

### Purpose and Responsibilities

Novus Arkansas, LLC's Environmental, Health, Safety, Security, and Quality commitments are based upon the belief that continual improvement in these areas is critical to achieve manufacturing excellence in the operation of our facilities and to provide products that meet or exceed the customer's expectations for quality and feed safety. This is accomplished by:


- Ensuring that our operations are safe for stakeholders (e.g. our employees, contractors, and neighbors) and the environment.
- Producing and distributing products that are safe.
- Continually improving our processes for both cost and safety advantages and to prevent or minimize pollution.
- Empowering our employees to contribute to the overall growth and safe operation of our facility.
- Operating the facility under our Quality Management System to comply with current quality and feed safety standards.
- Employing and developing people with the right skills and competencies to operate our facility safely and productively.
- Ensuring we operate our facilities within the applicable corporate, legal, and regulatory requirements.
- A commitment to the American Chemistry Council Responsible Care<sup>®</sup> Guiding Principles.
- Practicing an "open door" policy so anyone may express concerns without retribution.

### Scope

This policy applies to Novus Arkansas, LLC.

LINKED DOCUMENTATION	
Document Number	Title
LEG-0000-POL-0002	Record Retention and Destruction Policy and Schedule

DISTRIBUTION LIST
Novus Arkansas, LLC employees

APPROVAL SIGNATURES			
Title	Typed/Printed Name	Signature	Date
Plant Manager	John Farmer		12/7/23

REVISION HISTORY		
Effective Date	Description of Change(s)	Author(s)
9/17/2014	Update for RC14001 <sup>®</sup> requirements.	John Farmer
01/15/2015	Reformat to comply with Global Document Control Procedure.	Greg Finley
10/24/2016	Change RC14001 <sup>®</sup> reference in title from 4.2 to 5.2 to match RC14001 <sup>®</sup> :2015 plus minor wording.	Greg Finley
09/27/2018	Changed Quality references to be generic.	Ron Kneisler
06/26/2019	Added commitment to RC <sup>®</sup> Guiding Principles.	Greg Finley
01/19/2021	Added open door policy.	Greg Finley
12/07/2023	Updated logo & added Linked Doc. & Dist. List for 3-year review.	Greg Finley