




Environmental, Health and Safety (EHS) Vision and Policy

We envision working without injury, a healthier workforce and community, and minimal environmental impact from our products and activities. Because we are committed to this vision, we will:

- Continuously improve our EHS programs, products, and performance by focusing on:
 - Injury prevention and reinforcing a personal value for our safety and wellness
 - Associate and community health
 - Resource conservation and pollution prevention
- Comply with all applicable legal, regulatory, and internal company EHS requirements as a minimum level of performance
- Set goals and targets to improve our EHS programs and performance and track our achievement
- Hold ourselves accountable for program implementation and performance results
- Foster open communication and dialogue with our associates, business partners, and communities on EHS issues
- Implement EHS management systems appropriate for our operations and activities
- Incorporate EHS considerations into decision-making and business planning processes
- Provide education, training, and supervision to enable conformance with this Policy
- Verify implementation of this Policy through a formal audit program
- Periodically review this Policy through internal governance



Robert Julius, Chairman and CEO Nice-Pak



Zachary Julius, President and CEO PDI