



Environmental, Health, Safety and Sustainability Policy

Challenge Manufacturing is committed to conducting its business in a manner that protects the Safety and Health of all team members, contractors and visitors, as well as the Environment and Sustainability for a cleaner future.

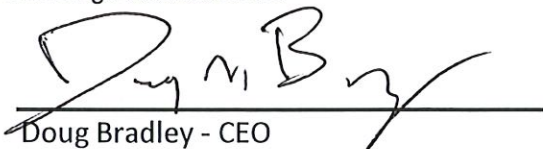
The objective of this policy is to establish that our Environmental, Health, Safety, and Sustainability (EHS) are not only a priority but are also lived out through our core values of **Safety, Ownership, and Teamwork**. EHS is to be integrated into all aspects of business operations to create a safe, healthy, and environmentally friendly culture throughout all levels of Challenge's reach. The EHS Management system is supported by the executive leadership of Challenge and driven by all local leadership teams.

The principles of this policy that Challenge is committed to operating with are as follows:

- Promote and live up to Safety being our first core value.
- Establish and maintain a strong EHS culture.
- Design and implement procedures and policies to prevent injury, illness, pollution, and other conditions that are harmful to people and the environment in all facets of the operation.
- Comply with all applicable environmental, health, and safety laws and regulations.
- Maintain a safe working environment by identifying, eliminating, or reducing risk to an acceptable level using recognized risk management approaches.
- Train team members on proper EHS methods and procedures to ensure all personnel return home in the same condition they arrived at work.
- Involve and engage Challenge team members through consultation and participation in the development and continuous improvement of the EHS program.
- Continuously improve the EHS program to better protect personnel and the environment through the development of proactive metrics, performance indicators and goals.
- Consider sustainability impacts and strive for more energy efficient operations.
- When selecting production materials and developing production processes, strive for effective utilization of raw materials, efficient use of natural resources, and reusable or recyclable materials where possible.
- Engage EHS in all pertinent business decisions and operations to avoid adverse risk.
- Employ industry-best practices across all operations.

It is the responsibility of top management to ensure that the business operations and decisions of Challenge Manufacturing are aligned with this EHS policy, and the responsibility of local management to ensure that this policy is implemented and supported by all personnel within their facility. Each individual working on behalf of Challenge Manufacturing is expected to understand and follow EHS procedures and practices associated with their job. All team members have a duty to act in an environmentally responsible and safe manner and to report any EHS issues or concerns to their supervisor.

The cooperation and engagement of all Challenge team members are essential for protecting the health and safety of all Challenge stakeholders.


Doug Bradley - CEO


John Davisson - VP of Manufacturing


Ken Savage - VP of Human Resources