



Ross Environmental Services, Inc.

A member of The RossM4y Group

ISO 14001 Safety, Health & Environmental Policy

- Our business success and our commitment to protection of human health and the environment are consistent and complimentary goals.
- We will demonstrate leadership in protection of human health and the environment in our workplace, marketplace and community by adhering to the following guiding principles:
 - IZ **COMPLIANCE:** We will comply with all applicable safety, health and environmental laws and regulations, as well as other pertinent requirements, and will implement programs and procedures to assure compliance.
 - Z **PREVENTION:** We will employ management systems, procedures and training to achieve the broader goals of eliminating preventable injuries; preventing adverse environmental and health impacts; reducing wastes and emissions; and promoting pollution prevention through resource conservation, recycling and reuse.
 - K **ACCOUNTABILITY:** Management and all associates are collectively and individually responsible and accountable for compliance with safety, health and environmental regulations, policies and procedures.
 - Z **COMMUNICATION:** We will communicate our safety, health and environmental policy, achievements and challenges openly, honestly, clearly and professionally with associates, customers, our community and government agencies.
 - '< **CONTINUAL IMPROVEMENT:** We will continuously seek opportunities to improve our adherence to these principles, and will periodically review and report progress to our stakeholders.

OUR MISSION STATEMENT

To safely and profitably serve our customers by providing the incineration, transportation, treatment and related services required to meet their environmental management needs and protect our environment.

OUR VISION

- To provide comprehensive and high-quality environmental management services that meet the growing needs of our customers.
- To be a sustainable organization committed to the triple bottom line.

OUR VALUES

- Nothing is more important than the SAFETY of our people.
- Dedication to the customer.
- Be an Employer of Choice.
- Continuously improve what we do and how we do it.
- Mutually beneficial supplier relationships.
- Active participation in and communication with the community.
- Commitment to integrity and high ethical standards.

Our actions will be consistent with our values.

Signed by:

Neil E. Gorman
President & CEO

8-6-2025

Date

Patricia R. Lawson

Vice President, Corporate Compliance & Risk Management

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Date