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Mark Vasco
Vice President & General Counsel

MEMORANDUM

TO: All Cormetech Employees and Independent Contractors
FROM: Mark Vasco
RE: Environmental Stewardship and Ethics Policy
DATE: March 2021

Cormetech is an environmental services company. Our products and services have one central mission: ensuring that our customers meet the air-emission standards set by their environmental permits and the laws and regulations governing those permits. In that respect, environmental compliance is, quite literally, in Cormetech's DNA. Our Core Values and Beliefs confirm this.

Cormetech is committed to environmental stewardship with emphasis on pollution prevention and compliance with legal and business environmental requirements as we continually improve our processes, products, and services.

Because environmental compliance is a core value of Cormetech, we operate our business in a manner that is protective of the environment. Environmental protection – which includes compliance with our environmental permits and all environmental laws and regulations – is the responsibility of every Cormetech employee. We will perform periodic audits to evaluate our compliance with our permits, applicable environmental laws, and this policy. We will evaluate environmental impacts when considering new and existing products, manufacturing processes, production changes, material purchases, and business acquisitions. We will continually explore ways to control, reduce, or eliminate the generation of wastes and pollutants in the business operations. And we will ensure that appropriate managers, supervisors, and other employees are trained in the applicable environmental permits, laws, and regulations affecting their job responsibilities.

All employees are required to report any violation or suspected violation of environmental laws, regulations, or Cormetech's environmental permits. Employees can report environmental concerns to management either through the company's Whistleblower Policy or anonymously through our toll-free Values Line (**1-888-475-8376**) without any fear of retaliation, regardless of outcome. Employees, supervisors, or operational managers who knowingly or negligently engage in or condone environmental, health, or safety violations are subject to disciplinary action, up to and including termination.

CORMETECH, Inc. |

EMPLOYEE ACKNOWLEDGMENT & ANNUAL CERTIFICATION
(Environmental Stewardship Policy)

The purpose of the Environmental Stewardship and Ethics Policy is to ensure employees are aware of the importance of environmental compliance to Cormetech's business and, where a potential issue arises or where they have concerns, to report such matters to the appropriate Cormetech personnel. Cormetech asks that employees sign the below acknowledgment indicating that they have (a) received and read the Environmental Stewardship and Ethics Policy, (b) generally understand the principles and concepts discussed in the Environmental Stewardship and Ethics Policy, and (c) agree to comply with the Environmental Stewardship and Ethics Policy as a condition of employment.

Employees are required to periodically review the Environmental Stewardship and Ethics Policy at least once annually, and to acknowledge and re-certify, annually, their commitment to comply. Records of employee acknowledgments will be maintained by Cormetech's General Counsel or his designee.

Signature

Employee's Name (Please Print)

Date

My internal Contacts for Raising Questions and/or Reporting Concerns:

My Supervisor is: _____

My Director of EHS is: _____

My General Counsel is: _____

The CEO is: _____