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**Apogee Enterprises, Inc.**  
**Corporate Environmental, Health, and Safety Policy**

<b>Policy Number:</b>	EHS 3000	<b>Revision Number:</b>	1	<b>Effective Date:</b>	5/1/2023
<b>Corporate EHS Policy</b>		<b>Issue Date:</b>	5/1/2023	<b>Supersedes:</b>	N/A
<b>Functional Owner:</b>	Apogee Safety Council				
<b>Approved By:</b>	Ty Silberhorn, CEO				

**TITLE:** Corporate Environmental, Health, and Safety Policy

**POLICY:**

It is the policy of Apogee Enterprises, Inc. and its subsidiaries to comply with all applicable Environmental, Health, and Safety (EHS) laws, regulations, standards, and other requirements to which the organization subscribes. This policy establishes the company's expectations and requirements related to environmental stewardship, health, and safety.

**PURPOSE:**

Apogee Enterprises is committed to protecting the health and safety of our employees and protecting the environment. We will provide safe working conditions for all our employees, contractors, vendors, and customers. Employees are responsible to work in accordance with EHS procedures in a manner that eliminates unreasonable risk to themselves and others.

We will strive to minimize waste and emissions, reuse and recycle materials, promote renewable energy use, reduce greenhouse gas emissions, and conserve energy and water wherever feasible, to minimize our impact on the environment.

**SCOPE:**

This Policy applies to all Apogee employees and contractors, including all direct and indirect subsidiaries, divisions, business units and facilities.



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### **DEFINITIONS:**

**Corporate Values:** Apogee's values include Integrity, One Team, Customer-Focused, Accountability, Employee Involvement and Ownership, Respect for the Individual, and Safe Work Environment. These values can be found on the company's website at [www.apog.com](http://www.apog.com).

**Environmental, Health, and Safety (EHS) Management System:** An integrated set of standards, policies and practices that guide and drive business operations around health, safety and environmental stewardship.

### **REQUIREMENTS AND ILLUSTRATIONS:**

Apogee is committed to safety and environmental stewardship as expressed in our Corporate Values, and subscribes to the following set of expectations:

- 1) We believe that an effective Environmental, Health, and Safety Management System is an integral part of our business which reduces the occurrence of workplace accidents and our impact on the environment.
- 2) All members of our workplace will conduct themselves within this set of environmental, health, and safety standards and guidelines which are continuously reinforced via verbal and written communications. This Apogee EHS commitment is shared by all members of our workplace and is driven by leadership from all levels of the company.
- 3) Apogee will establish EHS goals, objectives, and targets to continually improve our performance and promote a positive EHS culture.
- 4) All new processes, products, facilities, and technologies will ensure that environmental, health and safety is recognized and incorporated as a critical part of the planning and implementation process.
- 5) We recognize the importance of protecting the environment and the responsible use of resources. We are committed to environmental compliance, environmentally sustainable manufacturing processes, and providing products and services that allow our customers to meet their environmental goals.



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## 6) Environmental Stewardship & Compliance

It is the Company's Policy to comply with all applicable environmental laws and regulations and to conduct its business in a manner that protects the environment, Company employees, stakeholders, and our customers. It is also our policy to establish and maintain appropriate plans, procedures, and programs to comply with applicable environmental laws and regulations. We strive to minimize pollution, conserve natural resources, build on our record of environmental stewardship, increase recycling of materials, enhance programs of energy conservation, promote environmental awareness, and continuously improve our performance.

### a) Responsible Use of Natural Resources

We are committed to environmental protection and using natural resources in an efficient manner. We expect our employees to seek ways to reduce waste, water usage, and air pollutants whenever possible.

### b) Hazardous Substances

Part of being a steward of our environment, is knowing what not to contribute. It is the Company's Policy to comply with all laws and regulations related to hazardous substances, water effluents, and to reduce the use of hazardous substances in our operations whenever possible.

### c) Emissions and Energy Efficiency

We continually seek ways to reduce our energy consumption and resulting greenhouse gas emissions. Beginning in calendar year 2023, we will annually collect data to track our energy consumption and greenhouse gas emissions and will regularly disclose this data. We will use this data to evaluate strategies to reduce energy consumption and emissions across our operations.

### d) Recycling and Waste Reduction

We will implement waste reduction practices where possible within our operations. We will maintain recycling and waste reduction programs across our locations, to divert materials from the waste stream. As part of our waste reduction efforts, we will work together with our suppliers and customers to utilize reusable packaging and containers for shipping raw materials and finished products where possible.

### e) Product Design



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We are a leader in delivering innovative products and services that help architects, developers, and building owners achieve their energy efficiency and sustainability goals. We offer a comprehensive selection of high-performance architectural glass, windows, curtainwall, storefront, and entrance systems designed to reduce energy consumption and greenhouse gas emissions. We will continually invest in research and development to introduce new products to better meet our customers' performance requirements. Our business units are members of the Fenestration & Glazing Industry Alliance (FGIA), the U.S. Green Building Council (USGBC), and other relevant industry associations, and we support their efforts to set standards that improve the performance of building products. We work together with our suppliers and customers to design and supply products that will contribute to sustainable building certifications, such as the USGBC's Leadership in Energy and Environmental Design (LEED) certification program.

7) Communication and Monitoring

We will respond in an appropriate and timely manner to employee concerns, customers, regulatory agencies, stakeholders, and the community regarding the environmental, health and safety aspects of our activities. We will ensure no employee is subjected to retaliation for bringing any environmental or safety concern(s) forward.

**TRAINING:**

This policy is to be shared with all employees and is to be posted in public areas. Employees should acknowledge awareness of this company policy. All employees will be educated to ensure safe work practices and compliance with regulatory safety requirements.

**COMPLIANCE AND ENFORCEMENT:**

All employees, contractors and visitors must observe, implement, and comply with company and regulatory environmental, health, & safety requirements.

Any Corporate Policy created, revised, or published in a manner inconsistent with this policy shall be updated to be consistent with this policy



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**POLICY MANAGEMENT:**

This Policy will be periodically reviewed by the Apogee Safety Council to ensure it is compliant with State, Provincial, and Federal law.

**EXCLUSIONS:**

N/A

**COMPLIANCE PROGRAM OR CORPORATE POLICY REFERENCES:**

N/A