



SUSTAINABILITY POLICY

Sustainability is a core part of Carpenter Co.'s identity. Very simply, we want to provide valuable solutions that enhance people's lives while ensuring we take steps to preserve our environment. To accomplish this, we focus on being Carpenter Conscious - conscious of our people, our environment and our purpose.

We aspire to be:

- Socially responsible
- Mindful of resources and our environmental footprint
- Committed to making our world safer, healthier, and more comfortable

In service to this goal, Carpenter Co. has initiated programs to:

- Regularly review and recommend sustainable practices for implementation within the Company, including the setting of goals and objectives
- Regularly assess environmental impacts and opportunities associated with the Company's operations and products
- Systematically address sustainability programs within our organization and in collaboration with Carpenter's customers and vendors
- Promote opportunities to relevant internal stakeholders to suggest meaningful improvements to the Company's environmental footprint and enhancements to our business operations
- Promote regular communication on the Company's sustainability goals and programs
- Monitor and optimize the use of energy, water, chemicals and materials, while minimizing waste generation, emissions and our impact on the environment
- Support compliance with applicable environmental laws and regulations
- Understand and mitigate risk to the Company where appropriate with respect to climate change

It is Carpenter Co.'s intent to make decisions today that allow us to thrive tomorrow, to wisely invest for the future, and to create value for the mutual advancement of the Company along with our employees, customers, partners and communities. We respect the resources that have been entrusted to us and are focused on creating a sustainable environment for everyone.