

J.M. Huber Corporation

Environmental, Health, Safety & Sustainability (EHS&S) Policy



Issue Date: July 15, 2019

Supersedes: EH&S Policy, June 24, 2010

Issued By: Executive VP, EHS&S

J.M. Huber Corporation's (Huber's) top priority is to be world-class in preventing employee injuries, maintaining process safety, and being responsible neighbors and stewards of the environment. Our actions are guided by the Huber Principles and help us deliver on our commitment to long-term, sustainable business performance. We deploy this Environmental, Health, Safety & Sustainability (EHS&S) Policy through the Huber Sustainability Management System.

Consistent with the Huber Principles, our Global Code of Conduct, and our supporting Human Resources and Ethics Policies, Huber has established and is committed to the following framework for EHS&S:

- We will meet all applicable regulatory requirements and internal Huber EHS&S standards. Where we believe it appropriate, we will apply more stringent internal performance standards than those required by law. We will regularly conduct audits to assess conformance with and resiliency of our management system and compliance with our legal obligations.
- We will use our management system to identify, assess and prioritize risks associated with our business activities, and we will also allocate resources to eliminate or mitigate them.
- We will establish material EHS&S metrics, set meaningful objectives for our operations, and monitor our performance. Based on our performance evaluation, we will implement effective, sustainable solutions to ensure healthy and safe work environments, improve energy and water resource efficiency, and reduce waste and emissions.
- We will make all strategic business decisions such as capital deployment, new product and process innovation, and value chain relationships using a Triple Bottom Line (TBL) approach—prioritizing and investing in actions that positively impact the well-being of our employees, local communities, the environment and sustainable financial performance.
- We will engage with key internal and external stakeholders (e.g. our shareholders, employees, customers, local communities, government agencies and value chain partners) to understand and align expectations on our EHS&S performance and activities.

This EHS&S Policy outlines our shared responsibilities for ensuring the well-being of our employees, contractors and visitors, the protection of the environment, and the overall sustainability of our business. We are governed by the Huber Board and its standing committee for EHS&S. Senior Executives are responsible for the implementation of this policy, providing EHS&S leadership and demonstrating commitment to the EHS&S Policy. All employees are accountable for adhering to the EHS&S Policy of J.M. Huber Corporation, and processes will be established to ensure participation.

This EHS&S Policy applies to all J.M. Huber Corporation locations and activities globally and will be reviewed annually or when circumstances materially change.

A handwritten signature in black ink that reads "Mike Marberry".

Mike Marberry, President and CEO

Date of Issue: July 15, 2019

A handwritten signature in blue ink that reads "Don A. Young".

Don Young, Executive VP, EHS&S