



# 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 and all participants in our value chain safe and healthy workplaces in accordance to the following principles. This Policy applies to all of our operations and facilities; our suppliers; contractors; and other service providers and key business partners; the products and services we produce; and our logistics functions that interact with partners in our value chain. At Kimball Electronics, the Director of Safety, Environmental and Facilities implements this Policy together with our global SEF Managers at each facility. Together, they are responsible for day-to-day safety, environmental, climate, and SEF issues.

### Safety

- Safety is a value at Kimball Electronics – unlike priorities, values never change.
- 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 performance and 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.

### Facility

- Provide workplaces that our employees can take pride in.

### We are committed to:

- Executive management review of all pertinent changes to our business to determine how they impact our environment.
- Board review, monitoring, and engagement with management on the development of SEF policies, programs, goals, and progress.
- Setting priorities, action plans, and quantitative and qualitative targets for our continuous improvement efforts.
- Training our employees to understand the impacts of their work activities on SEF issues.
- Reviewing this Policy annually and raising awareness of it by communicating this Policy to all employees.
- Raising awareness of this Policy, SEF impacts of our business, and the programs and training we implement through public disclosures to our internal and external stakeholders.