



1. INTRODUCTION

At **Greenfield Global**, our mission is to unlock the potential of people, partnerships, and nature to accelerate sustainable solutions for the health of the planet. This pursuit underlines our strong belief that Greenfield Global's success depends on the long-term well-being of our employees, our communities, and our environment.

Sustainability is central to how we do business. Guided by our **Environmental, Health, and Safety (EH&S) motto—no harm to people or the planet**—we are dedicated to operating responsibly and developing innovative products to support initiatives to help reduce atmospheric carbon dioxide levels to 350 parts per million or less. Through collaboration with employees, customers, suppliers, and community partners, we support and contribute to the United Nations' Sustainable Development Goals (UN SDGs).

2. PURPOSE AND SCOPE OF THE POLICY

The purpose of this Sustainability Policy is to affirm Greenfield Global's commitment to sustainability, responsible business growth, and advancing a more sustainable future. The Policy outlines our guiding principles and targets for addressing sustainability impacts, risks, and opportunities in our operations, supply chain, and overall business strategy. The Policy focuses on, and aims to foster, environmental stewardship, social responsibility, strong governance and accountability, and sustainable procurement. Additional sustainability-related aspects are covered in other internal policies and documents.

This Sustainability Policy applies to our entire employee base and all of Greenfield Global's businesses, including subsidiaries, plants, and entities under Greenfield's operational control.

3. POLICY GUIDING PRINCIPLES AND COMMITMENTS

3.1 Environmental Stewardship

- Integrate environmentally sustainable practices across Greenfield Global's operations to minimize environmental impact and optimize resource use.
- Target a 30% reduction in direct (Scope 1) greenhouse gas emissions below 2024 levels by 2030.
- Target a 60% reduction in indirect (Scope 2) emissions from purchased energy below 2024 levels by 2030.
- Achieve a 20% reduction in water intake by 2027 compared to 2024 levels through efficiency improvements and water reuse initiatives.
- Continue to reduce waste generation, increase recycling rates, and manage hazardous and non-hazardous materials responsibly.
- Identify and pursue new ideas for applying life-cycle thinking across our designs and operations, strengthening our ability to reduce environmental impacts over time.
- Explore new approaches to incorporating nature and biodiversity into our decision-making, recognizing their essential role in resilient environment and economy.
- Support our customers' environmental goals through Greenfield Global's product offerings.

3.2. Social Responsibility

- Provide a safe, healthy, and inclusive workplace for all employees, and apply a zero-tolerance approach to any form of discrimination, harassment, bullying, and violence. [EH&S Policy](#)
- Foster an internal culture of continuous learning, engagement, and career development.
- Promote fair wages and equity.
- Support the well-being of the communities where we live and work through partnerships, volunteerism, and local investment.
- Respect internationally recognized human rights in all our operations and in our business relationships, supply chain, and the communities where we operate.

3.3 Governance and Accountability

- Uphold the highest standards of ethics, transparency, and compliance, and abide by all laws and regulations applicable to our business activities.
- Integrate environmental, social, and governance factors into our strategic planning, investment decisions and risk management processes.
- Monitor, measure, and report our sustainability performance annually to ensure accountability and progress.
- Empower all employees to take shared responsibility for achieving Greenfield Global's sustainability goals.
- Maintain open communication and feedback channels to listen to and address any concerns from stakeholders.

3.4 Sustainable Procurement

- Source goods and services from suppliers who share our commitment to ethical practice, health and safety, respect for human rights, and environmental and social responsibility.
- Integrate sustainability criteria—spanning environmental, social, and governance factors—into our procurement and supply chain procedures, processes, and activities. Ensure that suppliers align with Greenfield Global's sustainability Principles and Standards. [Principles and Standards](#)
- Prioritize partnerships with suppliers that demonstrate transparent environmental performance, emissions reduction initiatives, and responsible material sourcing.
- Continue our efforts to ensure that materials and products supplied to Greenfield are not sourced or manufactured using child or forced labour.
- Collaborate with suppliers to advance our sustainability performance and ensure compliance with this Policy and other corporate policies, standards, and requirements.
- Promote local sourcing wherever feasible to support regional economies and reduce transportation-related emissions.

4. IMPLEMENTATION

Greenfield Global's Sustainability Policy is implemented through corporate and site-level action plans, supported by leadership oversight and continuous improvement programs.

We recognize that delivering on our principles and commitments under this Policy requires collaboration with Greenfield's employees, business partners, suppliers, and other stakeholders.

5. ROLES AND RESPONSIBILITIES

At Greenfield Global, sustainability is a shared responsibility. Every employee is expected to act in ways that uphold and advance the principles of this Policy.

The **Chief Executive Officer (CEO)** holds overall accountability for ensuring that the sustainability program aligns with the company's strategic direction and board guidance, and for supporting its successful execution throughout the organization.

The **ESG & Net Zero Steering Committees**, composed of senior leaders and department representatives from across the organization, oversee the review of this Policy and ensure that Greenfield Global's sustainability priorities are effectively developed, communicated, and implemented.

The **EH&S Director** is the designated owner of this Sustainability Policy and is accountable for its development, implementation, maintenance, and continuous improvement to ensure its effectiveness.

6. POLICY REVIEWS

This Sustainability Policy shall take effect on November 30, 2025.

The Policy will be reviewed periodically, and every two years at a minimum, to ensure alignment with evolving sustainability goals, regulatory expectations and stakeholder priorities.

7. AUTHORITY SIGNATURE

Approved By:



Howard Field

President and CEO, Greenfield Global

Greenfield Global Inc. – Corporate Document

Sustainability Policy Annual Review Record / Registre annuel de révision de la politique de durabilité COR EHS 007-001

Controlled Copies:

- **External webpage both French and English sites**

Year / Année	Date / Date	Reviewed By / revu par	Any Updates or Changes? / Toute mise à jour ou modification
2025	11/30/2025	New Issue	

Control Sheet

Policy Name:	Sustainability Policy
Policy Owner:	Christa Morpew
Related Policies, Procedures and Guidelines	Code of Ethics Diversity and Inclusion Policy Environmental, Health and Safety (EH&S) Policy Principles and Standards Policy for Responsible Business Practices Sustainable Procurement Policy