



**Environmental,
Health & Safety**

ENVIRONMENTAL, HEALTH & SAFETY POLICY

Applied Industrial Technologies (Applied®) is committed to sound Environmental, Health and Safety (EHS) practices every day. We actively champion safe behaviors, individual accountability, and continuous improvement to protect the health and safety of our associates and the environment. By aligning EHS activities with our Core Values, we demonstrate our commitment to benefiting all Applied stakeholders, including associates, customers, communities and shareholders.

Applied's EHS management system guides our actions as we promote workplace health and safety, and environmental sustainability. Whether we are reducing our own EHS impact or helping a customer with their sustainability goals, our objectives are the same:

- ✓ **Complying with applicable EHS regulations.** Applied's policies, procedures and specialist resources assist our associates in fulfilling compliance obligations to ensure the safety of our associates and to protect the environment. We also seek the commitment of our suppliers and contractors to sound EHS practices.
- ✓ **Fostering a culture of continuous improvement,** founded on established risk analysis processes, periodic assessments, and metrics to improve our EHS performance.
- ✓ **Maintaining a culture that empowers associates** to identify, report and mitigate (when possible) potential or actual risks and incidents regarding health and safety or the environment.
- ✓ **Providing training to our associates** that is tailored to our workplace, including sharing best practices regarding safety and environmental performance and compliance in order to continuously improve associates' skills and EHS knowledge.
- ✓ **Supporting our environmental sustainability efforts** through pollution prevention, product procurement, waste management and recycling, and the efficient use of natural resources and energy.
- ✓ **Communicating our progress on EHS objectives** on a regular basis to interested stakeholders.

President & Chief Executive Officer



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