



Environment, Health & Safety Policy

Applied Industrial Technologies believes that our people are our single most important resource. As such, we are committed to conducting our business in a manner which preserves and protects the physical, psychological, and social well-being of our associates, the public and the environment.

To support this commitment, Applied Industrial Technologies has an integrated Environment, Health and Safety (EHS) Program which provides the framework for meeting our commitment by:

- Complying with applicable local, provincial and federal legislation
- Setting and achieving EHS objectives
- Continuous improvement of our EHS program and performance
- Actively involving all employees in the EHS program
- Ensuring a long term EHS strategy in place with active engagement from employees and leaders at all levels
- Proactively minimizing hazards and reducing health & safety risk in the workplace
- Protecting the environment and minimizing adverse impacts

EHS is the responsibility of all employees, and therefore all employees are responsible to conduct themselves in a manner which is compliant with this policy, applicable legislation and the EHS Program as a whole.

A handwritten signature in black ink that reads 'Mike Allen'.

Mike Allen
President – Canada