

OSI SYSTEMS, INC.



Environmental Policy

Global Policy

Revised October 2019

As a business committed to making the world safer and healthier, we have a responsibility to be good stewards of the environment in which we operate. A sensible approach to environmental policy makes us more efficient and reduces our liabilities, helping our business grow sustainably.

Our Policy

At OSI Systems, we recognize the importance of preserving natural resources for future generations while making the most efficient use of those resources as we grow the company. We are committed to the integration of sound environmental practices into our business decisions, as well as to complying with applicable environmental standards and regulations. As a part of this commitment, we have adopted six core principles:

- We will always comply with all applicable laws, directives and regulations governing environmental protection – we see this as a first necessary step toward environmental responsibility.
- We will promote environmentally conscious practices inside and outside the company and encourage employees at all levels to be engaged.
- We will provide and maintain effective and practicable environmental controls which will minimize our impact on the environment and reduce our future liabilities. In particular, we will manage chemicals in a responsible manner and strategically operate manufacturing facilities to reduce environmental impacts and provide a safe and healthy work environment for our employees. We acknowledge the right to water as a basic human right. We must ensure access to safe drinking water and sanitary facilities for our staff both at our facilities and at our vendors' facilities.
- We apply sensible environmental, economic, and social sustainability principles in our work, aimed at increasing efficiencies and reducing waste.
- We will strive to produce quality products designed with sustainability and longevity in mind, reduce energy and raw material consumption, source supplies locally wherever possible, and minimize waste from our operations.
- We will measure and review our performance and strive for continual improvement.

We aim to provide products and services that are of the highest standards in a way that respects the environment.

Accountability

Environmental stewardship is a shared responsibility throughout the organization, and all employees will be held accountable for adherence to our policy.

Our Environmental Goals

- 100% compliance with all applicable environmental laws and directives
- Increase use of renewable energy sources and energy efficient equipment
- Reduce waste and increase efficiency in our operations
- Reduce the volume and toxicity of hazardous substances used in our processes
- Engage employees to be fully aware of environmental practices and policies

What is your role?

All employees are expected to follow the following procedures:

Act and work responsibly by:

- Following applicable environmental regulations and the OSI Environmental Policy as applied to your location and type of work, whether at an OSI location or off-site,
- Seeking guidance from your local environmental compliance officer to ensure that planned activities are compliant with applicable environmental regulations / directives,
- Handling all hazardous substances with care and according to the instructions and guidelines provided by OSI and the product manufacturer,
- Disposing of chemical waste in compliance with applicable environmental regulations, company guidelines, and in accordance with OSI's Hazardous Waste Management Policy, and
- Wearing proper personal protective equipment (PPE) and encouraging co-workers to do the same.

Care for yourself, your co-workers, and the environment around you by:

- Following applicable chemical handling practices (per applicable safety procedures and manufacturers' instructions) and encouraging co-workers to do the same,
- Participating in recycling programs, waste reduction schemes, and other "green" initiatives at your location, and
- Encouraging our suppliers and business partners to comply with applicable laws and regulations, as well as our Company's standards, when on an OSI site or acting on behalf of OSI.

Recognize and report poor chemical handling practices by:

- Watching out for and reporting wasteful practices to management,
- Cleaning up spills of hazardous substances immediately in accordance with proper safe handling practices, and
- Reporting any improper or illegal disposal of waste immediately to management.

Participate in environmental training and sustainability programs, including by:

- Ensuring you complete any required environmental training,
- Making sure you know what to do if an emergency, including a chemical spill and / or release, occurs at your place of work, and
- Placing all recyclable waste products in proper containers.

Recommend improvements and corrective actions, including:

- Speaking up about wasteful behaviors and / or ideas about how to make our operations cleaner and more efficient, and
- Participating in company and / or department audits on environmental compliance.

Minimize waste and preserve resources by:

- Being conscientious about wasting energy and other resources, and turning off lights and non-essential equipment when not in use,
- Avoiding wasting paper by printing only the documents you need and by using double-sided printing whenever possible, and
- Using reusable (washable) cups and dishes when consuming drinks and food at work.

Support your local community by:

- Encouraging the use of locally-sourced supplies and materials whenever possible,
- When feasible, seeking to hire workers who live close to our facilities,
- Caring for the local environment surrounding our facilities, for example by keeping places clean and free of litter, disposing of trash and cigarette butts in proper receptacles, parking in designated areas, and participating in local rideshare programs (when available).

Leadership Responsibilities

Managers and supervisors, line lead workers, and design, process, and manufacturing engineers must be familiar with the procedures mandated under this policy and assure their implementation.

OSI divisional leadership must ensure that appropriate resources are available to provide for adequate control equipment, awareness programs and the institution of best practices worldwide in consideration of the following: legal requirements and governmental policies, customer expectations and concerns, short- and long-term benefits, costs and liabilities, and viable material and process alternatives. In addition, division leaders must:

- Delegate responsibilities for environmental management at all manufacturing facilities to appropriate individuals and/or departments,
- Institute policies and practices to ensure that chemicals and hazardous waste are managed according to regulatory requirements and best handling practices,
- Ensure that development and engineering plans consider environmental impacts of our products,
- Assess the usage of resources such as energy (e.g. electricity, natural gas, fossil fuels, water, chemicals and other raw materials) and evaluate methods to conserve those resources and minimize waste,
- Maintain emergency response plans with suitable containment measures to reduce the possibility of and severity of accidental spills, releases or other events that could cause environmental damage (where applicable),
- Audit compliance status with applicable governmental regulations and corporate policies at least annually, and
- Report on environmental progress and achievements as well as compliance gaps, emergencies and other incidents to the Corporate Director of Global EHS Compliance.

Implications for our Suppliers, Vendors, Sub-Contractors, and Affiliates

We expect our business partners to:

- Operate in a manner that is protective of the environment,
- Comply with all applicable environmental regulations and obtain all necessary environmental permits, licenses or other relevant authorizations, and
- Establish systems to ensure the proper management of waste, air emissions, and wastewater discharges.

Policy Enforcement

This policy is overseen by the Corporate Environmental, Health, and Safety (EHS) Compliance Department under the supervision of the Corporate Director of Global EHS Compliance, whose team will audit environmental compliance status on a scheduled basis, conduct regular and unplanned compliance inspections, set corporate objectives and review progress, receive and review incident reports, liaise with local and divisional leadership and EHS representatives, and provide guidance and support where needed to achieve environmental objectives and to respond to emergency incidents.



To report any unethical conduct, hazardous conditions, or behavior which is not compliant with this policy or the law, contact your manager, EHS, Compliance, or the OSI Ethics Hotline at:
<http://osi.ethicspoint.com>

Policy Information

Owner

Director, Global EHS Compliance
OSI Systems, Inc.

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Review Cycle

Bi-Annual

Application

This policy applies to all officers, directors, employees, contractors, and part-time and temporary workers employed by, or under the control of, OSI Systems and all of its global subsidiaries.