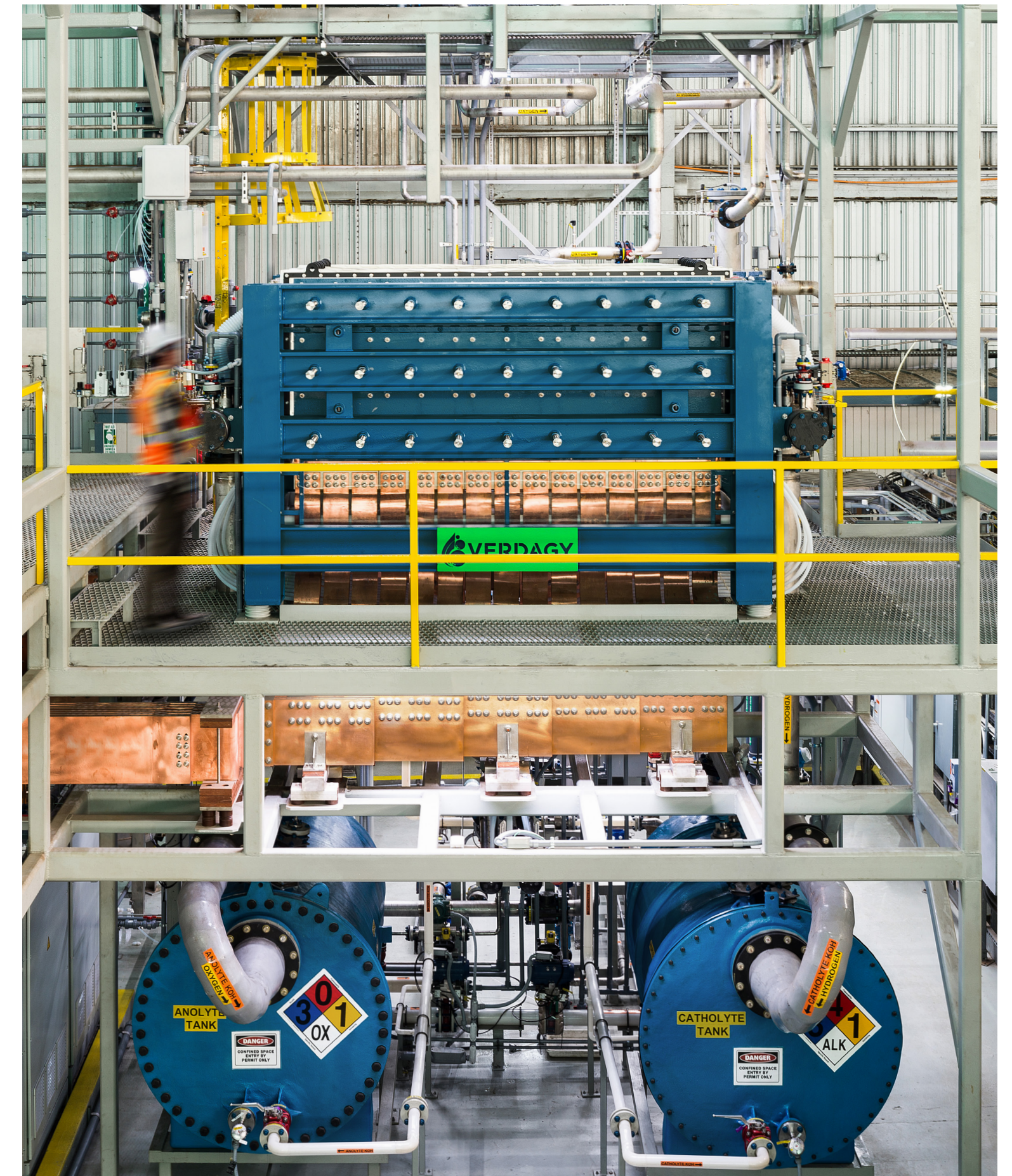


# Health, Safety, Security & Environment Policy





## Message from the CEO & President

At Verdagy, safety is not just a priority. Safety is a core value woven into everything we do, from daily operations to strategic planning and execution. Verdagy's teams sit at the intersection of cutting-edge manufacturing, R&D, and industrial chemistry—a space where safety is paramount, the margins for error are small, and the consequences can be serious.

