



Environmental, Health and Safety Policy

Taylor is committed to ensuring the health and safety of its employees, clients, vendors and visitors and being responsible toward the environment. We rely on our people, systems and procedures to support these commitments and we strive to continuously improve our EHS performance.

Executive Leadership Commitment

Taylor Executive Leadership commits that Taylor will meet or exceed all applicable regulatory and corporate environmental, health and safety requirements. We will regularly evaluate our EHS performance by monitoring ongoing performance results through periodic management reviews. When regulatory requirements do not adequately protect employee health and the environment, Taylor will create its own standards to ensure adequate controls.

Managers and Supervisors

Taylor believes that all managers must take an active role in ensuring a safe work environment by:

- Being visibly involved in reinforcing safety policies and procedures,
- Providing the resources necessary to ensure safe operations, and
- Incorporating safety as a key element in strategic business planning.

Employee Role

Taylor believes each employee must:

- Report unsafe working conditions, near misses, or injuries,

- Stop any unsafe situation and seek a safe solution,
- Complete required safety training,
- Wear required personal protective equipment, and
- Follow safety rules in the employee handbook and site-specific safety programs.

Safety Coordinator

Taylor locations must assign a safety coordinator to assess the applicability of safety and environmental regulations and administer site safety and environmental programs. The position may be a full or part-time position based on site-specific need. A safety coordinator:

- Attends corporate safety and environmental update meetings,
- Educates the site management team on safety and environmental compliance needs,
- Coordinates the site safety committee,
- Coordinates the site safety/environmental inspection program,
- Organizes site-specific written compliance programs and training,
- Leads injury and incident investigations, and
- Responds to corporate information requests.

Corporate Center of Excellence: Legal, EHS

Taylor's Legal Center of Excellence includes EHS professionals responsible for the following duties:

- Track site safety and environmental compliance activities,
- Report corporate EHS performance to Executive Leadership,
- Educate Site Safety Coordinators on safety and environmental program areas,
- Audit sites to assess risk and analyze EHS performance,
- Create or identify safety and environmental training materials,
- Create and implement safety and environmental compliance programs, and
- Monitor regulatory agencies for new or updated rules.

Safety Coordinator Training

Safety and Environmental Update web meetings are held regularly throughout the year to refresh safety coordinators on the primary safety and environmental compliance topics and review injury and near-miss incidents. The meetings are recorded, and the slide decks and recordings are provided.

Safety Audits

Corporate EHS staff audit sites on a rotating basis to assess risk.

Employee Training

Safety and environmental training is delivered and documented through a learning management system. Topics are assigned corporately for topics with wide applicability and by the location for site-specific topics.

Incident Reporting

Injury and near-miss incidents must be documented by the locations using standard employee and supervisor incident forms. The incidents are reported to a central email inbox that is monitored by:

- Corporate Risk Management staff who are responsible for filing workers' compensation claims; and
- Corporate EHS staff who review incidents for good corrective action and select incidents for wider sharing across the organization.



Procedures

Taylor puts its EHS Policy into practice through 25 specific, documented procedures. These procedures address everything from Employee Health and Safety Metrics, Safety Committees and Taylor's Emergency Action Plan to the handling of Bloodborne Pathogens, Asbestos and Industrial Wastewater. Procedure details are available upon request.

Compliance

Taylor complies with all applicable laws, rules and regulations of the countries where we operate. Should an employee or downstream supplier of Taylor believe there is a conflict between this policy and the laws applicable to such employee or downstream supplier, we partner with a third party to provide an anonymous hotline for those who wish to report such concerns.

Continuous Improvement

Taylor strives toward continuous improvement through focus on the following areas:

- Reduction of energy consumption and greenhouse gas emissions caused by the use of electricity, natural gas and petroleum products in operations.
- Reduction of industrial wastewater discharge to municipal water treatment plants.
- Minimization of air pollution through the reduction of volatile organic compounds in processes.
- Reduction of chemical and hazardous waste generation and practicing responsible chemical management including safe handling and disposal of all hazardous and nonhazardous wastes.
- Reduction of environmental impacts from use of products by sourcing sustainable materials where available and prudent, and increasing efficiency of product production and design.
- Reduction of environmental impacts from the products we produce (including materials used) by collaborating with suppliers and customers interested in waste reduction initiatives.
- Encouragement of sustainable consumption of products by customers.
- Reporting to, and certification by, third parties.

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