



Environmental Handout

The purpose of this handout is to inform each person that enters our facility about our Environmental Management System (EMS) program and requirements which adheres to the standards of ISO 14001:2015. As an interested party to Flexco, you have a responsibility to comply with all provisions and rules identified in this handout. You will be asked to leave the property if not abiding by this handout.

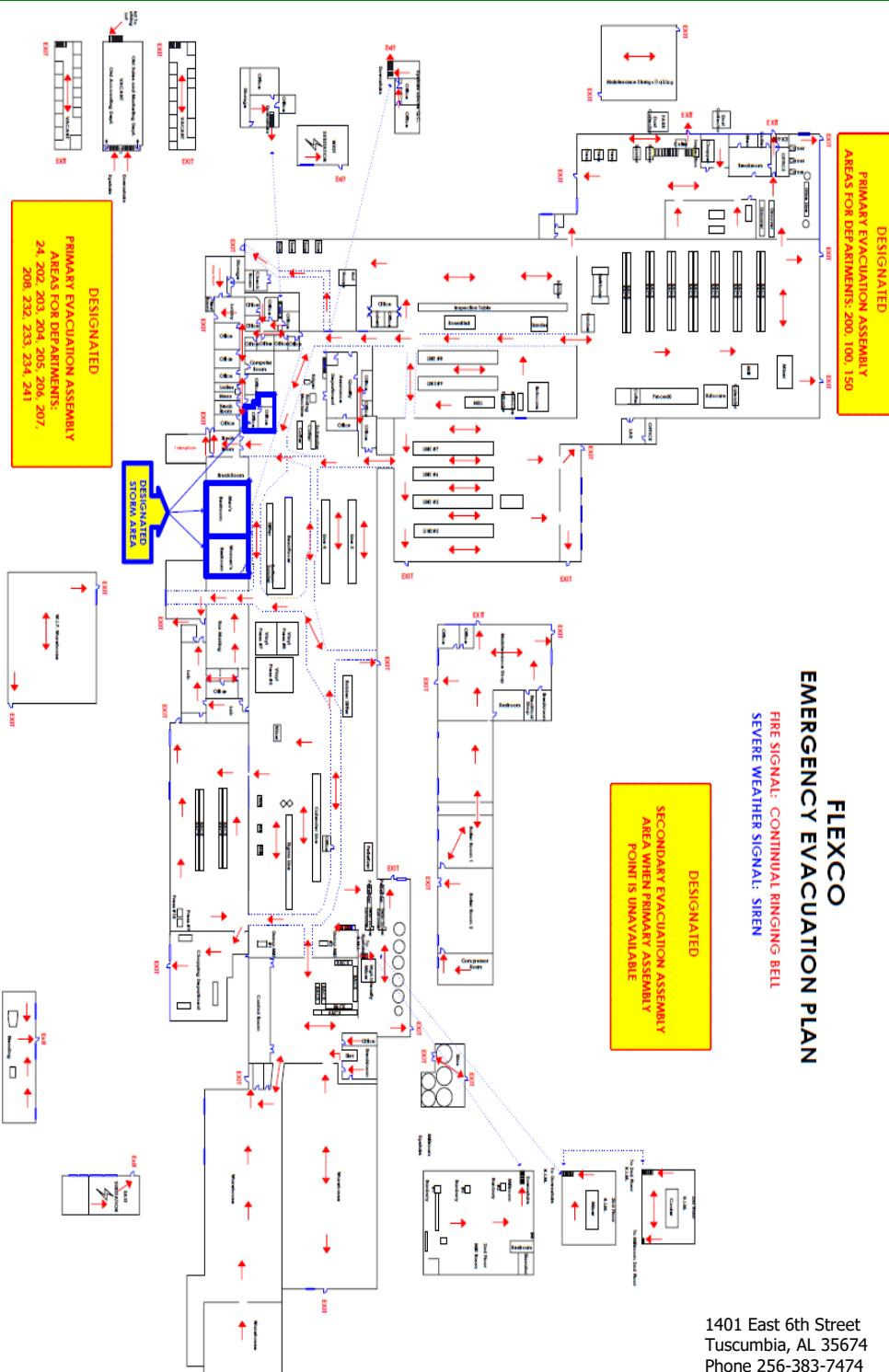


ARRIVAL & DEPARTURE

1. Everyone entering our property must sign in if not issued an access badge.
2. All contractors / suppliers must read and understand this handout.
3. At the conclusion of your visit, you must sign out in the lobby.

