Safety and Environment Policy](#).

We are committed to fostering a culture across the organization which has safety as a core value and aligns with the belief that all safety incidents are preventable.

We are committed to conducting our business in compliance with all applicable federal, provincial and local health, safety and environmental laws.

We are committed to minimizing the environmental impact of our operations. We recognize that pollution prevention and resource conservation are key to a sustainable environment, and we will integrate these concepts into our business decision-making.

We seek continuous improvement of our health, safety and environmental performance in all of our operations.

In particular, ERCO will:

- Assess, design, construct, operate and close facilities, in accordance with sound engineering practice, compliance with corporate policies, and all applicable laws providing for the reasonable protection of the environment, our employees, contractors and the public; and
- Develop, implement and continually update our environmental management systems to manage, reduce and prevent environmental pollution relating to our activities, products and services.

Social

People

ERCO is committed to providing a respectful, inclusive and diverse workplace that is free from violence, intimidation, harassment or other unsafe conditions due to internal or external threats.

We are committed to equal opportunity and do not discriminate on the basis of race, sex,



ethnicity, religion, age, disability, sexual orientation, gender identification, political opinion or any other grounds protected under applicable human rights laws.

We respect the rights, privacy and dignity of all people and are committed to observing human rights as set out in our [Human Rights Policy](#).

We are committed to investing in our employees by providing development opportunities and training to enhance individual's skills and experience, to address organizational requirements and to allow employees to reach their career goals.

Community

ERCO emphasizes collaborative, transparent and consultative approaches in our community investment activities.

We are committed to engaging with the communities in which we work. We will engage with our employees and stakeholders to integrate community investment considerations into our decision-making and business practices to form mutually beneficial relationships with the communities where we operate.

We will strive to provide meaningful employment and economic opportunities for our employees, contractors and suppliers, and we will identify and manage significant social impacts, risks and opportunities, in the communities where we work.

We target assisting non-profit, charitable and other organizations that support community initiatives and projects that fall within at least one of our four focus areas:

Community Development – investments, volunteering and contributions to broader social and economic development in a community

Inclusion and Diversity – support for organizations and activities working to enhance diversity or to improve conditions for groups that are underrepresented

Health and Wellness – projects that fund health research, health infrastructure or improve access to health services

Youth – projects that are targeted to enhance physical conditions, educational opportunities or the general health and well-being of children

Governance

We will conduct business in an open, honest and ethical manner as detailed in our [Code of Conduct](#).

We are committed to maintaining a high standard of integrity in our activities and to demonstrating strong corporate governance practices in order to enhance stakeholder confidence in our decision making.

We will monitor leading corporate governance practices and assess the requirement for changes



to our existing practices and policies.

Wherever we operate, we are committed to promoting good governance practices as they relate to environmental and social responsibility. ERCO strives to operate in a socially, economically, and environmentally sustainable manner. We work with our stakeholders to foster accountable governance practices while creating sustainable prosperity and enhancing the communities where we operate.

ERCO meets these goals by respecting and promoting human rights, environmental laws, and all other applicable laws. We strive to meet or exceed widely recognized international standards for responsible business conduct.

Policy Revisions

The Board of Directors of ERCO ("**Board**") may make revisions to this Policy from time to time. Any changes to this Policy must be approved by the Board.