



Our Commitment to Safety, Health, and the Environment

Reliance, Inc. is committed to providing a safe and healthy workplace for our employees, contractors, and visitors. We also strive to be a reliable and sustainable supply chain partner by demonstrating responsible transport and environmental stewardship in the communities where we operate.

By integrating our core values of Relationships, Responsibility, Resiliency, Resourcefulness, and Reliability into our operational procedures and behaviors, we aim to create a world-class culture. Reliance will continuously focus on sustainable, compliant Environmental, Health, and Safety (EHS) practices and systems. Our goals are to prevent injury, illness, and transport incidents, minimize waste, and reduce our environmental footprint by:

- Conducting business ethically and in accordance with our Code of Conduct and all applicable EHS laws, regulations, and company procedures.
- Providing workers and visitors with the necessary skills, knowledge, and tools to work safely in an environment that proactively reduces the risk of injury, illness, and transport events.
- Ensuring appropriate resources are in place to support corporate expectations and continuous improvement goals.
- Designing, operating, and maintaining our facilities and equipment following the hierarchy of control principles.
- Operating in a manner that minimizes waste and prevents air, water, or soil quality degradation in compliance with applicable laws and operating permits.
- Collaborating with and seeking input from workers, customers, suppliers, and other stakeholders to promote accountability, continuous improvement, and transparency in all our EHS systems and actions.
- Thoroughly investigating EHS-related incidents to determine root causes and implementing systemic solutions to prevent recurrence.
- Integrating EHS throughout our business and operations by leveraging leadership, proactive engagement, hazard recognition, near-miss reporting, and personal responsibility to mitigate EHS risk with urgency.

All Reliance employees are accountable for ensuring we meet the expectations of this policy.

A handwritten signature in black ink that reads 'Karla Lewis'.

Karla R. Lewis

President and Chief Executive Officer