

## Environmental Policy

Calvary Industries, Inc. recognizes its activities and products are capable of having significant impact on the environment. As good stewards of our local and global community, Calvary is committed to protecting the environment through the minimization of environmental impacts caused by our activities, and to the preservation of the environment through our products, and services.

### Applicability

This Environmental Policy applies to everyone at Calvary, at every level, and every location. Calvary expects everyone, including sales representatives, distributors, contractors, and suppliers, to act in a manner consistent with our principles and values when performing business on behalf of Calvary.

### Policy Governance Roles and Responsibilities

Calvary Senior Leadership provides policy governance and oversight. Senior Leadership is chaired by the President of Calvary Industries and includes the Director level of management. Additional guidance may be provided by the CEO and Senior Consultant when appropriate.

Senior Leadership meets twice a year, or as required, to review compliance and commitment status and provide policy direction.

Quality and Compliance Manager is responsible for ensuring regulatory compliance through self-assessment and maintaining compliance records.

### Environmental Compliance

Calvary is committed to protecting the environment through compliance with environmental regulations. Complying with relevant environmental regulations is a minimum requirement. Calvary is dedicated to:

- Conforming to applicable regulatory compliance obligations.
- Complying with REACH (Registration, Evaluation, Authorization, and Restriction of Chemicals) and ROHS (Restriction of Hazardous Substances) regulations to ensure the safety and environmental sustainability of our products.
- Periodic self-assessments to ensure regulatory compliance.
- Assessing and maintaining records for all regulatory requirements.
- Ensuring responsible, accurate, and timely reporting as required by permits or other regulations.
- Encourage employees to bring concerns openly or anonymously using Calvary Connect when they become aware of any compliance issue.

## Environmental Management System (EMS)

Calvary is committed to continuously developing and improving our EMS, which allows for a systemic approach in minimizing our environmental aspects and impacts. We will consistently monitor the effects of our processes and products on the environment and strive to continuously improve. The Calvary EMS:

- Aligns with internationally recognized standards such as ISO 14001
- Fully integrates into the Calvary management system and operations processes.
- Plans, implements, sustains, evaluates, and improves our processes to ensure continual improvement.
- Identifies and reduces potential impacts through risk-based thinking.

## Environmental Commitments

These Environmental Commitments guide Calvary's daily operations and encourage environmental stewardship. Specific goals associated with these commits are influential when planning future products and projects. Monitoring these commitments is integrated into Calvary's biannual management review with Senior Leadership. Calvary's environmental commitments are:

- **Environmental Stewardship**  
We will serve our customers, suppliers, and community as a model of quality, integrity, and stewardship. We are committed to environmental stewardship by actively minimizing Calvary's impacts and supporting our customers' environmental goals through education, service, and "green" products designed to be ecologically superior to existing products.
- **Greenhouse Gas Emissions and Climate Change**  
We are dedicated to playing our part in limiting global warming to 1.5 degrees vs pre-industrial levels. To achieve this, Calvary will:
  - Continually minimize its own energy consumption and reduce Greenhouse Gas emissions from operations by investing in processes, technologies, products, and services that reduce the sourcing and use of Carbon-Based Fuels.
  - Support and encourage the transition of our wastewater customers from melamine-based treatment systems to our "Green" starch-based chemistry line of products. Where this transition is impractical, Calvary will continue to develop and support products that provide a more efficient use of chemicals over current processes in a "Less is more" approach.
- **Water Conservation**  
We are committed to the responsible use of water while taking actions to promote conservation and quality preservation of water throughout our operations and in the communities where we operate. We are committed to:
  - Reducing water use in our operations through modernized automation to increase the efficiency of every gallon of water used.
  - Reusing and repurposing process water as a primary material source in other processes when possible.

- **Waste Reduction**

Our goal is to minimize waste destined for landfills or incinerators by conserving resources and recycling materials throughout stages of the product life cycle. We can achieve this by:

- Promoting circular economy initiatives by using cradle-to-grave methodologies in the designs of our products and processes.
- Promoting waste minimization practices through employee engagement and implementing waste minimization projects.
- Reusing or recycling byproducts generated as part of our operations.

- **Improving Technologies**

We are committed to developing and implementing technologies that minimize pollution, energy, and water consumption for our own processes and those of our customers. We can do this by:

- Continuously working to replace phosphate-based chemistry with a more environmentally friendly zirconium-based systems.
- Converting select customer applications to utilize the Cal Eye 2.0 Control system, which reduces water and chemical consumption.
- Support our customers in transitioning to our proprietary metal treatment products, which do not require heat, reducing energy and water consumption by up to 70%.
- Implementing automation in our internal processes, reducing our overall waste generation.

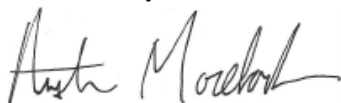
- **Partnerships for the Goals**

While Calvary acknowledges our responsibility in ensuring environmental stewardship, we also recognize that to achieve meaningful and sustainable progress, it requires a collaborative effort with our suppliers, our customers, and our community. We seek to:

- Actively develop suppliers and contractors within our supply chain who share our values and goals.
- Provide our customers with education, products, and services that align with our shared goals.
- Support our local and global communities in transitioning to sustainable practices.

Calvary Industries Inc. hereby reaffirms its unwavering commitment to environmental stewardship, sustainable development, and the well-being of our planet. Through the continuous improvement of our Environmental Management System, adherence to stringent environmental compliance standards, and the pursuit of innovative solutions, we dedicate ourselves to reducing our footprint and enhancing our planet's health through innovation, compliance, and collaboration.

**Endorsed by:**



**Austin Morelock - President**

**4/12/2024**