Peoples Services, Inc. and Affiliates

QUALITY, ENVIRONMENTAL, HEALTH, SAFETY, AND SECURITY POLICY

Peoples Services, Inc. and our affiliated companies are committed to managing quality, environmental, health, safety, & security (QEHS&S) matters as an integral part of our business. It is our policy to ensure the QEHS&S integrity of our processes, equipment, and facilities at all times. We do so by adherence with the Responsible Care® Guiding Principles in combination with the following:

COMPLIANCE

We comply with applicable laws and regulations and implement programs and procedures to ensure compliance. Compliance with QEHS&S standards is a key ingredient in the training, performance reviews, and incentives of all employees.

RISK REDUCTION, PREVENTION, RESOURCE MANAGEMENT

We seek opportunities, beyond regulatory compliance requirements, for risk reduction to human health and the environment, and we establish and meet our own QEHS&S standards where appropriate. We continually look for ways to minimize risk, protect our employees, and the communities in which we operate by employing clean technology, including safe technologies and operating procedures, as well as being prepared for emergencies. We strive to minimize releases to the air, land, or water through the use of cleaner technologies and the safe use of chemicals to reduce impacts to climate change. We minimize the amount of waste generated and ensure the safe treatment and disposal of that waste. We manage scarce resources, such as water, energy, and land, in an environmentally sensitive manner. Additionally, we have dedicated extensive resources and programs in our sustainability efforts.

COMMUNICATION

We communicate our commitment to our employees, vendors, and customers. We solicit their input in meeting our QEHS&S goals and in turn offer assistance to meet their goals.

CONTINUOUS IMPROVEMENT

With ongoing communication among our stakeholders, and by consistently re-evaluating existing processes, we continuously look to make improvements.

QUALITY

Through strict adherence to our customers' requirements as well as our established procedures, it is our commitment to provide the highest quality of service. Our goals and expectations are to consistently deliver timely, error-free, and competitive services to our customers.

Doug Sibila, Chief Executive Officer

Darin Haines, Chief Operating Officer

Date last reviewed/updated: November 4, 2025