Chem Trend	Document Name	QHSE Management Systems Manual			
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QHSE Policy

Chem-Trend's goal is to provide only the highest-quality products and services, and to work towards 100% customer satisfaction while manufacturing our products in a responsible manner to protect human health & safety and the environment.

At Chem-Trend L.P., we are committed to protecting the environment and ensuring the health and safety of our employees, customers, and the public. We consider Chem-Trend's QHSE culture within the development, manufacture, and marketing of chemical specialty products at our Howell, Michigan facilities. We strive to continually improve our QHSE performance by:

- Communicating our quality, health & safety and environmental commitment and our requirements to employees, suppliers, contractors, and others working on our behalf.
- Promoting worker consultation & participation in our safety programs to identify and eliminate hazards and reduce health & safety risks in the workplace to the extent possible to prevent injuries and illnesses.
- Complying with all applicable laws, regulations and other requirements pertaining to identified health & safety hazards and environmental aspects.
- Considering a life cycle perspective during the development and manufacture of products to support Chem-Trend's sustainability goals of:
 - Pursuing prevention of pollution by eliminating, reducing and recycling our wastes to the extent possible
 - Reducing CO₂ emissions
 - Reducing water consumption
- Developing and maintaining quality, health & safety, and environmental objectives and targets, periodically reviewing, and evaluating our performance against them, and identifying opportunities for improvement.

The QHSE policy is established by the North American Executive Committee (NAEC) and communicated to all employees as part of the orientation process. Additionally, the policy is made available to all interested parties via the company's website <u>www.chemtrend.com</u>.