



GATES

HEALTH, SAFETY, AND ENVIRONMENT (HSE) POLICY

Gates will conduct its business worldwide with care for the health, safety, and wellbeing of all employees, and with respect for the environment and the communities in which we operate. We are committed to a precautionary approach through responsible business practices, and promoting sustainability through the establishment, implementation, training, and maintenance of Gates Global HSE Standards in the following areas:

- Complying with the Gates Global HSE Standards or local regulations, giving precedence to the more stringent requirement.
- Promoting and sustaining a pro-active safety culture throughout Gates through the identification and reduction of HSE risks, and defining opportunities to prevent HSE incidents, injuries and illnesses.
- Continuously striving for zero injuries in our workplaces, with a priority focus on the elimination of serious injuries and fatalities.
- Incorporating HSE considerations, resource conservation, CO2e reduction and chemical management in the design of our facilities, manufacturing processes, procurement of materials, and delivery of our products and services.
- Encouraging our suppliers, customers, and contractors to share in our HSE standards and commitments.
- Reducing the life cycle impact of our products and services on the environment and climate change risk wherever possible, with an emphasis on energy efficiency, greenhouse gas minimization, waste reduction, water optimization and pollution prevention at the source.
- Ensuring appropriate emergency preparedness plans are in place and regularly tested.
- Systematically sharing HSE performance and effective HSE practices across Gates through networking and communications.

All Gates' facilities will develop and operate a management system that is consistent with these commitments and that emphasizes continual improvement. Each Gates employee is responsible for abiding by safe operating procedures and reporting any conditions that are hazardous to people or the environment. Management is tasked with regularly monitoring progress and ensuring the availability of information and resources to achieve HSE objectives and targets.

Gates is committed to building diverse, equitable and inclusive communities through our people, products, and services, while remaining an active, trusted, and socially responsible community member.

A handwritten signature in black ink, appearing to read "Ivo Jurek".

Ivo Jurek
Chief Executive Officer
Gates
February 2022