



## Clean Harbors Health, Safety and Environmental Policy



Clean Harbors, Inc., is committed to operational excellence as the Health, Safety, and Environmental (HSE) leader in our industry. This commitment is reflected within our company core values of **Safety, Teamwork and Collaboration, Integrity, Customer Service and Stakeholder Value (STICS)**, and is demonstrated daily in how we work.

Our Safety 365 Management System is the umbrella structure by which we apply and sustain our HSE policy commitment and company core values throughout the year, starting with 3 Safe Operating Principles, 6 Golden Rules, and 5 Personal Commitments by everyone. These are further supported by specific operating standards, work instructions, and tools, which together guide our actions toward HSE and operating success.

**Safety:**

- Every injury or environmental release is preventable.
- All HSE incidents and near misses are valuable learning opportunities.
- Each person at every level in the company, is responsible to act and is accountable for HSE results.
- Active participation by everyone, every day, in every job is necessary for successful outcomes.

**Teamwork and Collaboration:**

- Openness, candor, and constructive dialog is an operating imperative.
- Contractors, suppliers, and operating partners are held to the same expectations.

**Integrity:**

- We comply with federal, state, provincial and local HSE statutes and regulations. All effort is made to exceed those standards which enhance our HSE stewardship and operating proficiency.
- HSE performance is measured and analyzed to assure accuracy and understanding, improve our education and training programs, improve equipment, and strengthen our operating procedures.
- This policy is affirmed publicly, to our Employees, contractors, customers, partners, and with the communities in which we operate.

**Customer Service and Stakeholder Value:**

- Specific goals and detailed implementation plans are set to deliver HSE performance, deliver on our promises, and innovate new technologies, ideas, and work methods.
- Continuous improvement of our HSE performance is achieved through structured project management, proactive communication, assessments, and capability-building programs.

We remain focused on the health and safety of our teams, our customers, and the communities in which we work, live, and drive through. We will be relentless in our pursuit to improve how we work through effective partnering and collaboration; as well as innovation and technological solutions which deliver on our promise to ourselves, our customers, and our neighbors. It starts with us, and we will live it 3-6-5.

Eric Gerstenberg, Co-CEO

Mike Battles, Co-CEO