



# Safety, Health, and Environmental Policy

Global Policy

Effective Date: July 08, 2022

Last Revision: 2018

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## Section 1: Policy Background

Energizer Holdings' ("the Company") purpose is to responsibly create products which bring positive energy to people's lives. To solidify our commitment to this purpose, we have developed this policy aimed at protecting our colleagues, our consumers, our communities, and our planet. All Company colleagues and contractors are responsible for understanding and implementing this policy and are re-trained on a routine basis.

## Section 2: Policy Owner and Statement of Responsibility

This policy is owned by the Safety, Health and Environmental Affairs Manager. It is the responsibility of this individual to implement, review annually, and revise this policy as needed.

## Section 3: Policy Contents, Regulations, and Business Rules

### A. Management

We use a proprietary, international standards-based Safety, Health and Environmental (SHE) Management System, which includes regular internal and external compliance auditing and associated corrective actions, supporting our goal to produce, distribute, and manage products with zero harm to people and the environment. In addition, each of our locations maintain additional safety policies, measures, and procedures specific to its individual needs.

### B. Leadership and Oversight

At Energizer Holdings, we embrace our responsibility to innovate and manufacture in ways that care for our environment, our people, and the communities where we live and operate. We have a dedicated SHE function that focuses on our environmental impact on the air, water, and land, while also ensuring the safety of our colleagues. The SHE function provides regular reports to our Global Executive Team for their oversight, and our Board of Directors works with senior leadership to provide oversight of environmental, social and governance (ESG) topics through our Audit, Human Capital, and Nominating and Governance Committees.

### C. Health and Safety

It is our policy that every effort will be taken to protect our colleagues from accidents, injuries and/or occupational exposure risks while on the job or off. Full cooperation with our safety program makes our workplace safer and healthier, with the goal of being injury-free. The Company expects all colleagues to accept the concern and the responsibility for accident prevention as safety ambassadors, and we commit to:



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- Providing and maintaining a safe place of work, safe systems of work, and safe equipment.
  - Ensuring that hazards are identified, and regular assessments of risks are undertaken.
  - Refusing to perform any action one considers unsafe and immediately report one's concerns to a supervisor or a member management team.
  - Addressing anyone performing or about to perform an unsafe act (acting as safety ambassadors) and to immediately resolve the safety concern.
  - Providing information, routine instruction, and training as is necessary to ensure employees, contractors and others are assured of a safe and healthy work environment.
  - Promoting the awareness of health and safety by sharing health and safety best practices observed internally or externally throughout our organization; and
  - Ensuring compliance with our statutory duties.

## 1. Training

Training is executed in-person, through multi-media, and via the Company's learning management systems. In addition, all colleagues have access to online resources that provide policies, standards, general compliance guidance and training requirements as well as incident reporting, compliance action items, auditing, and metrics/reporting for the Company.

## 2. Investigations

We report all accidents or near misses internally, so that we are continuously learning and improving. Our incident investigations involve a robust root cause analysis to ensure that we have identified the root cause and therefore can prevent reoccurrence through elimination and mitigation. We share these incident investigations broadly so we can best leverage our lessons learned to prevent similar occurrences at other sites.

## 3. Communication

We focus on our opportunities for continuous improvement and share best practices. We share our discoveries from accident and near miss investigations, while allowing those not involved in the investigations to question and make suggestions based on their experiences. We recognize that each colleague has knowledge and experience that can improve our efforts and performance and it is through communication that this is achieved. We also take time to promote and establish a culture that celebrates our safety accomplishments.



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## D. Environmental Risk Management

The company works toward reducing our environmental footprint while protecting the safety of our colleagues and enhancing the communities in which we work and live. We have developed and implemented environmental, health, and safety strategies, policies, and programs, to comply with or exceed current regulations and reduce future risks and liabilities.

The SHE Function is also responsible for validating facility compliance to international, federal, state and local regulations and Company policies and standards. The Company also has a formal Risk Management system for tracking environmental risks. Audits are performed both internally as well as by qualified third parties.

We evaluate facility compliance performance and utilize training and awareness programs as well as policy and standard revisions to assist with reducing our exposure to future risks and liabilities. SHE risks that are identified by the process are added to a risk register to assess and manage, and they are addressed with Company's senior leadership through quarterly risk meetings. SHE risks are also shared in the Company's corporate filings.

## E. Environmental Responsibility

Environmental sustainability is a core part of the way we do business to ensure consumers enjoy our products today without sacrificing tomorrow.

- We work toward landfill-free manufacturing facilities.
- We track water usage at our facilities and have made technology improvements to reduce water usage and recycle water.
- We recognize the importance of managing and monitoring energy use and associated greenhouse gas (GHG) emissions. We collect information around energy that is reported on an annual basis; and
- We work towards more sustainable packaging by centralizing our packaging data, optimizing our packaging systems, and considering the inclusion of additional recycled content, without compromising product quality, safety, or integrity.

## F. Product Sustainability

From more responsible product development to sustainable packaging and recycling efforts, the Company continues to develop ways to reduce the impact of our products on the environment. All product innovations and improvements, raw material changes, and process/equipment modifications are assessed to determine environmental impact, regulatory compliance, and colleague/consumer safety using a phase-gate process. Moreover, the Company's commitment to sustainability extends beyond the end-of-life for our products, and we invest significant time and resources on battery recycling initiatives, including campaigns to raise awareness about battery recycling, establishing collection points and supporting safe recycling programs. Additional guidance can be found [here](#).



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## G. Colleague Responsibility

Energizer Holdings' commitment to protect the environment is supported by a zero-tolerance policy for leaks, drips, and spills, which are the most predominant root causes of environmental issues and subsequent remedial activities. Any colleague that witnesses or suspects improper storage, use, or disposition of chemicals must report such to their manager and or the Environmental Affairs Team, or the [Ethicspoint HelpLine](#).

## H. Supplier Responsibility

Energizer Holdings' suppliers must sign and agree to comply with the Company's Supplier Code of Conduct which, among other things requires compliance with all applicable environmental, health, and safety laws. Suppliers are required to be environmentally conscious and demonstrate continuous improvement regarding recycled content of materials, Green House Gas emissions, and products supplied to the Company. Suppliers are also encouraged to implement the concepts of waste minimization and reduction, reuse, and recycling regarding materials and products supplied to the Company. Specifically, Suppliers must, among other things:

- Have an environmental management system that demonstrates compliance with environmental laws, as well as any required permits, licenses, and governmental permissions.
- Have procedures for notifying local community authorities and appropriate environmental agencies of instances of non-compliance.
- Identify and manage hazardous substances used in production in compliance with all environmental laws.
- Comply with applicable labeling laws for recycling and disposal of hazardous substances and hazardous wastes; and
- Manage and dispose of non-hazardous solid waste generated from operations as required by applicable laws.

## Section 3: Related Policies

This Policy should be read in conjunction with the other Energizer Holdings related policies available on the company website at [www.energizerholdings.com/policies](http://www.energizerholdings.com/policies) and <https://investors.energizerholdings.com/corporate-governance>:

- [Code of Conduct](#)
- [Energizer Supplier Code of Conduct](#)
- [Corporate Social Policy](#)



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## Section 4: Revision History

Revision Number	Effective Date	Owner	Description of Change
	1/29/2018	Scott Boyle	Initial Document
Revision 1	07/08/2022	Scott Boyle	Combined Health, Safety and Environmental