



## OCCUPATIONAL HEALTH, SAFETY, ENVIRONMENTAL, SECURITY, AND CLIMATE POLICY

### Committing to Excellence, Responsibility, and Sustainability

## Introduction

Lennox Group LLC recognizes that our operational success and reputation are inextricably linked with our unwavering commitment to Occupational Health, Safety, Environment, Security, and Climate (OHS-ESC) stewardship. As a forward-thinking organization, we understand that our responsibilities extend far beyond compliance; they are rooted in our values and our vision for a sustainable, resilient future. This policy articulates our framework and commitments in these critical domains, guiding our people and partners in upholding the highest standards in all facets of our operations.

## Scope and Applicability

This policy applies to all employees, contractors, suppliers, and partners of Lennox Group LLC, across all business units, subsidiaries, and project sites globally. We require that our stakeholders understand, respect, and implement these principles in their day-to-day actions, decision-making, and strategic planning.

## Our Core Commitments

- **Occupational Health:** To protect and enhance the physical and mental well-being of all personnel, ensuring access to healthy work environments and promoting practices that foster holistic health.
- **Safety:** To eliminate workplace hazards, prevent injuries and incidents, and cultivate a proactive culture of safety where every individual feels empowered and responsible.
- **Environmental Stewardship:** To minimize the environmental impact of our operations, prevent pollution, and champion the conservation of natural resources and biodiversity.
- **Security:** To safeguard our people, assets, and information in a manner that anticipates and mitigates threats, ensuring resilience and business continuity.



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- Climate Action: To address climate change holistically by reducing greenhouse gas emissions, enhancing energy efficiency, and supporting innovation in climate adaptation and mitigation.

## Occupational Health

We are committed to nurturing a workplace that prioritizes the physical and psychological health of every individual. Our approach includes the following:

- Conducting regular health risk assessments and providing medical surveillance tailored to the job roles and exposures.
- Supporting mental wellness through Employee Assistance Programs, stress management resources, and fostering an inclusive, supportive culture.
- Ensuring access to clean facilities, potable water, and healthy food options at all sites.
- Offering health education, vaccination drives, and wellness programs for preventive care.
- Addressing occupational illnesses and injuries promptly with evidence-based medical care and rehabilitation support.

## Safety

Maintaining a zero-harm workplace is central to our ethos.

- We implement comprehensive Safety Management Systems (SMS) that identify, assess, and control hazards across all operational contexts.
- Routine safety training, emergency drills, and the provision of appropriate personal protective equipment (PPE) are mandatory for all staff and contractors.
- Incident and near-miss reporting is encouraged without fear of reprisal, with lessons learned shared across the organization to drive continual improvement.
- We regularly review and update our practices in light of technological advancements, industry best practices, and regulatory changes.



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### Environmental Stewardship

As stewards of the environment, Lennox Group LLC is dedicated to:

- Complying with or exceeding all applicable environmental laws and international standards.
- Minimizing waste generation through reuse, recycling, and responsible disposal.
- Implementing pollution prevention and control measures for air emissions, effluents, and hazardous substances.
- Promoting sustainable procurement by favoring eco-friendly materials and suppliers with demonstrated environmental responsibility.
- Protecting local ecosystems and biodiversity, and restoring habitats affected by our activities.
- Investing in environmental awareness and training for all personnel.

### Security

To safeguard our people, operations, and information assets:

- We conduct comprehensive risk assessments to proactively address potential threats ranging from physical intrusions to cyberattacks.
- Site security measures include controlled access, surveillance systems, and emergency response protocols.
- Cybersecurity is managed through multi-layered defenses, regular audits, and employee awareness campaigns.
- We collaborate with local authorities and industry partners to share intelligence and align on best practices in security management.
- Crisis management plans are maintained and tested to ensure business continuity in the face of incidents or disasters.

### Climate Policy

Confronting climate change is a moral and operational imperative. Lennox Group LLC commits to:



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- Setting measurable targets to reduce scope 1, 2, and 3 greenhouse gas emissions in line with international agreements such as the Paris Agreement.
- Transitioning to renewable energy sources and implementing energy efficiency initiatives across our operations.
- Incorporating climate risk assessments in capital projects and strategic decision-making.
- Supporting climate resilience in communities where we operate, partnering with stakeholders to develop adaptation measures.
- Communicating transparently about our climate performance and progress toward goals through annual sustainability reporting.

## Roles and Responsibilities

Every member of the Lennox Group LLC community is expected to:

- Understand and comply with OHS-ESC policies, procedures, and applicable regulations.
- Participate actively in training, risk assessments, and emergency preparedness exercises.
- Report hazards, unsafe behaviors, and environmental or security concerns promptly through established channels.
- Support colleagues in upholding a respectful, secure, and environmentally responsible workplace.

Management has additional responsibilities to model exemplary behavior, allocate required resources, set objectives, and monitor progress toward our OHS-ESC goals.

## Continuous Improvement and Accountability

We foster a culture of continuous improvement by:

- Regularly reviewing policies, procedures, and performance metrics to ensure effectiveness and relevance.



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- Undertaking internal and external audits, benchmarking against industry leaders, and integrating stakeholder feedback.
- Investigating incidents thoroughly and transparently, ensuring root causes are addressed and corrective actions implemented.
- Recognizing and rewarding contributions to excellence in health, safety, environment, security, and climate action.

## Stakeholder Engagement and Communication

Lennox Group LLC values transparent and proactive engagement with employees, contractors, clients, regulators, and communities. We commit to:

- Providing timely, accessible information about our OHS-ESC performance, risks, and initiatives.
- Soliciting input from stakeholders and incorporating their perspectives into our planning and decision-making processes.
- Fostering partnerships to innovate and expand the impact of our health, safety, environmental, security, and climate programs.

## Legal and Regulatory Compliance

Absolute compliance with all legal and regulatory requirements in every jurisdiction where we operate is non-negotiable. We proactively monitor developments in laws, standards, and best practices, updating our policies and procedures accordingly.

## Policy Review and Updates

This policy is subject to annual review, or more frequently as needed, to ensure ongoing alignment with our values, stakeholder expectations, emerging risks, and scientific advancements. Updates are communicated promptly to all personnel and stakeholders.



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### Conclusion

The OHS-ESC and Climate Policy of Lennox Group LLC is more than a set of rules—it is a living commitment to our people, our planet, and our shared future. By embracing excellence in health, safety, environmental stewardship, security, and climate action, we ensure our legacy as a responsible, innovative, and resilient organization. Each individual within Lennox Group LLC has a vital role to play in making this vision a reality, and together, we will continue to build a safer, healthier, and more sustainable world.

