

GOALS

2023 NOVUS Responsible Care®

PERFORMANCE GOALS

Novus International, Inc. believes that all injuries, as well as safety, environmental, security and transportation incidents, are preventable. As such, our goal for each of these areas is zero.

NOVUS complies with all federal, state, local and country regulations in which it operates and measures progress toward our goals through the following metrics:

- ✓ Government reportable/recordable injuries and illnesses
- ✓ Reportable environmental releases
- ✓ Department of Transportation/Dangerous Goods Regulation reportable transportation incidents
- ✓ Security incidents resulting in loss of proprietary information or physical assets, or harm to our employees

PROCESS IMPROVEMENT GOALS

Novus International, Inc. shall continuously improve our business processes in support of our principles.

Specifically, our process goals for calendar year 2023 are as follows:

- ✓ Evaluate the opportunity of globally using standardized forms for CA system at HQ, prioritizing key forms for completion implementation by December 31, 2023.
- ✓ Improve fall protection at Novus Arkansas, LLC by installing fall protection that provides access to the drive end of the drag conveyor over the MHA® 25 kg bagging machine.
- ✓ Reduce maintenance by upgrade solvent piping for at MHBA CB, LLLP



RESPONSIBLE CARE®
OUR COMMITMENT TO SUSTAINABILITY



NOVUS®
Made of More™

VISION

2023 NOVUS Responsible Care®

NOVUS envisions a world where every animal can reach its full potential. Driven by our passion for science and our intrinsic innovation, we will transform the animal nutrition industry through the power of intelligent nutrition. Working alongside animal producers and owners around the globe, we will help create a world where we feed solutions instead of treating problems.

To implement our vision we strive to:

- ✓ Develop solutions that are Made of More™ for the responsible production of food that will benefit current and future generations. .
- ✓ Provide sustainable solutions to promote reduced waste and the reuse and/or recycling of our natural resources.

We are committed to sustainable environmental, health, safety, and security (EHS&S) programs. This commitment extends beyond social obligations or regulations.

Our commitment is to:

- ✓ Provide our employees with Responsible Care® training so we have a shared sense of commitment to responsible behavior and business practices.
- ✓ Communicate in a manner that is fair, honest and open, providing information that is practical and applicable to each stakeholder's function.
- ✓ Support and promote the development of responsible laws, regulations and voluntary standards that protect our community, workplace and environment.
- ✓ Provide solutions which enable customers to meet regulatory challenges in their operations and achieve profitable and responsible business solutions.
- ✓ Set objectives and targets for the continuous improvement of our organization.
- ✓ Conduct ongoing reviews to measure and report on EHS&S performance and track audit closure.
- ✓ Notify employees who travel internationally of potential security risks.
- ✓ Report and investigate EHS&S non-conformances.
- ✓ Proactively support employees to report any operation if it is unsafe or could harm the public or the environment.



RESPONSIBLE CARE®
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PRINCIPLES

2023 NOVUS Responsible Care®

WHAT IS RESPONSIBLE CARE®?

- ✓ Responsible Care® is a systematic approach to Environmental, Health, Safety, and Security (EHS&S).
- ✓ Responsible Care® is a global chemical industry performance initiative that is implemented through the American Chemistry Council.

NOVUS SUBSCRIBES TO THE RESPONSIBLE CARE® GUIDING PRINCIPLES, WHICH ALIGN PERFECTLY WITH THE NOVUS INTEGRITY SYSTEM:

- ✓ Provide a safe, secure and healthy workplace.
- ✓ Comply with all federal, state, local and country regulations in which we operate.
- ✓ Operate with a goal of no accidents, injuries or harm to the environment.
- ✓ Ensure the security of the employees, site locations and intellectual property of NOVUS.
- ✓ Publicly report our global health, safety, security and environmental performance.
- ✓ Continue to lead our company in ethical ways that increasingly benefit society, the economy, our company and the environment.



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