



ENTRUST

GLOBAL ENVIRONMENTAL, HEALTH, AND SAFETY POLICY STATEMENT

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1. Introduction

Promoting environmental stewardship, health, and safety are key to Entrust's Environmental, Social, Governance (ESG) program. As a global supplier of secure physical and digital identity solutions, Entrust is committed to designing its products and services; managing its manufacturing, warehousing, distribution, and office facilities; and conducting its day-to-day operations in a way that minimizes ecological impacts to our customers and the communities where we do business and promotes health and safety for our colleagues.

2. Purpose

The purpose of this policy is to outline roles and responsibilities related to Entrust's corporate environmental, health, and safety measures. Implementation of this policy is intended to provide guidance and support in reducing the environmental impact from our products and operations and in prioritizing the health and safety of our colleagues.

3. Scope

This policy applies to all Entrust colleagues worldwide to the extent consistent with local legal requirements, policy, business need, and practice.

4. Roles and Responsibilities

4.1 All Colleagues

All colleagues are required to comply with the letter and the spirit of applicable environmental, health and safety laws and regulations, and to promote and support environmental stewardship, health and safety through product design and everyday business operations. In general, all colleagues should, at a minimum:

- Comply with environmental laws and regulations applicable to Entrust's products, services, and global operations.
- Promote the efficient use of space, heating, lighting, equipment, materials, and resources including water, electricity, and raw materials, particularly those that are non-renewable.
- Support health and safety by adhering to all applicable laws, regulations, guidance, customer requirements and training, whether on-site or in the field.

4.2 Design and Development

- Maintain compliance with [REACH](#) and [RoHS](#) in the EU and their equivalents to limit or restrict the use of hazardous or harmful chemicals in products and provide transparency in labeling and product documentation in accordance with applicable regulation.

4.3 Operations and Management

- Implement a systematic waste minimization and responsible disposal program that supports recycling, conservation of natural resources and biodiversity, pollution

prevention, and the safe handling and disposal of hazardous substances. This includes maintaining appropriate methods of treatment, recovery, and recycling of electrical waste and electronic equipment in compliance with [WEEE](#) in the EU and equivalents.

- Maintain a safe and healthy work environment at all office locations and manufacturing sites to protect against occupational health and safety risks in accordance with applicable law and relevant certification standards.
- Develop and maintain appropriate emergency response programs where significant health, safety, or environmental hazards exist.
- Maintain [ISO 9001](#) and [ISO 14001](#) certifications at Entrust's principal manufacturing site to ensure the use of effective quality and environmental management systems.

4.4 Procurement and Supply Chain

- Ensure suppliers commit to environmental sustainability through adherence to the [Supplier Code of Ethics](#) and appropriate contractual language in supplier agreements.
- Perform due diligence on suppliers around environmental sustainability practices.
- Seek direct materials suppliers who reduce or eliminate the use of banned or restricted chemical substances and utilize eco-friendly design practices and sustainable materials and packaging.

4.5 Transportation and Logistics

- Reduce environmental impacts through the continued use and development of sustainable product packaging.
- Identify and pursue options for more efficient transportation and seek ways to reduce energy consumption during transportation.

4.6 Compliance

- Provide transparency on Entrust's environmental [sustainability goals](#) and performance, through regular communication on Entrust's external website, including annual publication of Entrust's global greenhouse gas emissions and related reduction efforts.
- Educate colleagues through awareness campaigns around environmental stewardship and sustainability at Entrust.
- Provide relevant health and safety education and training to Entrust colleagues at on-site manufacturing sites, including education on the safe handling and disposal of hazardous substances and electronic waste.
- Monitor and aggregate regulatory requirements, industry standards, best practices, and customer and stakeholder feedback to flow down sustainability, health and safety goals and expectations to relevant business units and product teams.
- Perform routine auditing to measure and assess environmental performance.