



WORKPLACE ENVIRONMENTAL, HEALTH, AND SAFETY PRINCIPLE

Principle Statement :

GTG provides safe and healthy workplaces, and strives to minimize the impact of our operations on the environment. GTG employees must know and follow all applicable environmental, health and safety (EHS) laws and regulations and GTG's EHS policies and standards. GTG employees must report any EHS concerns and respond to them in a diligent manner. GTG management is responsible for addressing reported concerns and ensuring that GTG employees are properly trained in applicable EHS laws and regulations and GTG EHS policies and standards.

Purpose :

GTG strives to improve every life. GTG provides a safe and healthy workplace and strives to reduce the environmental impact of our operations, conserve natural resources, and conduct all business activities in a manner that protects the health and safety of our employees, visitors, and communities. We work with our suppliers and business partners so that their operations support these same objectives. These efforts together help define, protect, and ensure the long-term success of our company.

This Principle applies globally to all employees and may apply to those acting on behalf of GTG. See the Compliance Principle for information on when a third party might be covered by the Code of Conduct Principles.

Additional Guidance :

- Comply with all relevant EHS laws and regulations, and GTG EHS policies and Standards.
- Communicate with management and fellow workers about workplace conditions perceived to be unsafe or hazardous, including those conditions identified at customer or other third party workplace locations that potentially affect health and safety of GTG workers. As appropriate, shut down any GTG operation that is operating in an unsafe condition.
- Incorporate appropriate safety and health considerations into your daily job duties and business decisions, whether on GTG premises or at customer or third party workplace locations.
- Operate and maintain equipment, facilities and processes in a safe manner. Avoid unsafe activities and workplace conditions.
- Participate in training and education programs to manage EHS risks.
- Prevent pollution at the source and reduce waste wherever and whenever possible. Conserve natural resources through the use of reclamation and other appropriate methods.
- Select and retain those suppliers, contractors, or outsourced manufacturers and service providers who comply with all applicable laws and regulations and meet GTG's EHS expectations.
- Work to improve energy efficiency in existing operations and in new equipment and facilities.
- Employees should contact their assigned division, facility, or country EHS professionals for help in identifying and complying with applicable laws and policies.

Penalties:

Failure to comply with e EHS laws and this Principle could lead to criminal and civil penalties for GTG and for employees personally, significant business disruptions, and harm to GTG's reputation. Violations of GTG's Code of Conduct will result in discipline, up to and including termination from employment.

