



**Kimball**<sup>®</sup> Electronics  
Lasting relationships. Global success.

## **Safety, Environmental, and Facility (SEF) Policy**

Kimball Electronics Inc. is committed to conducting its operations while providing our workers a safe and healthy workplace in accordance to the following principles:

### Safety

- Our organization is committed to being Health and Safety friendly by providing a safe working environment for all employees, visitors, and contractors.
- Our organization will ensure that we comply with the latest applicable statutory, regulatory and other safety/health requirements.
- We will ensure the safe handling, storage, use and disposal of all substances, processes and materials, especially those considered as hazardous to health and safety.
- We will work for continual improvement as we proactively reduce occupational injury and illness risks or hazards while promoting the health and well-being of our employees and interested parties.
- The involvement of our workers in the OH&S management system will be paramount.

### Environmental

- We will adhere to and observe all relevant environmental legislation, regulations, customer specifications, and other requirements that apply to our organization.
- We are committed to the continuous development of best practices and expertise in a sustainable environmental discipline.
- We will pursue pollution prevention by continuously striving to minimize the negative impact on our environment, through a process of continuous improvement in our environmental performance that supports our sustainability strategy.
- The EMS Management Representative will review all pertinent changes to our business to determine how they impact our environment.

### Facility

- Provide workplaces that our employees can take pride in.

We ensure that this Policy is reviewed annually, communicated to all employees, and made available to the public.