



ENVIRONMENTAL, HEALTH, & SAFETY STATEMENT

OCTOBER 1, 2024

PURPOSE AND BACKGROUND:

Our mission at Reynolds Consumer Products is to *Simplify Daily Life to Enjoy What Matters Most*. The safety and well-being of our employees and the protection of the environment is critical to our mission. We believe that every single person who comes to work or visits our facilities should go home as healthy and as whole as when they arrived.

SCOPE:

All Reynolds Consumer Products employees, contractors and visitors.

HIGHLIGHTS:

At Reynolds Consumer Products, *We Put Safety First, Always*. Safety is not just our top priority but a core value. It is integrated into how we work because people are at the center of everything we do in our business.

Our policy is that we will not compromise employee health and safety or the environment for profit or production. The expectation is to make business decisions, exhibit behaviors and perform work in a manner that reflects this policy and that protects people and the environment.

We are committed to high standards for EHS performance and we are relentless in our pursuit of excellence and achieving our goal of zero incidents. Our guiding principles shape our safety culture and ensure our success by instilling a sense of ownership and passion for safety, a focus on prevention through risk reduction, and the belief that working together, zero is possible.

POLICY:

Environmental Stewardship

Reynolds Consumer Products is committed to responsible environmental behavior. We conduct business with respect and care for the environment and the communities in which we operate. We comply with all applicable federal, state and local laws and regulations, obtain requisite permits and follow the terms and conditions thereof. Our processes, programs and protocols are designed to drive compliance, reduce environmental risks and impacts, and facilitate proper preparedness, response and reporting. Additionally, we are dedicated to do our part in limiting global warming and embrace our sustainability goals of reducing greenhouse gas emissions, water and energy usage, and waste generation.

Health and Safety Focus

At Reynolds Consumer Products, safety is a core value and we are firmly committed to providing employees with a safe and healthy work environment. We believe safety is everyone's responsibility and we understand and accept our role and responsibility for our personal safety and for the safety of others. Employees are not only encouraged to be actively engaged in identifying hazards and reducing risk but empowered to take action and stop any activity that presents a danger to themselves or others. We believe that our work is never so urgent that we cannot take the time to ensure it can be done without risking our safety or health. We expect employees to report all hazards and incidents and support investigations, assessments and implementation of corrective and preventive measures.

We continually promote a safety-first culture through ongoing employee training, employee engagement activities, and positive reinforcement and recognition of safe behaviors and risk reduction achievements. Safety is integrated into our business and operating processes and protocols, and we review and audit regularly for sustainment and continuous improvement.

We are passionate about achieving our goals. To achieve zero incidents, we recognize that we must remain vigilant, unwavering in our compliance to safety rules and procedures, and proactively reduce risk by improving our systems, processes and equipment through effective innovation and technology.

Environmental, Health and Safety Management System

Our EHS Management System is comprehensive and designed to continuously advance our mission to produce the safest work environment for our employees, contractors and visitors. It ensures we operate responsibly with minimal impact to the environment and in compliance with all federal, state and local laws and regulations.

The system is modeled according to the concept of continuous improvement, and it revolves around the vision, principles and commitments established by leadership. There are nine pillars of the system that consist of various elements that comprehensively define our programs and practices to ensure optimal performance, achievement of goals and sustained improvements as we strive for excellence.

The nine pillars of our EHS Management System are:

- I. Leadership, Management Commitment & Organization
- II. Employee Engagement & Ownership
- III. Planning and System Documentation
- IV. Risk Management, Hazard Identification, Evaluation & Control
- V. Skill Development, Training & Orientation
- VI. Communications & Awareness
- VII. Regulatory Compliance
- VIII. Assessments, Audits & Measurements
- IX. Continuous Improvement

Leadership is aligned with our EHS vision, policy and principles and they are communicated and known across the organization. Roles, Expectations and Accountabilities for EHS are outlined for all employees and compliance is monitored. We promote and support an associate led safety approach and provide employees with the training and skills to identify and mitigate risk. We have standard policies and protocols to ensure safe work practices, compliance to regulatory requirements and proper management

of emergencies and other incidents. Our management system and programs at our operating locations are audited routinely by local and corporate leadership. Our overall performance is measured by a balanced scorecard of both leading and lagging indicators and reviewed regularly. Audit scores, performance metrics, significant events and feedback from teams are used to develop focus initiatives and action plans to improve our ability to protect people and the environment.

