

NOVUS Chemical Safety Statement

Date: March 23, 2026

Applies To: All Employees, Representatives of Novus International, Inc. and all subsidiaries.

1. Purpose

The NOVUS Chemical Safety Statement serves as transparent communication for products and processes managed by NOVUS, including chemicals of concern, identification of safer alternatives, and ingredient transparency of products. NOVUS is conscious of environmental, regulatory, and sustainable methods for handling, managing and disposing of chemicals. This statement reflects our core values of integrity, collaboration, and innovation, ensuring our actions align with the expectations of stakeholders, customers, and the communities we serve.

2. Chemical Safety

2.1 Chemicals of Concern

- Actively monitor raw materials and finished goods for known chemicals of concern (substances that pose significant risk to health or environment), with special attention to heavy metals, PCBs, dioxins, and other industrial chemical additives compounds.
- Adhere to all applicable international, national, and local laws pertaining to chemicals of concern.

2.2 Safe Products

- NOVUS is a supporter of the American Chemistry Council's Responsible Care® initiative and other organizations like the International Organization for Standardization (ISO) and European Chemicals Agency (ECHA), which promotes the safe handling of chemicals from production to disposal.
- All chemicals, regardless of hazard rating, follow a process which includes chemical and chemistry evaluation, documentation, inventory tracking, safe handling review, and communication to site personnel. These procedures encompass manufacturing, handling, storage, disposal, and utilization of chemicals.
- Determine products' hazard through testing or application of historical scientific studies to evaluate risk within the intended use.
- Through product development, innovation, quality management and maintenance we seek sustainable solutions to current chemical options for employees, customers, and the environment in terms of products as well as efficient use of resources.

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2.3 Transparency of Products

- For all products, we generate labels in a spirit of transparency with understanding that NOVUS products play an integral role in the food chain.
- During the development, innovation, and maintenance of products, NOVUS seeks to increase product understanding to stakeholders through transparent communication.

2.4 Governance, Management, & Compliance

- Everyone contributes to chemical safety. With site specific safety teams, global safety collaborative communication, and executive leadership compliance updates; all levels of the organization can impact NOVUS safety culture.
- Reportable safety incidents, including the appropriate root cause analysis and corrective actions, are discussed with senior management. Incidents are then shared and used in training for continuing education. To prevent and bring awareness to safety, near-miss incidents are encouraged to report and discussed in routinely scheduled safety meetings.
- Employee compliance with safety policies is a requirement for continual employment. Non-compliance may result in disciplinary action, up to and including termination of employment.
- Contractors and other 3rd parties must also follow and adhere to this Chemical Safety Statement; NOVUS will monitor their compliance. Failure to meet this standard and/or other contractual obligations can result in termination of contract and other business relationships.

3. Statement Review and Update

- This statement will be reviewed on an annual basis to ensure continued relevance, accuracy, and effectiveness. Updates will be made as necessary to reflect changes in laws, regulations, best practices and common operations.

Gavin Bowman
Sr. Director, Quality Assurance and Regulatory Affairs

