ENERPAC TOOL GROUP

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Health and Safety Policy Statement

Enerpac Tool Group (Enerpac) is a premier provider of industrial tools, services, technology, and solutions provider, catering to a diverse customer base across more than 100 countries. Our mission is to make complex, often hazardous jobs possible, safely and efficiently. Enerpac Tool Group's businesses are global leaders in high pressure hydraulic tools, controlled force products, and solutions for precise positioning of heavy loads that help customers safely and reliably tackle some of the most challenging jobs around the world. Our experience, comprehensive product range and on-site service teams support our global customers via a network of strategically placed locations and a team of 2000+ employees.

This health and safety policy encompasses all Enerpac facilities, personnel, products, and services, whether executed at Enerpac premises or by employees at third-party locations on behalf of Enerpac.

The Leadership Team of Enerpac has established health and safety as a core value that is incorporated into all aspects of our business. We therefore conduct our business in a way that eliminates risks of injury or adverse health impacts to our employees, suppliers, visitors or customers and also prevents damage to plant, equipment, materials or other property as a result of accidents, fires or dangerous occurrences.

To achieve these goals, we embrace a culture of continuous improvement, focusing on the systematic identification, assessment, and control of hazards and risks. We adhere to relevant legislative and industry requirements and establish clear objectives and targets, regularly monitoring progress through inspections, audits, and incident investigations. Success hinges on the active involvement and dedication of all staff, alongside strict adherence to Management System requirements.

Our Leadership Team pledges to allocate adequate resources to uphold this commitment, placing primary responsibility on themselves and line management for implementing and maintaining the health and safety Management System. Key stakeholders are consulted and involved at all pertinent stages.

We recruit and train competent personnel, ensuring they have the knowledge, skills, and supervision necessary to perform their duties safely. Every employee shares the responsibility and moral duty to comply with this policy, taking reasonable care for their own safety and that of others.

We encourage active participation in risk mitigation practices, including proactive safety observations and incident reporting, with full support from the Leadership Team for those who identify unsafe conditions or practices. Furthermore, Enerpac adheres to a policy of non-retaliation for employees reporting such concerns.

Our Leadership Team conducts an annual review of this policy, along with Enerpac's strategy, goals, and objectives. We utilize available tools and systems, committing sufficient resources to implementation, review effectiveness, and meet the requirements of ISO 45001:2018.

This policy is accessible to all interested parties upon request.

Paul Sternlieb
President and Chief Executive Officer
October 2024

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