



Health, Safety, Environmental, and Security Policy

Meridian Chemicals, LLC – Version 3 (06/01/2023)

Meridian Health, Safety, Environmental, and Security Policy

Meridian Chemicals, LLC is firmly committed to upholding the highest standards with regards to labor, occupational safety, cybersecurity, and environmental responsibility. Meridian goes above and beyond the legal standard in each of these categories to ensure that we fully protect the best interests of our employees, suppliers, business partners, and the communities that we operate in.

At Meridian, we believe that being a high performer in each of these areas is crucial to being a responsible entity in today's business environment.

The following principles guide our policy-making decisions:

- We verify that our policies meet and exceed what is required by law.
- We ensure that, at a minimum, our suppliers and customers have similar/comparable policies in place to ensure that Meridian's value chain is ethically and environmentally responsible.
- We set objectives and targets that are reviewed periodically to ensure continued success and improvement surrounding HSES initiatives.
- We prioritize safety. This includes 24-7 support for any shipment of our chemical products.
- We ensure that all onboarded employees read and understand Meridian's policies and procedures.

A handwritten signature in blue ink, appearing to read "Robert Helwick".

Robert Helwick, CEO
Read and approved on 06/01/2023.