



Environmental Health and Safety Policy

Minuteman Spring Company, Inc. is committed to always doing the right thing in pursuing the highest standards in quality, compliance, safety, and performance. We believe that a safe workplace and a healthy environment are fundamental to our business and our people.

We hold our leadership and employees accountable for Environmental Health and Safety (EHS) engagement, performance, and compliance. EHS excellence is integrated into our planning and decision-making processes. All employees are trained, informed, and held accountable for conducting their activities in a safe and environmentally responsible manner.

Ensuring the safety of our employees is a cornerstone commitment of Minuteman Spring. We provide a safe and healthy work environment for all employees and visitors to our facility. We strive to eliminate hazards and minimize risks, encouraging proactive safe behaviors and driving continuous improvement in workplace safety.

We are committed to environmental stewardship and responsible manufacturing practices. Our operations aim to minimize waste, reduce energy consumption, and comply with all applicable federal, state, and local environmental regulations. We promote the adoption of similar principles among our suppliers and business partners.

This policy is communicated across our entire organization and reviewed at regular intervals to ensure it remains relevant and appropriate to the objectives and responsibilities of our company.

Authorized Signature

Title: _____

Minuteman Spring Company, Inc.

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34 Howe Avenue • Millbury, MA 01527 • +1 508 299 6100 • minutemansprings.com