



Corporate Environmental Policy

Wesbell, with locations throughout North America, recognizes and believes in the importance of safeguarding our natural resources and global environmental heritage.

Wesbell is committed to environmental leadership in every aspect of its business and has proven that environmental excellence can be consistent with economic health.

Wesbell pledges to protect environmental quality and human welfare in our communities through conservation, education and participation.

Wesbell is dedicated to the implementation of environmentally sound policies and to the continuous improvement of those policies.

The provision of a safe and healthy workplace for every employee is essential to the health of Wesbell.

These elements form the foundation for the following corporate policy objectives:

- Committed to the inclusion of environmental considerations in all planning and decision making in our business.
- Committed to being an environmentally responsible neighbor and a leader in corporate environmental citizenship through participation in community environmental activities.
- Committed to ensuring that through continuous education and training, all employees working for or on its behalf will have the awareness, skills and knowledge to carry out this policy.
- Committed to communicating environmental performance to customers and to the public.
- Committed to meeting all legal and applicable local, state, provincial, federal and other requirements to which Wesbell subscribers that relate to its environmental aspects.
- Committed to obtaining, manufacturing, demanufacturing and transporting products and to marketing services that optimize resource utilization and minimize environmental impact.
- Committed to continually improving these policies through audits and self-assessments that are reported to Wesbell Senior Management.
- Committed to working with our customers, suppliers and contractors to enhance environmental performance.
- Conserves natural resources through pollution prevention and waste reduction programs including a zero landfill goal.
- Dedicated to the maintenance and support of a network of environmentally responsible recycling and disposal operations.
- Committed to a safe and healthy work environment for all employees in and out of the workplace.
- Committed to the protection of the environment, including prevention of pollution and other specific commitment(s) relevant to the context of the organization.
- Committed to providing a framework for setting and reviewing quality, environmental, health, and safety objectives.

Compliance with this policy is the responsibility of every employee of Wesbell.

A handwritten signature in black ink, appearing to read "David Rose".

David Rose – Chief Executive Officer

March 27, 2025.