Global Health and Safety Policy

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1 Scope

This Policy applies to all Emerson manufacturing operations, field services, and office locations worldwide and the employees, contractors, visitors, joint ventures and subsidiaries in which Emerson has management or operational control.

This Policy will be reviewed, and the revised version published on an annual basis.

2 Commitment to Safety and Health

At Emerson, Health and Safety is a Core Value, embedded in how we lead, operate, and make decisions to provide a safe place to work for our employees. We believe that a truly high-performing organization is one where people feel safe, supported, and empowered to contribute their best work. Our commitment is simple and unwavering: every employee goes home safe, every day. We extend this mindset to our people, communities, suppliers, and customers, as it is foundational to our success.

3 Enhancing our Safety Culture

At Emerson, safety is built on proven industry principles and the practical tools that sustain our culture. Leading organizations know that clear expectations and consistent reinforcement of key behaviors are what drive strong safety performance.

This led Emerson to establish 12 Lifesaving Behaviors, the foundation for how we operate. These behaviors target critical practices that reduce exposure to high-risk work and prevent serious injuries.

By strengthening pre-work planning, elevating situational awareness, and encouraging proactive decision-making, we aim to control risk exposure. Every individual plays an active role in protecting themselves and their colleagues, driving accountability and operational excellence across Emerson.

4 H&S Principles

We demonstrate Health and Safety as a foundational value with the following principles:

Leadership Support

- Leadership will champion H&S strategic initiatives, by modeling safe behaviors, and include the control of high-risk work activities in the decision-making process.
- H&S communication is integrated into business performance discussions at all levels of the organization.
- Recognition and coaching processes are established to reinforce H&S expectations and culture.
- H&S performance expectations are a requirement of employment, with noncompliance subject to disciplinary action.
- H&S objectives are established and evaluated as part of the business planning process to drive continuous improvement in H&S performance.
- Relevant laws, regulations, and other H&S obligations are proactively identified and managed through compliance action tracking systems.
- Planning is established and followed with expectations to proactively identify and address evolving H&S aspects and impacts, as well as to ensure risks related to third-party activities are effectively identified and managed.
- A strong process is in place for due diligence and integration of acquisitions, including opportunities and best practices associated with H&S.

Safety and Health Standards

- The Emerson Health and Safety Commitment Statement is broadly distributed, and the expectations of each are communicated to all Emerson employees.
- Specific procedures and work instructions are developed to ensure the execution and application of best practices.
- Tools and training are developed to facilitate the implementation of H&S standards across Emerson operations.
- Emerson leadership at all levels are involved in the implementation and oversight of H&S policies, standards, and procedures. Emerson facilities will consider the pursuit of relevant certifications and registrations as part of their H&S management programs, including but not limited to ISO 45001 registration.
- We promote employee health and well-being by maintaining a safe and professional work environment, one where drug and alcohol use is not permitted.

Incident Preparation and Management

- Emergency response and crisis management systems are in place with plans that are documented and effectively communicated to users.
- Simulations, exercises, and drills are conducted to verify emergency response plan readiness and identify opportunities for improvement.
- Procedures are in place to ensure critical incident communication needs are clear and consistent.
- Incident reporting is embraced across the organization to improve our processes. This includes near misses, injuries/illnesses, regulatory violations, property damage, and other reported events.
- Incidents are analyzed to identify root causes, and actions are implemented to prevent recurrence.
- Action items are tracked to completion and verified.
- Incidents of higher severity or risk are shared across the business to enhance organizational learning and prevent recurrence.

Active Monitoring and Continuous Improvement

- H&S performance is monitored through a combination of leading and lagging indicators but with a primary emphasis on performance-based metrics.
- H&S performance data is included in business reviews and operational dashboards.
- Routine self-assessments and audits are carried out by competent individuals to monitor execution to established standards.
- Local inspection programs are established to maintain good housekeeping, identify unsafe conditions, monitor unsafe behaviors, and recognize potential non-conformances to H&S expectations and requirements.
- H&S actions are documented, assigned, and tracked to completion.
- Data is analyzed to identify trends, establish improvement objectives, and drive global awareness related to H&S performance. We track many key performance indicators, including but not limited to, recordable injuries, first aid, near misses, hazards, observations, action item completion, audits, and improvements.
- Emerson celebrates H&S successes with celebrations including the annual Emerson Safety Day celebration, as well as awards including the annual Emerson Safety Leadership Award.

Trained and Competent Workforce

- Job-specific training is defined, executed, documented, and reviewed annually by each Emerson location based on company and local requirements.
- Processes are in place to ensure training is provided to all employees prior to facing risks of a new job (new hires, cross training, and job transfers), new equipment, new processes, or other operational or procedural changes.
- Training needs for visitors and contractors have been defined and documented. Training requirements are met prior to initiating visits or work activities.
- Contractors are expected to comply with Emerson requirements when performing work and are required to participate in risk assessment processes prior to initiating work.
- Emerson's field service teams are provided with the appropriate tools and training to support the work activities performed at customer locations.

5 Roles and Responsibilities

The Emerson executive team endorses and supports this policy through formal approval and by actively promoting H&S principles, setting expectations across the organization. The roles and responsibilities described below are a minimum standard and may require additional duties.

Chief Executive Officer, Chief Operations Officer, and Chief Sustainability Officer	The CEO, COO and CSO integrate health and safety (H&S) risks into decision-making and model safety as a core, foundation value. They provide strategic direction and support for managing H&S issues, holding senior leaders accountable for implementing the H&S policy and management system. The COO and CSO also lead the Emerson Safety Council.
Senior Leadership (Presidents and Vice Presidents)	Senior Leadership (Presidents and Vice Presidents) provide leadership and resources for H&S policy implementation, integrate H&S metrics into operational goals, recognize safe behaviors, and respond urgently to incidents. They ensure H&S awareness is integrated into meetings and actively participate in H&S committees and councils.
Business Group and World Area H&S Leaders	Business Group and World Area H&S Leaders develop and manage global H&S standards to comply with Emerson and regulatory requirements and communicate potential gaps to leadership. They provide tools for H&S programs, monitor H&S performance, analyze trends, and set action plans for continuous improvement. In addition, they also share best practices globally and serve as H&S experts on the Emerson Safety Council.
Site and Group Leaders	Site and Group Leaders oversee site H&S management, monitor performance, develop action plans, and ensure global standards are implemented. They integrate H&S into daily operations, budget for H&S performance, communicate leadership behaviors, and support the site's H&S Leader, also partnering with Business Group and World Area H&S Leaders to address serious incidents.
Business Unit,Business Unit World Area, and Site H&S	Business Unit, Business Unit World Area, and Site H&S Leaders develop site-specific work instructions, policies, and guidelines to ensure compliance with local and Emerson H&S requirements. They lead H&S communication routines, monitor training compliance, and establish performance indicators. They integrate safety into supervisory routines, oversee incident reporting, support incident reviews, and communicate safety initiatives.
Site Human Resources	Site Human Resources communicate H&S expectations during interviews and onboarding, include H&S leadership in training programs, and incorporate H&S performance into reviews. They support accountability for H&S expectations through collaboration with management and track H&S-related training.
All Employees	Employees should integrate H&S risks into decisions and work in accordance with Emerson's 12 Lifesaving Behaviors and I Own Safety principles. Employees also complete safety training, know job hazards, and participate in H&S improvement activities. They are expected to follow Emerson's safety principles, report H&S concerns and injuries promptly, and stop work when there is a risk of harm to themselves or someone else.

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