



Nice-Pak Corporate Commitment to Safety

At Nice-Pak, safety is not just a priority, it is a core value that drives everything we do. Our commitment to safety is embedded in our culture, shaping our operations and decision-making processes. This means we are fostering a culture with a focus on education, mindset, and behaviors to create a safe environment for all. We are unwavering in our pursuit of achieving safety excellence.

Key Elements of Our Safety Commitment:

1. **Zero Injuries Goal:** Our ultimate goal is to achieve zero injuries of any kind. This is not just an aspiration; it is the standard we strive to meet each day. We track key performance indicators, including:
 - Total Recordable Injury Rate (TRIR)
 - First Aid Incidents
 - Near Misses

We use these metrics to evaluate performance and identify areas for continuous improvement.

2. **Ongoing Training:** We provide comprehensive and ongoing safety training to all employees. Monthly facility-specific safety training sessions are conducted, covering a wide range of relevant topics. Training courses are offered live and on our online training portal. We track and report progress on the number of trainings. This ensures that every team member is equipped with the knowledge and skills necessary to work safely and confidently.
3. **Employee Engagement:** Safety is a shared responsibility. We encourage all team members to report safety concerns, to stop any task they feel is unsafe, and to actively participate in corrective actions. This approach not only strengthens safety protocols but also fosters a strong, unified culture of safety where everyone plays an active role in maintaining a secure and healthy workplace.
4. **Annual Goal Setting and Progress Tracking:** Each year, we establish clear, measurable safety goals and track our progress toward achieving them. These objectives and our results are shared in our Environmental and Social Impact Report, demonstrating our dedication to transparency and continuous improvement in safety practices.
5. **Leadership Engagement:** Leadership is central to our safety culture. Management regularly engage in safety briefings to ensure visibility to health and safety risks. Operations leaders track safety metrics monthly.



Specific initiatives include:

1. **Health and Well-Being Support:** The health and well-being of our employees is a top priority. We elevate the importance of mental health by making psychological safety a core value. Each site develops health and wellness programs to address the needs of their community.
2. **Behavioral-Based Safety Program:** We promote a culture of safety by actively engaging employees in behavioral-based safety practices. Through programs like Dupont's STOP (Safety Training Observation Program), we encourage ongoing conversations about safety, empower individuals to identify and address hazards, and recognize employees for demonstrating safe behaviors. This program fosters a positive environment where safety is an integral part of daily operations.

Nice-Pak's commitment to safety goes beyond compliance; it is a core value that shapes our daily operations. Through ongoing training, employee engagement, rigorous tracking, and proactive health and wellness programs, we continue our journey toward achieving our ultimate goal: zero injuries. We are committed to creating a safe, healthy, and supportive environment for all team members, because safety is not just a priority—it's who we are.

A handwritten signature in blue ink, appearing to read 'Gary Giles', is positioned above a horizontal line.

Gary Giles, CEO