



Commitment to Environmental Health and Safety

Novaria Group Health, and Safety Policy

Consistent with our Mission, Core Values, and our Novaria Operating System, we are committed to conducting business in a safe and environmentally responsible manner that promotes the health of our employees, customers, and community. All Novaria Group employees are expected to understand, follow, and promote this policy.

Compliance

Novaria Group complies with all applicable Environmental, Health, and Safety (EHS) laws and regulations as well as Novaria Group standards. We conduct internal audits and implement practices that ensure compliance with these requirements.

Continual Improvement

We set EHS goals, objectives, and targets to continually improve our performance and report our progress as required.

Business Integration

We integrate EHS into business decisions to proactively ensure the health and safety of our employees and promote environmentally responsible practices.

Communication and Education

We communicate our EHS policy to our employees, customers, and suppliers. Novaria Group provides training and resources to enable employees to implement our policy and share best practices throughout our company. Our goal is to foster both human and environmental health throughout all tiers of our company.

A handwritten signature in blue ink, appearing to read "B. W. N.", is positioned above the CEO title.

CEO
Novaria Group