

Executive Summary

Mantaline Corporation embraces sustainability as a business imperative to ensure a flourishing future for all employees, stakeholders, interested parties and both local and distant community members.

The company is committed to environmental leadership in all its business activities and provides policies to provide a safe and healthy workplace. These values originate at the company's top management and are emphasized through all levels of responsibility within the organization. The senior management firmly believes in, and is committed to monitoring and improving Safety, Health and Environmental performance, pollution prevention, waste reduction and environmental protection while complying with government regulations.

WE WILL ACHIEVE THIS THROUGH

- Developing and integrating Safety, Health and Environmental responsibility and appropriate training into work practices at all levels, while setting goals and targets and reviewing and auditing performance to achieve them.
- Pursuing continuous improvement in Safety, Health and Environmental performance, where reasonable and practical, especially in addressing the areas of resource use, by reducing energy and water consumption, promoting pollution prevention, increasing reuse, recycling, and improving solid waste management methods to minimize waste.
- Providing the resources necessary for employees to conduct their work in accordance with applicable Safety, Health and Environmental regulations and Mantaline Corporation requirements.
- Informing all workers of applicable environmental regulations, Mantaline Corporation requirements, and to meet all applicable laws, regulations and other promulgated Safety, Health and Environmental requirements.
- Promoting sustainable and effective use of innovative Safety, Health and Environmental technologies and practices.
- Fostering a work environment in which employees are encouraged to report and raise Safety, Health and Environmental issues without fear of retaliation.
- Gives appropriate consideration for the environment through the entire life cycle in the goods and services we provide our customers and obtain through our supply base.
- Being committed to effective communication systems and communicating this policy to all employees, organizations working on our behalf, and other interested parties.

All employees have responsibilities for policy implementation and contributing to its success through their actions and suggestions.

Approved by Management Team

NOTES ON THE POLICY

Scope Statement:

The Scope of the Safety, Health and Environmental Policy applies to the manufacture and sale of elastomeric based products and processes related to rubber, silicone and thermoplastic extrusion and molding. Additional processes include, but are not limited to:

- *Taping*
- *Forming*
- *Coating*
- *Printing*
- *Tabbing*
- *Cutting*
- *Notching*
- *Drilling*
- *Splicing*
- *Punching*
- *Pinning*

The activities undertaken by Mantaline Corporation at the following locations and are covered under this policy:

Mantaine Corporation 4754 E. High St. Mantua, OH. 44255 <i>(60,000 ft² manufacturing and office space)</i>	Mantaine Corporation 6969 Constance Dr. Hiram, OH. 44234 <i>(30,000 ft² manufacturing and office space)</i>	Mantaine Corporation 4267 Dividend Dr. San Antonio, TX. 78219 <i>(30,000 ft² manufacturing and office space)</i>	Mantaine de Mexico 112 Int 1 Fracc. Ind. Monte de los Olivos, Santa Catarina NL, 66360 <i>(15,000 ft² manufacturing and office space)</i>
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Mantaine Corporation pursues a strategy that not only encompasses our activities but also that of our suppliers, customers, and stakeholders. In doing this we aim to influence our impact on the environment not only of our business but also of all businesses and organizations in which we interact.

Policy and Policy Review:

This policy will be referred to as either the Safety, Health and Environmental Policy or SHE Policy. This policy shall be reviewed at least annually, or upon significant change.

Process

Together the QMS (Quality Management System) and “SHE Management System” form the Mantaine Corporation Management System.

Documented Procedures:

The “SHE Management System” comprises of a four-tier structure incorporating: SHE Policy, procedures, records and where appropriate, the use of guidance documents to enhance understanding. Standards, specifications, and recommended guidance documents are used as appropriate. These documents are “controlled” and may not be copied or circulated without the permission of a SHE Management representative.

Records:

Records are established and maintained to provide evidence of conformity to requirements and all records are controlled.

Non-Conformance Control:

All endeavors will be taken to ensure that our operations and activities are controlled to avoid any detrimental impact to the environment throughout all stages, but in the event of a non-conformity being discovered this shall be investigated with the aim of continual improvement – such incidents will be recorded.

Corrective and Preventative Action:

Procedures are in place to ensure appropriate corrective actions take place when so required and the SHE Team regularly consider actions required to prevent potential non-conformities.

Internal Audit and Management Review:

A trained staff performs out audits to a predetermined schedule to ensure system and process compliance and continual improvement. Management Reviews are carried out at least annually and minutes circulated to participants and interested parties upon request.

PROCESS INTERACTIONS

Processes and process interactions shall be examined with the aim of identifying environmental aspects and associated environmental impacts that are related to the company's activities, products and services with special attention to:

- Materials & process emissions
- Chemicals & hazardous substances
- Air emissions
- Waste water effluents
- Water usage
- Solid and hazardous waste
- Complete product lifecycle

Document History

Changes:

4-30-2024 Revision changed from 2 to 3.

- Removed manager names and changed to management team.
- Employee owners changed to employees.
- On pg.1, added "sustainable" to effective use of technology.