



SOCIAL MANAGEMENT POLICY

Company information

CRC Industries is a worldwide leader in the production and distribution of specialty products and formulations for the maintenance and repair professional, serving the marine, electrical, industrial, food and beverage, and aviation markets as well as the automotive aftermarket.

Scope of the policy

This policy was established on the CRC global level.

General Principles

We value and respect all people touched by our business. We will strive to minimize any risk to the health and safety of our employees, the local community, or our end users. CRC Industries aims to conduct its business activities in an ethical manner, as well as, in compliance with all applicable Occupational Health and Safety Legislation. The safety of our employees during the manufacture of all our products, as well as the minimization of health risk to our product users is of the utmost importance to CRC.

We support diversity, equity, and inclusion in our workplaces. We provide training and professional development opportunities to all employees as they are our most valuable assets. We nurture the well-being of our employees by ensuring fair and safe working conditions. We are committed to developing our partnerships with our suppliers and customers and encourage the reporting of concerns by anyone in our value chain.

Stakeholder engagement

We actively seek the input of our internal and external stakeholders to identify and evaluate the impacts of our activities. Employees participate in biennial employee engagement surveys. Managers encourage communication through an open-door policy and routine employee check-ins. An anonymous reporting phone line is available 24 hours a day. Social media creates a connection with our customers and product users that supplies valuable feedback. In addition to our regular interactions, we involve stakeholders in our materiality assessments through online surveys and one-on-one interviews.

We have established company-wide objectives to drive our commitment to health and safety.

Our Qualitative objectives:

- Identify hazards associated with site activities and operations and continuously improve the control of potential hazards
- Develop a culture of safety and provide regular communication and appropriate training to all employees
- Operate effective health monitoring programs for all employees exposed to chemical substances
- Provide suitable data to users of our products to allow them to be used in the safest possible manner
- Review our Safety Management System and associated documentation following significant change within the business processes or every five years
- Promote volunteerism of employees through company organized activities.



- Provide a diverse and inclusive workplace environment that promotes health and well-being while building skills that support professional growth and retention of our employees.

Our Quantitative targets:

- Total Recordable Incident Rate (TRIR) lower or equal to 2 for 2024

Signed:

A handwritten signature in blue ink that reads "Len Mazzanti".

Len Mazzanti
Chief Executive Officer

Date:

A handwritten date in blue ink that reads "July 23, 2024".