



Worldwide Environment, Health, Safety, and Security

H.B. Fuller is committed to protecting the environment and the health, safety, and security of our associates, our customers, and the public. All associates are responsible for the successful implementation of this policy as follows:

- We implement environmental, health, safety, and security (EHSS) programs that are, at a minimum, in compliance with applicable governmental requirements and internal standards.
- These programs are consistent with standard worldwide requirements established and maintained by the H.B. Fuller Worldwide Environment, Health, Safety, and Security (WEHSS) Committee.
- We are proactive in addressing unsafe behaviors and conditions.
- We are committed to pollution prevention by striving to prevent the release of any pollutant that may cause adverse effects to the environment, minimize the creation of waste, especially hazardous waste, reduce and, where possible, eliminate the EHSS risks to our associates, customers, and the communities in which we operate.
- We are committed to continual improvement in our performance through awareness, prevention, and employee involvement in EHSS programs.
- We establish EHSS objectives and targets, conduct regular management systems and performance evaluations, and report our performance to our stakeholders.

The Operating Committee has the primary responsibility to implement programs that are developed to comply with this policy. And all managers and supervisors shall ensure compliance with this policy within their area of responsibility.

A handwritten signature in black ink, appearing to read 'Jim Owens', positioned above a horizontal line.

Jim Owens
President and Chief Executive Officer