



GATES

HEALTH, SAFETY AND ENVIRONMENT (HSE) POLICY

Gates will conduct its business worldwide with care for the health, safety, and wellbeing of all employees, and with respect for the environment and the communities in which we operate. We are committed to a preventative approach through ethical and responsible business practices, and the establishment, implementation, training, and maintenance of Gates Global HSE Standards. We are committed to:

- Complying with the Gates Global HSE Standards or local laws and regulations, giving precedence to the more stringent requirement.
- Promoting and sustaining a pro-active safety culture throughout Gates through the identification and reduction of HSE risks, and defining opportunities to prevent HSE incidents, injuries and illnesses.
- Continuously striving for zero injuries in our workplaces, prioritizing the elimination of serious injuries and fatalities.
- Providing a safe, clean, and healthy workplace that helps to improve employees' wellness/wellbeing.
- Incorporating environmental considerations such as resource and energy conservation, greenhouse gas (GHG) emissions reduction and chemical management in the design of our facilities, manufacturing processes, procurement of materials, and delivery of our products and services.
- Demanding our suppliers and contractors act in accordance with our HSE Standards, Code of Business Conduct and Ethics, and Supplier Code of Conduct commitments.
- Reducing the life cycle impact of our products and services on the environment and addressing climate change risk with an emphasis on energy efficiency, GHG emissions minimization, waste avoidance, water optimization and pollution prevention.
- Ensuring appropriate emergency preparedness plans are in place and regularly tested.
- Systematically sharing HSE performance results and audit findings as part of promoting effective HSE practices across Gates through training, networking and communications.

All Gates' facilities will develop and operate a management system that is consistent with these commitments and that emphasizes continual improvement. Each Gates employee is responsible for abiding by safe operating procedures and reporting any conditions that are hazardous to people or the environment. Management is tasked with regularly monitoring progress and ensuring the availability of information and resources to achieve HSE objectives and targets.

Gates is committed to building diverse, equitable and inclusive communities through our people, products and services, while remaining an active, trusted and socially responsible community member.

A handwritten signature in black ink, appearing to read "Ivo Jurek".

Ivo Jurek
Chief Executive Officer
Gates
March 2023

The electronic format is the official master version. Verify hard copies against the electronic version.