

QUALITY, ENVIRONMENTAL, HEALTH AND SAFETY (QEHS) POLICY

At Penguin Solutions, we are committed to providing quality products and services that deliver value to our stakeholders while maintaining our focus on environment, health, and safety concerns. To monitor our performance and continually improve, Penguin Solutions has established a QEHS management system that is designed to:

- **Prevent** conditions that pose a threat to human health, safety, or the environment in our processes, and where possible, implement best practices to comply with and exceed QEHS legal and other requirements to which Penguin Solutions subscribes
- **Facilitate** an environment where employee health and safety and environment protection are core values in our journey toward preventing work-related injuries, ill health, and environmental damage
- **Identify and eliminate or reduce** hazards and risks to ensure the safety of our employees, customers, visitors, vendors, suppliers, contractors, and service providers, while also maintaining operational integrity
- **Protect** the environment, including preventing pollution through minimizing waste and reducing emissions
- **Promote** the participation and consultation of employees and any employees' representatives on appropriate QEHS matters



Mark Adams, President and CEO