THIS PAMPHLET IS NOT A PASS, NOR AN AUTHORIZATION TO WORK

1401 East 6th Street
Tuscumbia, AL 35674
Phone 256-383-7474



ROPPE HOLDING COMPANY

1.0 Mission Statement

Roppe Holding Company (RHC) is committed to providing a safe, secure & healthy work environment within all of its facilities through the prevention of injury, ill health and pollution. This is not just an idea; it is a pledge and must form an integral part of our organization, at all levels, every day!

RHC promises to supply necessary manpower, safeguards, testing measures, equipment, procedures and training in order to maximize the protection of its employees, contractors and guests, as well as, minimizing its environmental impact. This is a shared responsibility and everyone must take ownership of his or her own health & safety, that of coworkers, as well as, the environmental consequences of their actions.

2.0 Policy

Top Management employees will lead by example through active involvement in creating a culture of safety and environmental responsibility. They will ensure that every reasonable precaution is taken for the protection of people and the prevention of pollution through the appropriate resource allocation and the management review process.

Managers and Supervisors will be held accountable for the health, safety and environmental stewardship of workers under their supervision. They are responsible for ensuring that machinery and equipment are safe, that their employees receive adequate training and that EHS rules are followed within their work area. They must also make certain that all identified or recognized EHS hazards are brought to the attention of the appropriate personnel for correction.

Employees at all levels must comply with applicable EHS legal requirements and with RHC EHS programs, plans, policies, procedures, guidelines, rules and work instructions. Employees will use reasonable care and caution, wear appropriate personal protective equipment (PPE) and follow applicable manufacturers' instructions when doing any work. Every employee must utilize safe and environmentally responsible work practices. They are also expected to actively participate in the EHS program through discussions with EHS personnel, as well as, involvement in continual improvement efforts that could help prevent injury, ill health or pollution.

All employees have the responsibility and authority to stop any dangerous situation, potential environmental hazard, training deficiency or unsafe behavior and shall immediately report any such circumstance or intervention to EHS personnel.

3.0 Scope

This policy and the procedures described herein are applicable to all RHC employees, contractors, suppliers and visitors. This policy provides a foundation for the development of environmental, health and safety (EHS) programs and serves as a guideline for expected conduct on behalf of RHC, while also providing direction for employee, contractors, suppliers and visitors to ensure that EHS objectives and targets are met.

- No tobacco use on the business premises
- Clear safety glasses, safety shoes, hearing protection are required inside the production area
- High visibility vests are required in the production area
- Additional safety equipment may be issued by your guide host if necessary
- **DO NOT** operate equipment unless authorized
- **NO** jewelry or loose clothing around machines
- **NO** horseplay allowed
- **REPORT** all injuries or illness to guide host
- **REPORT** any unsafe condition to the guide host
- **REPORT** all chemical or oil spills to guide host

Corporate Sustainability Goals

Goals for four key metrics have been set for the Roppe Holding Company for the period 2016-2025.

Energy Intensity	20% reduction
Greenhouse Gases	20% reduction
Waste to Landfill	25% reduction
Water Used/Consumed	20% reduction

These goals are directly tied into FLEXCO significant aspects with objectives of 2-3% per year reduction. Significant Environmental aspects and objectives are posted throughout the facility.

FLEXCO Environmental Policy

Flexco commits to the
Lowering of negative
Environmental impacts to meet
expectations of interested parties while fulfilling
Compliance obligations and continuously improving
Our environmental management system

Certificate

Standard **ISO 14001:2015**

Certificate Registr. No. 74 300 4272

Certificate Holder:

FLEXCO[™]
AMERICAN-MADE FLOORING
Flexco Corporation
1401 East 6th Street
Tuscumbia AL 35674
USA

Scope: Manufacture of Rubber and Vinyl Flooring Products

Proof has been furnished by means of an audit that the requirements of ISO 14001:2015 are met.

Validity: The certificate is valid from 2023-08-09 until 2026-08-08.
First certification 2017

2023-08-01

TUV Rheinland of North America, Inc.
295 Foster Street, Suite 100,
Littleton, MA 01460

www.tuv.com



ANSI National Accreditation Board

ACCREDITED

ISO/IEC 17021-1

MANAGEMENT SYSTEMS
CERTIFICATION BODY

Certified to
ISO 14001:2015



TÜVRheinland[®]

Precisely Right.