Strategy to Achieve Safety Excellence

Prioritize Fatality Prevention

Prevention of fatal incidents is our primary focus. Each site has a fatality prevention team that is led by the plant manager and meets regularly. Our sites have undergone a fatality prevention deep dive assessment that focuses on life threatening hazards and ensures our sites have the programs and controls to eliminate or minimize those risks. We recognize that the operations in our manufacturing plants and warehouses can be dangerous if uncontrolled, so having robust safety programs such as energy control procedures, machine guarding, fall prevention, electrical safety and mobile equipment safety are critical to protect employees from a tragic incident. We value the lives of our employees and want to see them go home to their families at the end of each work day.

Proactively Reduce Risk

Our strategy for prevention of injuries and illness is to reduce risk. Our mindset is to manage risk versus manage injuries; therefore, we do not wait for an incident to occur to make improvements. Rather, we routinely conduct risk assessments of tasks and equipment, applying a standard methodology. These risk assessments are logged into the risk registry of our data management system, new controls are identified to reduce risk, and action plans for implementation are created, prioritizing the top existing risks. Additionally, routine audits, inspections and observations are conducted by various levels of the organization to identify and mitigate unsafe conditions and at-risk behavior. These findings are also logged into our system for tracking and insights for development of risk reduction initiatives.

Develop Data Driven Action Plans

The basis of continuous improvement is understanding current condition. Our safety performance is measured by a balanced scorecard of both leading and lagging indicators that are derived from our data management system which houses incidents of all levels, activities, findings and risk assessments among other critical insights. We regularly review these performance metrics and perform data analytics to gather insights and validate the biggest opportunities for improvement to improve safety. We then use the insights to develop focused action plans to strengthen our programs, reduce risk and prevent incidents.

Solve Problems to Root Cause


All reported incidents are managed with a sense of urgency. Ensuring employees receive the proper medical attention and treatment is of the utmost importance. We then fully investigate the incident and conduct a systematic root cause analysis to diagnose the problem. Our approach is to map out the sequence of events, detail relevant and confirmed conditions, and identify all causal factors per a standard definition. Causal factors are drilled down to root cause, considering all relevant basic cause categories related to process, procedure, equipment, and training and such. Though human error may be a contributing factor, we understand that we must take a wider view and evaluate all aspects of the work

environment to resolve the true root cause(s) and prevent a reoccurrence. Once the root cause or causes are determined, we develop a plan to rectify any implicated processes and assess the effectiveness of our rectification efforts by soliciting employee feedback and conducting ongoing audits.

Apply the Hierarchy of Controls

We are committed to resolving safety issues and reducing risk in the most effective manner according to the Hierarchy of Controls, OSHA’s recommended method for identifying and ranking safeguards to protect workers from hazards. These controls are ranked in descending order as follows: elimination, substitution, engineering controls, administrative controls, and personal protective equipment (PPE). We first challenge ourselves to increase the safety of our operations and work environment by finding ways to physically eliminate workplace hazards or adopting viable replacements for such hazards, such as by switching to different materials or processes. We may then apply engineering solutions to protect employees against exposure to hazards, such as local exhaust ventilation, guardrail systems, or machine guards. To complement these more effective control measures, we also employ administrative controls, such as warning signs, ongoing trainings and audits to reinforce safe work practices, and require anyone who enters our facilities to wear appropriate PPE, including without limitation safety glasses, hardhats, and hearing protection. Though the hierarchy of controls is our guiding framework, we tailor our protective measures to the tasks at hand and any deficiencies identified in any audit or incident response.

All Reynolds Consumer Products employees, contractors and visitors are accountable for compliance with this policy and ensuring Reynolds Consumer Products meets its Environmental, Health & Safety commitments.

Approval signature: 
Approval date: 10/16/2024