Operational discipline means doing the right thing, the right way, every time—even when no one is watching. It means verifying that safeguards are not only in place, but functioning as intended. It's about understanding that procedures, barriers, and controls exist to protect our colleagues, our communities, and our critical infrastructure.

I expect every leader to model safe behaviors and every employee to take ownership, speak up when they see issues, challenge unsafe conditions, and suggest improvements. We are moving to a mindset of designing systems that fail safely—because real safety isn't the absence of incidents, it's the presence of strong defenses.

**Together, we will build and sustain a resilient, learning-focused safety culture—one that protects what matters most and ensures we all go home safe, every day."**

**Rahul Bammi**  
CEO & President Verdagy





## The 4 E's of Energy Safety

Safety is achieved through an integrated approach built on four core elements:



### Empowered Leadership

#### How we do it:

We equip leaders at all levels with the authority, training, and expectations to lead safety visibly and consistently.

This includes setting clear safety expectations, modeling safe behaviors, making time for safety conversations, and holding themselves and others accountable for safe outcomes.



### Engaged Workers

#### How we do it:

We foster a culture where all employees feel ownership over safety.

This includes active participation in hazard identification, stop work authority, reporting of near misses, involvement in safety improvements, and regular feedback mechanisms such as safety walks, toolbox talks, and learning teams.



### Elastic Systems

#### How we do it:

We build flexible, resilient safety systems that respond to changing conditions and learn from real work.

This includes adaptive procedures, scalable emergency response plans, proactive risk assessments, and regular reviews to adjust to operational or environmental changes.



### Effective Safeguards

#### How we do it:

We design and maintain robust physical, procedural, and behavioral controls to prevent incidents and reduce the impact of failure.

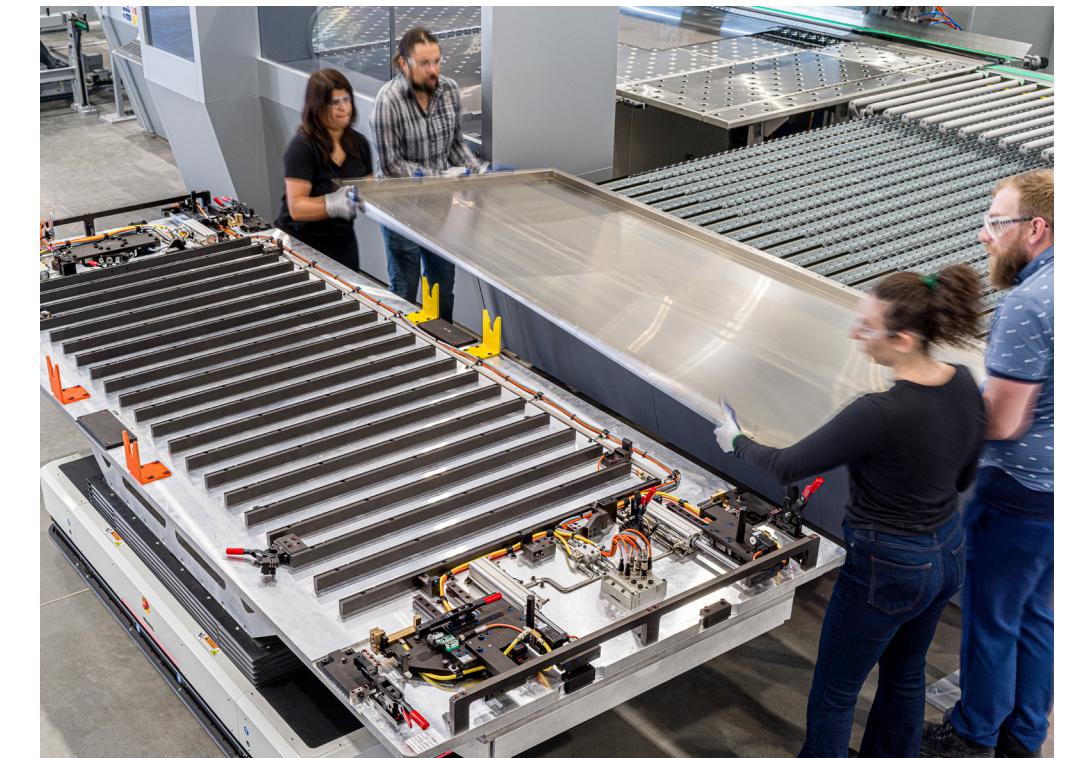
This includes engineered safety features, administrative controls, verification processes, competency-based training, and barrier management to ensure layers of protection remain intact.



