



Policy:
**Environment, Health,
Safety, Security &
Sustainability
(EHSSS)**

EHSS-POL-001

Effective Date: December 3, 2023

As a responsible corporate citizen, **Vantage prioritizes the health, safety and security of our people, products, and the communities in which we operate.** We strive to raise the bar on what we can achieve for the benefit of our employees, customers, and communities.

Through a continuous improvement and risk mitigation mindset, we are committed to:

- Providing a safe and healthy work environment for our employees.
- Promoting a healthy lifestyle by encouraging employees to proactively manage their personal health.
- Actively engaging and collaborating with employees across the organization to foster ownership of all aspects of environmental, health, safety, security, and sustainability.
- Identifying, understanding, mitigating, and managing the environmental, health, and safety risks of our operations.
- Minimizing our environmental impact through responsible operations, audits and assessments, waste minimization, water conservation, and pollution prevention, including the impacts of air pollutants, noise, and light pollution.
- Reducing our greenhouse gas emissions and promoting sustainable use of resources, including energy and water.
- Applying operational discipline to actively manage our legal and contractual obligations and compliance requirements.
- Monitoring, measuring, and routinely reviewing performance through the collection and analysis of data.
- Setting objectives, targets and measuring key performance indicators (KPIs) to reduce risk and capitalize on opportunities.
- Partner with suppliers, customers, and stakeholders to publicly share best practices and EHSSS performance criteria.

We pledge to:

- Conduct all activities safely.
- Protect the health of employees, contractors, customers, and the public.
- Operate in a manner that our environmental performance meets or exceeds regulatory requirements.
- Hold ourselves and each other accountable for complying with company Environmental, Health, Safety, Security, and Sustainability policies and standards.



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Stephen Doktycz, Chief Executive Officer
December 3, 2023