



# **JOURNEY** TO ZERO

## **OUR ENVIRONMENTAL, HEALTH AND SAFETY (EHS) PROGRAM GUIDELINES**

Journey to Zero is an initiative that respects our people and communities by improving environmental, health and safety management at Nordson.





Our values provide the foundation for every aspect of our business, including our commitment to maintaining a safe workplace, protecting the environment, and enhancing our security policies. As our company continues to grow, it is important we remain purposeful in our dedication to safety, security and sustainability as a cornerstone to our culture and future growth. Nordson has two key strategies to continuously improve the Corporate Environmental, Health, and Safety (EHS) Program – Journey to Zero and EHS Standards. Both reflect compliance with regulatory requirements, industrial and technological developments, and best management practices.

Journey to Zero is our vision of zero adverse health and safety impacts in our workplace and zero adverse environmental impacts to our communities. Journey to Zero is centered on our value of respect for people and communities throughout our EHS activities. A roadmap of key strategies, processes, and tools, drives the importance of workplace safety and security, environmental compliance, and sustainability across all Divisions.

Our EHS Standards guide our Divisions in protecting the environment and ensuring the health and safety of our colleagues and the communities in which we operate. Consistent with our Ascend strategy's focus on simplification and an owner mindset, the Standards are an updated, consolidated framework of regulations and Nordson expectations. Facilities utilize the Standards and supporting documents as a framework to develop and continuously improve their individual EHS program while meeting regulatory requirements.



**Learn more about each strategy  
on the following pages.**



Journey to Zero is our EHS Vision. This Journey supports Nordson's respect for people and the community through commitment from our leadership and engagement of our employees. Our vision is **zero adverse workplace health and safety impacts** to our employees, the environment and our community.

**As an organization, we'll create a culture of prevention, respect and improvement.**

## OUR COMMITMENT:

### EMBRACE A MINDSET THAT ALL INCIDENTS ARE PREVENTABLE

We embrace a mindset that all workplace incidents are preventable through continuous improvement in our behaviors and risks. Employees proactively identify risks, hazards and threats, so we can integrate defensive measures and encourage safe behaviors.

### STRENGTHEN COMMITMENT & ENGAGEMENT

Employees are responsible for their safety and the safety of those around them, and they are expected to actively participate in maintaining a safe, secure and healthy workplace. We are dedicated to working together.

### PERSIST FOR CONTINUOUS IMPROVEMENT

Journey to Zero is a multi-year focus on an inherently safe and environmentally friendly workplace. Zero represents an ideal state to which we can measure against to continuously improve.



**Our people and the planet are our priority. We are taking initiative to improve behaviors and conditions in our daily operations to safeguard human life and our environment.**



## MANAGEMENT & EMPLOYEE ENGAGEMENT

Leadership is essential in the establishment and sustainment of Journey to Zero. Success lies in having leaders who drive the mindset that all incidents are preventable. Equally important to our success are employees who embrace they are responsible for their own safety and the safety of their fellow employees.



## EHS PERFORMANCE & INCIDENT MANAGEMENT

We continuously improve site performance through incident management, utilizing leading and lagging indicators to reduce risk and unsafe behaviors. Regular communication through town hall meetings, toolbox talks and site Communication Boards, along with immediate reporting of incidents, increases both awareness and mitigation of risk.



## EHS TRAINING & DEVELOPMENT

Site-specific training plans are developed based on employees' area of responsibility, regulatory requirements, company standards and best practices. Training is deployed using various methods including hands on training, in-person classroom training and on-line presentations.

# Journey to Zero Elements

EHS PERFORMANCE & INCIDENT MANAGEMENT

EHS TRAINING & DEVELOPMENT

EHS ASSESSMENTS & AUDITS

EHS OBSERVATIONS

CONTINUOUS IMPROVEMENT

MANAGEMENT & EMPLOYEE ENGAGEMENT



## EHS OBSERVATIONS

Behind every strong EHS program is a culture that encourages employees to identify and report unsafe conditions and behaviors in order to prevent incidents. EHS observations are captured through processes such as site inspections, Gemba walks and employee near miss or observation programs.



## EHS ASSESSMENTS & AUDITS

Fostering a culture that encourages employees to identify and mitigate risk and unsafe behaviors, we utilize best practices to develop assessments and audits to focus on both identification of risks and sustainment. These are completed through cross-functional site teams like EHS Committees.



## CONTINUOUS IMPROVEMENT

We achieve success by planning, executing, evaluating and continuously improving. We recognize and celebrate our accomplishments, while always seeking to do better.



# Elements of our Standards

## POLICY

Nordson's Corporate EHS Policy describes our company's commitment to protecting the health and safety of employees, protecting the environment and meeting the high standards of EHS performance.

## ENVIRONMENT

The environmental standard outlines our requirements related to protecting our planet, especially within the communities where our employees live and work. Expectations include responsibly managing our waste streams and protecting the water and air.

## SAFETY AND HEALTH

Our safety and health standards describe our requirements for providing a safe work environment for our employees, contractors and visitors. Standards represent guidance from regulations, consensus standards and industry best practices.

## TRANSPORTATION

Transportation standards outline requirements for shipping dangerous goods throughout our supply chain by ground, air or water.

## SECURITY

Our security standards describe our requirements for protecting our employees and assets from threats. Standards provide guidance for creating sustainable programs for maximum protection.

## STANDARDS OUTLINE:

<b>100</b>	EHS Policy
<b>101</b>	EHS Committees
<b>102</b>	Management of Change
<b>103</b>	EHS Training
<b>104</b>	Incident Management
<b>105</b>	Contractor / Visitor
<b>200</b>	Environmental Programs
<b>300</b>	Emergency Action Plan
<b>301</b>	Material Handling
<b>302</b>	Welding, Cutting & Brazing
<b>303</b>	Occupational Health
<b>304</b>	Control of Hazardous Energy
<b>305</b>	Electrical
<b>306</b>	Machine Guarding
<b>307</b>	Confined Space
<b>308</b>	Hazard Communication
<b>400</b>	Transportation
<b>500</b>	Security



For more information about our program,  
contact [corporate\\_safety@nordson.com](mailto:corporate_safety@nordson.com).



To learn more, visit our Nordson Workplace Health and Safety web page. [↗](#)

View our EHS Standards on the Nordson Intranet. [↗](#)

Have questions? Contact us at [corporatesafety@nordson.com](mailto:corporatesafety@nordson.com). [↗](#)