# Verdagy's Failing Safe Mindset

Verdagy is committed to protecting its people, the environment and its assets by eliminating luck from the safety equation. We will design systems, procedures, and safeguards that respond in a controlled and predictable way if an action goes wrong or if a process enters a failure state.

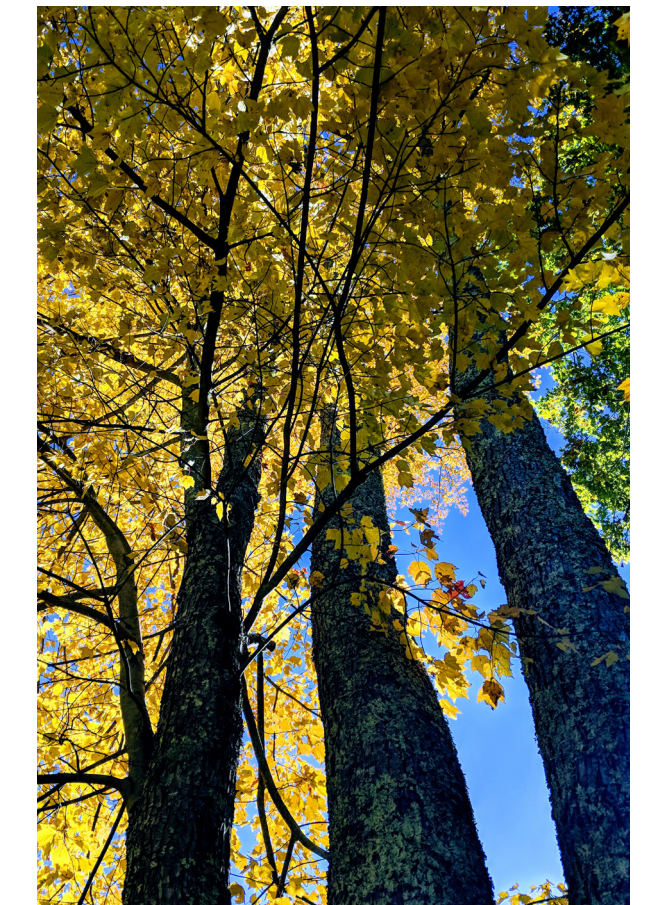
**Safety isn't about avoiding failure;  
it's about building resilience into  
how we work.**





# Hhealth, Ssafety, Ssecurity & Eenvironment Policy

Verdagys objective is to build and sustain a proactive Health, Safety, Security and Environment (HSSE) culture that prioritizes continuous learning, minimizes exposure to serious injury and fatality (SIF) risks, and drives ongoing improvement in health, safety, security, and environmental performance.



