



Environmental, Health, Safety, Security and Sustainability Policy Statement

Our vision is to create a safe and sustainable environment in the plants, yards, offices, labs and while on the road for ADS. Employees deserve to have a safe, secure, and healthy environment and return home each day without injury while maintaining work life balance. We strive to be a global leader in Environmental, Health, Safety and Security, promoting the highest standards of protection, prevention, and preservation. Safety is a core process value at Advanced Drainage Systems.

Through our commitment we aim to:

- **Support** safety as a core value by putting human life ahead of all other demands.
- **Empower** everyone to take responsibility for safety through their words and actions. Every employee has the right and responsibility to **STOP** work and evaluate the task to complete it safely. There is always time to do our jobs safely.
- **Secure** our workplace to prevent unauthorized access.
- **Service** our customers without compromising the safety of our drivers, sales team, loaders or field technicians.
- **Foster** a culture of safety, ensuring that all employees, stakeholders, and the public are aware of and actively engaged in maintaining a safe, secure, and healthy environment. We do this by:

Leadership: Lead by Example

We are all responsible for safety. Empower individuals and organizations with the knowledge, tools, and resources necessary to make informed decisions and take responsible actions toward a healthier, more secure, and safer workplace. Demonstrate on a regular basis our personal commitment to safety in all actions.

Employee Well-Being: Supporting Employee Health

We understand that employees may occasionally fall ill and need time to recuperate. We will provide a healthy environment that supports employees in taking the necessary time off when sick, without fear of retribution or negative consequences. By prioritizing ergonomic safety, we invest in advanced equipment—including trucks and trailers—that protect our employees from injury and fatigue. Equally, we commit to fostering a supportive environment where mental health is valued and nurtured, ensuring every individual feels empowered and safe, both physically and mentally.

Work Life Balance: Maintaining Reasonable Work Hours

We recognize the importance of work-life balance and the detrimental effects of excessive work hours. Our aim is to establish regular work shifts that allow employees to maintain a healthy work-life balance, minimizing the need for repeated unscheduled extended hours and off shifts. You can support this by minimizing the frequency of failing to attend work without valid cause.

Hazard Identification, Control Measures and Metrics: Define, Measure, Analyze, Improve, Control

We will identify hazards and risks associated with our operations, facility access, on the road and at customer sites, starting with major risks using a data-driven decision process. We will put in place appropriate control measures and challenge them in the context of change, aiming for continuous improvement. We will use predictive analytics and preventative maintenance to maintain equipment in the plant, yards, and on the road, minimizing upset conditions. The company is committed to providing capital to drive down risk for our fleet as well as in the plants and yards through automation and integrated safety technology.

Training and Safe Culture: Understanding is the key to safe behavior.

We will ensure that all our associates are trained and qualified for their jobs. We will select contractors who can demonstrate competence and effectiveness. We foster a safety-first environment where we empower individuals through training to make informed decisions and consistently prioritize safe practices, ensuring the well-being of themselves and those around them.

Incident Analysis and Prevention: All incidents are preventable.

We will ensure work-related incidents and near misses are reported, investigated, analyzed, and appropriate corrective measures are implemented across the company to prevent recurrence. Our investigations focus on root causes, not placing blame. Recommendations will be shared and implemented across the company.

Sharing and Learning: Continually improve by sharing lessons learned.

We have a unified team approach to continuous improvement. We are all responsible for sharing good practices and learning from Task Risk Assessments, Behavioral Risk Observations and Hazard Identification. Sharing experiences with each other will help prevent incidents.

Sustainability is a business foundation. We are committed to ensuring our operations and fleet are environmentally responsible and recognize that efficient use and protection of the environment are vital for the continued success of our business. Environmental stewardship is a critical part of what we do to benefit our customers and communities. Our lightweight fleet, production and raw material processes encompass sustainable use of natural resources through lower fuel consumption, conservation, recycling of raw materials, and very small quantity waste generation. We demonstrate commitment by:

Promoting sustainable practices

We will conserve natural resources, reduce waste, and mitigate the impact of human activities on the environment.

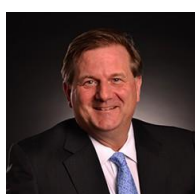
Advocating for policies and regulations

We will prioritize the environment, health, and safety, and actively participate in shaping the future of sustainable development. We are committed to being actively involved in industry-led environmental associations for production and fleet.

Maintaining compliance

We will educate and train employees on their responsibility in environmental programs and conduct regular and ongoing environmental assessments.

By embracing this vision, we aim to create a future where every individual can live, work, and thrive in a clean, safe, and sustainable environment.



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