



Environment, Health, and Safety Policy

December 2023

Supreme Maintenance Organization (SMO), an industry leading janitorial service company operating in the Southeastern United States, with corporate offices in Greensboro, North Carolina, is committed to upholding the highest standards of environmental, health, and safety (EHS) practices in all aspects of our operations. We recognize our responsibility to protect the well-being of our team members, customers, the environment, and the communities we serve. This policy outlines our commitment to achieving these goals.

Environmental Responsibility:

1. Compliance: SMO will continue to comply with all applicable federal, state, and local environmental laws and regulations, while seeking opportunities for exceeding compliance when feasible.
2. Resource Efficiency: We will reduce our environmental footprint by conserving resources, minimizing waste, and optimizing energy and water usage in our operations by:
 - a. Utilizing cleaning chemical systems with smart dispensing systems to minimize waste, ensure proper cleaning and team member and building occupant safety.
 - b. Implementing industry recognized green cleaning procedures, tools and equipment.
 - c. Implementing practical and efficient dispensing systems for paper and soap products to ensure their proper use and minimize waste.
 - d. Specifying the use of products that are environmentally preferable and minimize environmental effects in production, use and disposal.
 - e. Participating actively in our customer's recycling efforts to reduce strain on local landfills.
3. Pollution Prevention: SMO is dedicated to preventing pollution, reducing emissions, and mitigating any adverse environmental impacts associated with our services in so much as it is possible.

Health and Safety Commitment:

1. Team Member Well-being: We are committed to providing a safe and healthy work environment for all team members. SMO will continually assess and improve health and safety conditions, aligning with industry best practices and comply with the safety and health standards contained in the Occupational Safety and Health Act (OSHA) and all state and local health and safety regulations.
2. Training and Awareness: SMO has created a workplace safety program, and all team members will receive comprehensive and ongoing training to ensure they are aware of potential hazards and equipped with the knowledge and tools needed to work safely. Details about specific procedures such as Hazard Communication, Blood borne Pathogens, Safety Data Sheets and General Safety and Health Rules (which include lifting and chemicals) are found in our Team Member Safety and Security Handbook.

3. Incident Reporting: Each team member is expected to obey safety rules and to exercise caution in all work activities and SMO encourages team members to promptly report any health and safety concerns, incidents, or near-miss events to enable timely corrective actions.
4. Emergency Preparedness: We will maintain emergency response plans, conduct drills, and provide resources to effectively respond to and mitigate emergencies.

Customer and Community Relations:

1. Customer Engagement: SMO will work closely with our customers to develop cleaning plans that align with their environmental, health, and safety goals, promoting eco-friendly and health-conscious practices wherever possible.
2. Community Impact: We will engage with the communities that we serve to support initiatives that contribute to the well-being of its residents, actively participating in community service activities.

Continuous Improvement:

1. Regular Assessment: SMO will regularly review and assess our EHS performance to identify areas for improvement.
2. Goal Setting: We will establish measurable targets and objectives to drive continual improvement in our EHS practices.
3. Team member Engagement: Team members at all levels will be encouraged to contribute to EHS initiatives and participate in driving positive change.

Communication:

1. Transparency: SMO will communicate openly with team members, customers, and the public regarding our EHS efforts and performance, making relevant information available to all stakeholders.
2. Compliance: We will maintain an open dialogue with regulatory authorities and stakeholders regarding environmental, health, and safety concerns.

This Environment, Health, and Safety Policy is endorsed by the leadership of Supreme Maintenance Organization and is communicated to all team members and stakeholders. SMO is committed to demonstrating our dedication to environmental stewardship, health and safety, and continual improvement in all our janitorial service operations. We will strive to maintain our reputation as a responsible and conscientious member of the communities we serve.

Furthermore, team members, customers, and vendors may access this policy through our website at www.smoworks.com.