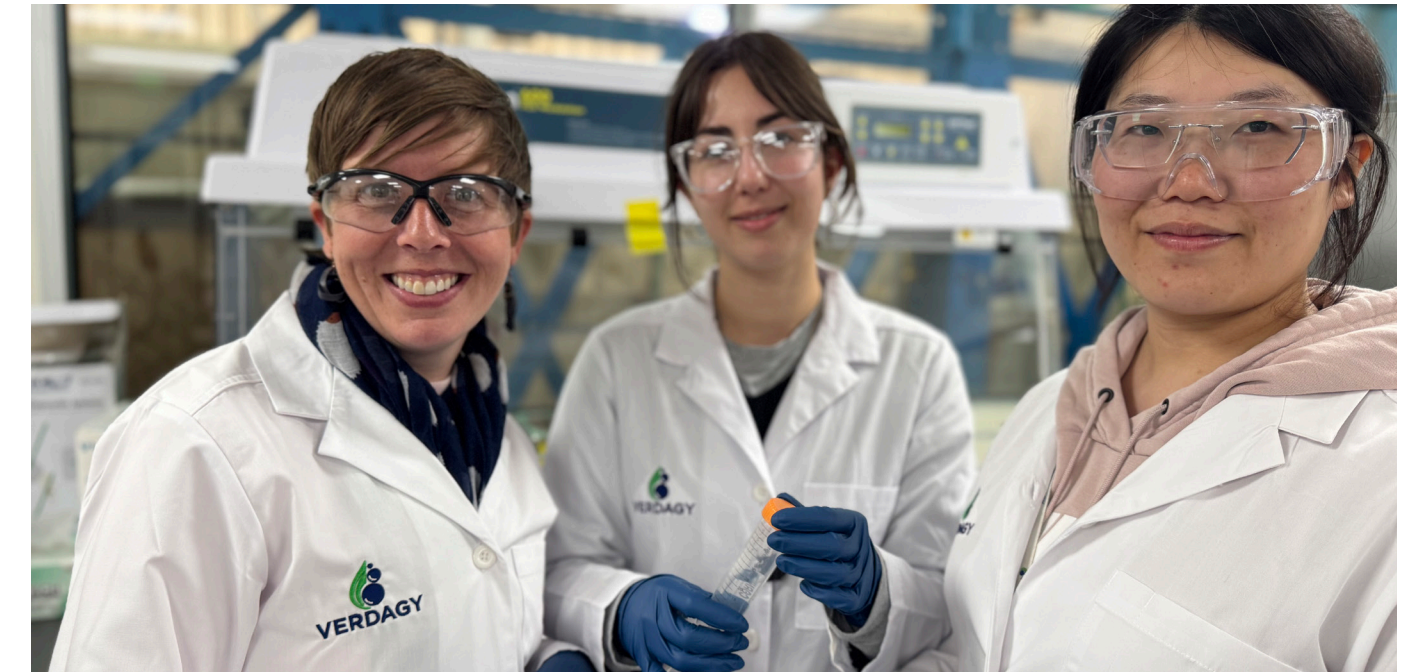
## WE WILL

- Identify and control high-risk hazards through effective risk assessment and mitigation.
- Promote open reporting and learning from everyday work and events.
- Design work environments that support safe, reliable operations.
- Hold leadership and teams accountable for HSSE performance.
- Use leading indicators and field verification to strengthen controls.





# HEALTH



To protect  
the health of  
our people,  
WE WILL

- Implement engineering controls (e.g., ventilation, leak detection systems) to minimize exposure.
- Conduct routine exposure assessments for hydrogen, noise, and other occupational hazards.
- Provide medical surveillance and health monitoring for workers in high-risk roles.
- Enforce the use of appropriate personal protective equipment (PPE) based on risk assessments.
- Train employees on safe handling of hydrogen and related health hazards.
- Ensure rapid access to first aid and emergency response capabilities.
- Promote a culture of early reporting for symptoms and near-miss health concerns.
- Investigate health-related incidents to identify root causes and prevent recurrence.





# SAFETY



To ensure  
the safety of  
our people,  
WE WILL

- Design and maintain systems to prevent fire, explosion, and unintended releases.
- Identify and assess safety risks related to hydrogen production, storage, and handling.
- Apply strict lockout/tagout and permit-to-work procedures for hazardous tasks.
- Provide task-specific safety training and ongoing competency assessments.
- Conduct regular safety drills, including evacuation and emergency shutdowns.
- Investigate safety incidents and near misses to drive corrective actions.
- Use safety audits and inspections to verify compliance and system effectiveness.
- Foster a culture where all employees are empowered to stop unsafe work.





# SECURITY



To protect  
the physical  
security of  
our people,  
assets, and  
operations,  
WE WILL

- Control site access through secure entry points, badging, and visitor protocols.
- Maintain perimeter barriers, lighting, and fencing to deter unauthorized access.
- Monitor facilities with surveillance systems and intrusion detection technologies.
- Train employees on recognizing and reporting suspicious activity.
- Conduct background checks for personnel in sensitive roles.
- Develop and regularly test site-specific security emergency response plans.
- Investigate all security breaches and take corrective action.
- Coordinate with local authorities and stakeholders on threat preparedness.





To protect the  
environment  
and minimize  
our ecological  
impact,  
WE WILL

- Identify and control environmental risks related to hydrogen production and storage.
- Prevent releases through proper containment, leak detection, and maintenance.
- Comply with all applicable environmental laws, permits, and reporting requirements.
- Monitor emissions, waste, and resource usage to track environmental performance.
- Reduce waste generation through recycling, reuse, and process optimization.
- Train employees on environmental responsibilities and spill response procedures.
- Investigate environmental incidents and implement corrective actions.
- Promote continuous improvement in sustainability and environmental stewardship.





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