

## ENVIRONMENT

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ISSUED TO ALL OLYMEL EMPLOYEES

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NUMBER:

RH-010

ISSUED BY:

- ☐ CORPORATE AFFAIRS
- ☒ ENVIRONMENT
- ☐ CORPORATE HR DEPARTMENT
- ☐ F&A DEPARTMENT
- ☐ TECHNICAL SERVICES
- ☐ GENERAL MANAGEMENT

## 1. Scope

The Environmental Policy applies to Olymel and its subsidiaries. The company asks its employees, managers, partners, associates and affiliated contractors to adhere to this policy and comply with it.

## 2. Purpose

Concerned about protecting the environment and the quality of life of its employees, its customers and the public, Olymel ensures that its companies, activities and products are compatible with the environment. To do this, it makes the following commitments:

### 2.1 LEGAL COMPLIANCE

Olymel must comply with the environmental laws and regulations and deploy the necessary efforts to minimize the environmental impacts of its companies and activities. Environmental compliance audits are conducted and the audit reports are submitted to the managers of the facilities.

### 2.2 EMERGENCY PLAN

Olymel institutes and maintains emergency plans to respond appropriately to environmental emergencies and gives employees training allowing them to apply these emergency plans. The company informs its employees and the neighbourhood about the risks and the procedures to follow in case of emergency and deploys the necessary efforts to minimize the hazards resulting from its activities.

### 2.3 ACQUISITIONS AND INVESTMENTS

Olymel's Investment and Acquisition Policy includes an environmental assessment of the companies and activities it proposes to acquire or launch.

### 2.4 COMMUNITY RELATIONS

Olymel, whenever possible, deploys measures to minimize the impacts of its activities on the neighbourhood and maintains healthy relations with the neighbouring communities of its facilities.

### 2.5 DISTRIBUTION OF THE POLICY

Olymel distributes its environmental policy to its employees and institutes training programs on environmental management and prevention of the environmental risks inherent in its facilities and activities.

## 3. Governance & Application of the Policy

It is incumbent on the President and Chief Executive Officer of Olymel to ensure the application of the Environmental Policy and to produce a report on the environmental performance of Olymel's companies and activities to the Board of Directors as often as necessary, but at least once a year.

The environmental performance reports addressed to Olymel's Board of Directors by its President and Chief Executive Officer must deal with the following subjects, among others:

- The exemptions from the applicable environmental laws and regulations, environmental and ecological incidents, including the spills and releases in contravention of the applicable environmental laws and regulations;
- The initiatives provided for by Olymel, the governments or other organizations that may materially affect Olymel, its companies and its activities;
- Monitoring of environmental performance according to the targets and objectives established for this purpose;
- The action plans and the corrective actions adopted to correct and avoid the repetition of environmental irregularities and incidents.

## 4. Control of Application of the Policy

Olymel's Board of Directors mandates the President and Chief Executive Officer to institute and ensure the implementation of tools for the purpose of maintaining and optimizing the company's environmental management.

An Environmental Advisory Committee designated by the members of Olymel's Executive Committee, and coming from this Committee, is also mandated for the following activities:

- Review the Environmental Policy at least every 5 years and ensure its follow-up;
- Monitor the compliance of Olymel's companies and activities with the environmental laws and regulations;
- Report twice a year to Olymel's Executive Committee and submit recommendations to it for this purpose.

The President and Chief Executive Officer shall ensure that the information on Olymel's companies and activities is transmitted twice a year to the Environmental Advisory Committee.