

## **Worthington Enterprises Sustainability Policy**

Worthington Enterprises is committed to conducting business in accordance with the core values reflected in Our Philosophy, which is rooted in the Golden Rule of treating others as we would like to be treated. Guided by our Philosophy, the sustainability vision for Worthington Enterprises is to balance people, planet and prosperity to meet the needs of today without compromising tomorrow. We enable this vision with our sustainability strategy, which is a materiality-based approach to Environmental, Social and Governance (ESG) matters, focusing on our people, products, processes, partners and the planet. In line with our internal sustainability strategies, this policy serves to clearly state our sustainability commitments to all stakeholders including our employees, suppliers, contractors, customers and the communities in which we operate and serve.

These sustainability commitments are guided by recognized frameworks such as the Universal Declaration of Human Rights, International Covenant on Economic, Social and Cultural Rights, International Covenant on Civil and Political Rights, International Labour Organization's eleven fundamental instruments, International Standard for Organization (ISO) 14001, 2015 Paris Agreement, Greenhouse Gas Protocol, International Standard for Organization (ISO) 45001, United Nations (UN) Guiding Principles on Business and Human Rights and in support of the UN Sustainable Development Goals. We communicate our annual progress in meeting these commitments in our [Corporate Responsibility and Sustainability Report](#).

The senior management has approved this policy, and the Nominating and Governance Committee of our Board of Directors provides primary oversight. In addition, internal and external collaboration with stakeholders to review and provide feedback is completed.

### **Our Commitment to the Environment**

We are committed to operating in a way that minimizes the impact on natural resources and protects the environment, and will endeavor to pursue related strategies and initiatives with the following objectives:

- Minimize negative impacts, on both human beings and the environment, while striving for positive impact
- Conduct environmental due diligence in connection with potential mergers and acquisitions
- Reduce our carbon footprint and manage resources responsibly
- Use alternative materials where possible to reduce the amount of both GHG and non-GHG emissions, including volatile organic compounds (VOCs) that can be hazardous to human health and the environment
- Reduce waste sent to landfills and prevent negative impacts from improper handling of waste
- Reduce the amount of fresh water used in our operations and responsibly treat wastewater before discharge

- Meet or exceed all environmental regulatory requirements
- Enhance the sustainability performance of our products throughout their life cycle by developing products designed to help improve safety and efficiency for our customers
- Strive for innovation in our products and/or services, operations and value streams to increase resource efficiency including raw materials, water, energy, minimize waste, explore the use of alternate materials and work to establish an adapted circular economy
- Where possible, we will strive to design our products to be lighter in weight, including product packaging, to reduce emissions and costs from shipping and transportation
- Implement and work to continually improve a robust environmental management system (EMS) at all sites
- Consult with stakeholders on environmental issues as necessary
- Regularly report on our environmental progress

[Supporting documents can be found by visiting [Our Impact](#)]

### **Our Commitment to People and Responsible Sourcing**

Our people-first Philosophy is based on the belief that people are our most important asset. We are committed to operating our business to the highest standards of safety, treating all people with respect and dignity. This commitment extends to our employees, contractors, customers, suppliers and the communities in which we operate. Worthington is committed to upholding the following principles:

- Provide a safe and healthy working environment through our Occupational Health and Safety (OHS) practices and procedures
- Implement and work to continually improve a robust OHS management system at all sites
- Meet or exceed all OHS regulatory requirements
- Whenever possible, engage employees and their representatives in executing our OHS management system
- Apply the hierarchy of controls when eliminating hazards and reducing risks
- Prioritize safety efforts based on risk and put in place clear plans to correct non-conformances
- Communicate OHS performance metrics and quantitative objectives for their improvement
- Uphold fair labor and employment practices, which includes providing equal opportunities, supporting freedom of association for our employees and prohibit all forms of unlawful harassment or discrimination. These policies are described in more detail in our [Code of Conduct](#).
- We strive to observe fair labor and employment practices and to abide by applicable wage and hour laws ([Code of Conduct](#))
- Provide an inclusive environment where employees can bring their best self to work and help drive our innovation and long-term success
- Partner with suppliers who operate in a lawful, ethical and environmentally responsible manner, who adopt and enforce policies that protect people and their environment in their own operations and supply chains and who align with our disclosed sustainability requirements

pertaining to the environment, human rights, safety and responsible sourcing ([Supplier Code of Conduct](#))

- Prohibit the use of human trafficking or forced, involuntary, slave or child labor in the conduct of our business operations or in our supply chains

[Supporting documents can be found by visiting [Our Impact](#)]

## **Our Commitment to Business Ethics and Corporate Governance**

Our Philosophy guides our commitment to high ethical standards and effective risk management in the operation of our business and our relationships with our employees, customers and suppliers. We will pursue initiatives and strategies that promote accountability and transparency through:

- Comprehensive governance policies and structures designed to ensure compliance with all applicable laws and regulations regarding ethical behavior in how we conduct business and interact with our employees, customers and suppliers
- Maintain and make readily available to all employees Worthington's [Code of Conduct](#), stating our dedication to upholding legal and ethical behavior, providing a framework to guide employees on appropriate business conduct and reporting of misconduct
- Ensure all employees, including directors and officers, know and understand their obligations under the [Code of Conduct](#), receive annual training and are required to affirm their commitment to compliance with the Code of conduct
- All acting Board of Directors must adhere to our [Corporate Governance Guidelines](#)
- Implementing robust enterprise risk management (ERM) programs to identify and mitigate risks and to comply with all applicable laws and regulations governing our business, including ethical business practices and human rights

[Supporting documents can be found by visiting [Our Impact](#)]

## **Conducting Due Diligence**

Consistent with our internal sustainability strategy, we will implement and integrate due diligence into our business processes to prevent and mitigate risks that negatively conflict with or impact our commitment to sustainability. These efforts may include initiatives or activities such as:

- Integrate due diligence findings in our business planning and decision making, considering the environment, human rights and the communities where we operate. We seek to align our business goals with respect for people and the environment
- Establish sustainability goals, track and measure progress and results, transparently and accurately disclose progress and results of goals
- Provide timely and accurate information to our various stakeholders on environmental, social and governance matters
- Engage constructively with suppliers, local communities, governments, non-governmental organizations and other stakeholders



- Regularly assess employees and suppliers for compliance with these principles

[Supporting documents can be found by visiting [Our Impact](#)]

### **Reporting Violations**

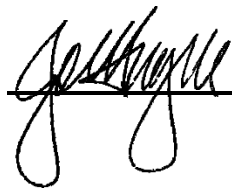
To report suspected violations of these principles, please contact us at:

\*Phone: 877-263-9893 [worthington.ethicspoint.com](http://worthington.ethicspoint.com)

If calling from other countries, go to [worthington.ethicspoint.com](http://worthington.ethicspoint.com) for phone numbers by country.

\*No method of identifying a caller is used.

Signed by:



Joe Hayek  
President and CEO

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