

Global Environmental Health & Safety (EHS) Policy

PURPOSE

Consistent with Inventus Power's Vision & Mission, Core Values and Code of Conduct, Inventus Power is committed to setting the standard in service, safety, quality, reliability, ethics and innovation that exceeds customer expectations and promotes employee well-being and meets global Environmental, Health and Safety requirements. The purpose of this policy is to outline EHS guiding principles. Regional standards exist to support these principles.

SCOPE

This Policy applies to all employees of Inventus Power globally and its subsidiaries and affiliates, including our officers, directors and agents.

POLICY STATEMENT

Inventus Power is committed to fostering a safe and healthy workplace, protecting the environment by preventing pollution and waste, fulfilling our compliance obligations, and continually reducing our environmental impacts and risks.

COMPLIANCE

Inventus Power will comply with all applicable EHS laws, regulations and standards related to identified EHS aspects/ hazards. Inventus Power will conduct audits and implement practices to ensure compliance with these requirements.

CONTINUOUS IMPROVEMENT

Inventus Power will establish EHS goals and targets to continually improve our performance outcomes. Changes and/or revisions to the current Policy can be reviewed and updated as needed in accordance to business needs and/or changes of applicable EHS laws, regulations or standards.

BUSINESS INTEGRATION

Inventus Power will incorporate EHS into business processes to ensure the health and safety of our employees, customers, suppliers and contractors while promoting environmentally sustainable practices.

ENVIRONMENT AND CLIMATE CHANGE

Inventus Power is committed to fostering a safe and healthy workplace, protecting the environment by preventing pollution and waste, fulfilling our compliance obligations, and continually reducing our environmental impacts and risks.

HEALTH AND SAFETY

Inventus Power will establish health and safety standards that foster a safe and healthy workplace by working to reduce hazards and risks to prevent workplace injuries and illnesses.

COMMUNICATION AND TRAINING

Inventus Power will communicate this Policy to its employees and encourage the sharing of best practices throughout the organization to promote continuous improvement and improve EHS performance outcomes. Employees will be trained on this Policy to reinforce the importance of the principles.

REPORTING CONCERNS

Inventus Power encourages employees to report concerns, near misses and incidents so that we can prevent them from happening again. Concerns can be submitted to the Human Resources department at HR@inventuspower.com or by mail/courier at Inventus Power, Inc., Attn: HR Department, 1200 Internationale Parkway, Woodridge, IL 60517. Inventus Power will not tolerate any retribution or retaliation taken against any individual who has, in good faith, sought out advice or has reported questionable behavior or suspected violations of this Policy.