

Environmental, Health and Safety Policy

Laird Thermal Systems is committed to protecting the environment and the health, safety and welfare of our employees and the communities where we operate.

To that end we will:

- Comply with all applicable EH&S objectives, laws, regulations and other requirements
- Establish and implement management systems according to ISO and other recognized standards and seek continuous improvement in our EH&S performance through the use of initiatives, controls and training of our employees
- Integrate environmental, health and safety considerations into our business planning and make them fundamental in the development of new products and processes
- Minimize adverse EH&S impacts on our operations through the use of comprehensive and effective processes for: accident prevention; energy and material resource conservation; pollution prevention; waste minimization; recycling of materials and the safe and responsible handling and disposal of waste and effluent
- We are committed to promoting the consultation and participation of all employees

Laird Thermal Systems will regularly review this policy for applicable improvements, communicate it to all employees and make it available to the public and all interested parties.

A handwritten signature in blue ink, appearing to read "Brand".

Dr. Karine Brand, CEO