



ENVIRONMENTAL, HEALTH, AND SAFETY MANAGEMENT PROGRAMS

For PMI, sustainability means creating long-term value for our shareholders and for society by actively reducing the impact on the environment of our products, operations and value chain.

We deploy within our direct operations (i.e., factories, offices, warehouses, and fleet) a range of environmental, health, and safety management programs that are documented in various internal policies. These programs include, but are not limited to, the topics summarized below.

The descriptions below explicitly align with S&P Corporate Sustainability Assessment language to confirm the presence of programs in a manner that meets external stakeholder expectations.

This publication reflects PMI's current programs and policies based on the information available at the time of publication in June 2024. Changes in circumstances or new information could impact the accuracy of certain details. For more information on our broader sustainability programs and policies, please reference [PMI's Integrated Report 2023](#).

Energy Management Programs

PMI has energy management programs that cover, among others, the following elements:

- Energy audits to identify opportunities for improving energy performance¹
- Quantified targets to address energy savings¹
- Actions to reduce the amount of energy use
- Evaluation of progress in reducing energy consumption
- Use of clean or green energy
- Investments in innovation or R&D to decrease energy consumption¹
- Energy efficiency training provided to employees to raise awareness of energy consumption reduction

Waste Management Programs

PMI has waste management programs that cover, among others, the following elements:

- Waste audits to identify opportunities for improving waste performance
- Action plans to reduce waste generation
- Quantified targets to minimize waste¹
- Waste reduction training provided to employees
- Integration of recycling programs to reduce the waste sent to landfill¹
- Waste diversion from landfill is certified by an independent accredited body¹



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Water Efficiency Management Programs

PMI has water efficiency management programs that cover, among others, the following elements:

- Water use assessment to identify opportunities for water efficiency improvements
- Actions to reduce water consumption
- Actions to improve wastewater quality¹
- Establishment of targets to reduce water use¹
- Application of water recycling
- Awareness training provided to employees on water efficiency management programs

Occupational Health & Safety (OHS) Programs

PMI has OHS management programs that cover, among others, the following elements:

- OHS risk and hazard assessments to identify what could cause harm in the workplace
- Prioritization and integration of action plans with quantified targets to address those risks
- Integration of actions to prepare for and respond to emergency situations
- Evaluation of progress in reducing/preventing health issues/risks against targets
- Internal inspections
- Procedures to investigate work-related injuries, ill health, diseases and incidents
- OHS training provided to employees and/or other relevant parties to raise awareness and reduce operational health & safety incidents
- OHS criteria introduced in procurement and contractual requirements
- Independent external verification of health, safety and well-being: ISO 45001¹

We make this **Environmental, Health, and Safety Management Programs** overview publicly available on www.pmi.com

Scott Coutts

Senior Vice President Operations

¹ References marked with a 1 are only applicable to our factories.