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ENVIRONMENTAL, HEALTH, SAFETY AND SUSTAINABILITY POLICY

Purpose

At Flavorchem, we are committed to conducting our business operations in a manner that protects the environment, promotes the health and safety of our employees, contractors, and visitors, and contributes to sustainable practices that benefit current and future generations.

Scope

This policy applies to all employees, contractors, suppliers, and visitors at all Flavorchem locations and facilities.

Environmental Stewardship

We recognize our responsibility to reduce the environmental impact of our operations. To this end, we will:

- Comply with all applicable environmental laws, regulations, and other requirements.
- Prevent pollution by minimizing waste generation, emissions, and resource consumption.
- Improve energy efficiency and support the use of renewable resources where practical.
- Integrate environmental considerations into product design, manufacturing processes, and supply chain decisions.

Health and Safety Commitment

Protecting the health and safety of every person involved in our operations is a core value. We will:

- Maintain a safe and healthy workplace in compliance with applicable laws and industry standards.
- Identify and mitigate potential hazards to prevent injuries, illnesses, and incidents.
- Promote safety awareness and training for all employees and contractors.
- Encourage open reporting of safety concerns without fear of retaliation and ensure corrective actions are promptly implemented.

Sustainability Responsibility

We are dedicated to operating our business in a way that fosters long-term environmental, economic, and social sustainability. We will:

- Set sustainability goals and regularly measure progress.
- Promote responsible sourcing and ethical business practices across our supply chain.
- Engage stakeholders—including employees, customers, and communities—in sustainability initiatives.
- Foster innovation that leads to environmentally friendly products and processes.

Continuous Improvement

We will regularly review and update our EHSS practices to ensure they remain effective and relevant by:

- Auditing our EHSS performance and management systems.
- Incorporating feedback from employees, customers, and other stakeholders.
- Investing in new technologies and best practices that enhance EHSS performance.

Accountability

All employees share the responsibility for adhering to this policy and supporting its implementation. Managers and supervisors are expected to lead by example, ensuring that EHSS principles are integrated into daily operations and decision-making.

Ken Malinowski

Ken Malinowski, President

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