

EFFECTIVE: March 14, 2018

**CORPORATE SUSTAINABILITY POLICY OF
AIRBOSS OF AMERICA CORP.**

1. SCOPE

This policy applies to AirBoss of America Corp., its operating divisions, subsidiaries and sponsored joint ventures (collectively, “AirBoss”).

2. PURPOSE

This policy was written to provide all AirBoss employees with a set of guidelines for AirBoss corporate social responsibility (“CSR”) and sustainability initiatives, in order to assist AirBoss in providing tangible benefits to the communities in which it operates.

3. POLICY

AirBoss CSR and sustainability policies are and will be founded on the following:

- AirBoss will conduct business in a safe, socially responsible and ethical manner.
- AirBoss will integrate community investment considerations into decision-making and business practices.
- AirBoss will learn from, respect and support the communities and cultures in which it conducts its business.
- AirBoss will integrate waste avoidance and reduction initiatives that focus on optimizing the efficiencies of space, time and materials.
- AirBoss will seek to endorse and deliver cleaner and more efficient energy solutions.
- Environmental sensitivity is a fundamental part of the AirBoss approach and as such, everyone has a role in ensuring that our activities are consistent with sound environmental management and the principles of sustainable development, as expressed in applicable environmental legislation.
- AirBoss recognizes the need for vigilance and continuous improvement in the implementation development of CSR and sustainability practices.
- AirBoss aims to lead by example in the area of CSR and Sustainability.

4. RESPONSIBILITY

4.1 Senior Executives (CEO, President, COO, CFO, Executive VPs, VPs and Division Presidents)

- Ensure the full dissemination of this policy as well as CSR and sustainability success stories throughout the company.

- Ensure the day-to-day practice and enforcement of the processes outlined in this policy, ensuring good corporate citizenship in a manner consistent with applicable laws and regulations and requiring honesty and integrity from all employees.
- Demonstrate leadership, through their actions and words, in regard to their commitment to this policy.
- Take personal pride and accountability for their role as a member of the senior executive team in responding to any report of behaviour that is inconsistent with this policy.

4.2 All Employees

- Be familiar with this policy and appreciate the need for sensitivity to safety, environmental, social and ethical considerations.
- Report any safety, environmental and/or social concerns to your manager, the relevant safety committee or to the AirBoss legal department. Any issues raised may be included in reports provided to both the senior executive team and the board of directors.
- When AirBoss contractually accepts risk for environmental liability or enhanced environmental and/or social obligations, ensure that appropriate contractual terms are included and that appropriate provisions are made, including for contingent liabilities.

5. GUIDELINES

- AirBoss managers are responsible for implementing plans and procedures for demonstrating and maintaining compliance with all safety and environmental regulations and conditions of permits and approvals.
- Management and employees are encouraged to integrate CSR and sustainability objectives into their operational and financial objectives.
- AirBoss employees are encouraged to contribute to their communities through involvement in charitable, community service and professional organizations. AirBoss is committed to building relationships within communities by contributing to the areas served by our company, either by our corporate involvement or through the services we provide. All such contributions and personal involvement must be in compliance with the AirBoss Code of Business Conduct and Ethics and other AirBoss corporate policies.
- Corporate social responsibility values and environmental sensitivity must be continuously conveyed and reinforced to all AirBoss employees to assist with meeting the above requirements.