



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



General Policies & Procedures

SV 1.0 Corporate Environmental, Health and Safety Commitment

Clean Harbors, Inc. and its subsidiaries are committed to a standard of excellence as an environmental, health and safety leader and affirms to its employees, customers, shareholders, and the public that it will always conduct its business activities in a manner which is protective of human health, safety and the environment. Our mission is to create a cleaner and safer environment, and our responsibility for the environment extends to the construction, maintenance, and operation of our facilities and fleet of vehicles and equipment. All Clean Harbors companies, contractors, subcontractors, and suppliers under our operating control must manage Health, Safety and Environmental performance/systems in line with this Commitment and Policy.

Clean Harbors' Corporate Health, Safety and Environmental Policy is intended to ensure that the Company continuously achieves superior performance in fulfilling this Commitment while providing an enabling environment that allows all employees, contractors and sub-contractors to participate and work collaboratively in developing, promoting, and improving health and safety at work while being responsible stewards of the environment.

- We will continuously ensure that all our activities comply with federal, state, provincial, and local health, safety, and environmental statutes and regulations. We will make every effort to exceed those standards whenever possible to further enhance health and safety and environmental stewardship and reduce pollution and other possible adverse consequence of our operations.
- We will plan work on the principle of safety first to pursue the goal of no harm to people or the environment.
- We will maintain and operate all our facilities and transportation equipment so they are safe and protective of the environment.
- We will conduct ourselves as an environmentally responsible neighbor in the communities where we operate, and always strive to prevent or correct conditions that pose problems for public health, safety or the environment. We will conduct our operations in a manner that prevents pollution and conserves natural resources.
- We will strive to continually improve the performance of Clean Harbors' Health, Safety and Environmental Management System. This includes providing the necessary training, equipment, and procedures to our employees and contractors to ensure a safe work environment.



General Policies & Procedures

- We will conduct audits and self-assessments of compliance with this Policy, measure progress of the Company's Environmental, Health and Safety performance to ensure that results demonstrate continual improvement, and report periodically to the Chief Executive Officer, the Environmental, Health and Safety Committee of the Board, and the Board of Directors on our performance.
- The Chief Executive Officer and the Board of Directors will ensure that Policies are in place and actions are taken to achieve this Commitment, including the provisions of adequate personnel and resources to effectively implement the Company's Health, Safety and Environmental Management System.
- The Clean Harbors Environmental, Health and Safety Committee (appointed by and responsible to the Company's Board of Directors) principal purposes are (1) fulfilling the Board's oversight responsibilities for the Company's policies and practices related to human health and safety, operational safety and regulatory and environmental compliance; and (2) reviewing the impact of these policies and practices on the Company's corporate social responsibility, sustainability and reputational goals.
- Every employee, contractor, or subcontractor on Clean Harbors' premises or projects and our suppliers are accountable and responsible for adhering to this Commitment and to comply with the law and all Policies and Procedures.
- Every employee holds the right and responsibility of intervening in unsafe or non-compliant situations and to refuse work if they believe that a dangerous situation or imminent danger exists at a worksite. It is an expectation of all employees to immediately report environmental, health and safety concerns, interventions, and work refusals to Clean Harbors management. Clean Harbors managers are expected to take prompt and appropriate remedial action when notified.
- All employees are encouraged to seek guidance from their supervisor, a Director of Human Resources, the Chief Compliance Officer, or the Company's General Counsel if they have reason to believe the Company's Health, Safety and Environmental standards are being violated. In addition, an employee can contact the Company's Integrity line (1-800-949-8653) to make a confidential report of a violation or suspected violation. Any suspected violations of law or Clean Harbors Standards of Ethical Professional Conduct for Clean Harbors and its Officers, Directors & Employees must be reported in accordance with the Company's Ethic's Policy.