

BRISTOL INSTRUMENTS, INC. Environmental, Health and Safety Policy

Bristol Instruments is committed to being a responsible corporate citizen and treating everyone we work with, inclusive of employees, customers, vendors and those they associate with ethically. As part of that commitment, Bristol seeks to operate with respect and attention to health, safety and the environment we all share.

We commit in perpetuity to reaching our goals using only legal and ethical principles based in national and international laws, with the aim of protecting the health of our workforce, facilitating their safety and protecting the environment.

This document is a summary referring to the "RBA Code of Conduct"¹, which contains information and our adopted requirements in further detail. We require that our management team take full responsibility to implement, monitor and maintain a system of ethical business practices, policies and processes inclusive of the summarized points below, as well as assuring review, amendment and implementation within our workforce and operations. The management team is responsible to support a process that identifies risks and implements timely corrective actions relative to shortcoming in any of the items outlined below.

Workforce Health and Safety:

We provide a safe and healthy work environment. We strive to reduce, or eliminate, factors presenting risk to the wellbeing of our workforce via the following actions:

- providing a safe, clean work environment in accordance with OSHA and local laws, as applicable
- communicating to our workforce risks relative to health and safety, posting all relevant safety information, providing safety equipment, training and countermeasures against hazards
- supporting safety policies and procedures as a matter of normal operations
- identifying and mitigating health and safety hazards using the NIOSH Hierarchy of Controls
- maintaining, and making readily available, a registry of material safety data sheets for all potentially hazardous substances used on site
- identifying, preparing for, and practicing responses, to emergency scenarios including annual drills
- reporting and recording occupational injury or illness; Encouraging employee reporting without repercussion for any injury, illness or unhandled hazard
- identifying and controlling chemical, biological or safety hazards in the work environment; when unavoidable, providing proper protective means to the employee at company expense

- identifying, eliminating where possible, or otherwise mitigating negative ergonomic factor relating to repetitive use, heavy lifting, bodily strain and similar factors that may cause injury
- providing a healthy and sanitary work environment with access to lavatories, potable water, and areas for work breaks, food preparation and consumption, and a private area for lactation

Environmental Responsibility:

As a light-industry manufacturer we believe that all waste and environmental harm, however limited, is detrimental. To this end we aim to avoid and minimize negative environmental impacts from our operations, both direct and indirect. We:

- obey all laws, domestic and international, relative to environmental factors.
- limit, reduce and eliminate, where possible, operational factors that harm the environment relative to pollution, resource usage or other environmental ill-effects.
- conform to all applicable environmental permitting requirements
- manage hazardous substances responsibly, including handling, storage, and disposition, whether it be recycling, re-use or disposal
- identify, manage, reduce, and responsibly dispose of, or recycle solid waste
- avoid, or limit, the use of ozone depleting substances, handling or disposing of them in a responsible manner
- avoid usage of restricted materials and eliminate them from process and product
- use processes that avoid harmful material discharge to water or ground
- use energy sensibly and sparingly, reducing consumption and waste
- procure materials, where applicable, in a way that reduces the detrimental environmental contribution of transfer and freight

Conclusion:

Bristol Instruments strives to be a good corporate citizen and follows all applicable local, state, national, and where applicable, international laws. We endeavor to maintain all business dealings only in a responsible and ethical manner, only with ethical partners, inclusive of our workforce, vendors and customers. To this end, we participate in the RBA, and strive to follow the "RBA Code of Conduct".

¹ The Responsible Business Alliance (RBA) is a non-profit organization that facilitates and defines a standard for corporate responsibility, through a comprehensive code of conduct. Per the RBA quote "The RBA Code of Conduct is a set of social, environmental and ethical industry standards. The standards set out in the Code of Conduct reference international norms and standards including the Universal Declaration of Human Rights, ILO International Labor Standards, OECD Guidelines for Multinational Enterprises, ISO and SA standards, and many more. While the Code of Conduct originated with the electronics industry in mind, it is applicable to and used by many industries beyond electronics." Link to RBA Code of Conduct download area: <https://www.responsiblebusiness.org/code-of-conduct/>