

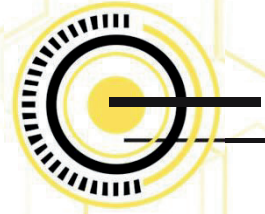


2023 ESG REPORT

WHEN SAFETY MATTERS,
WE'RE READY™



TOTAL SAFETY



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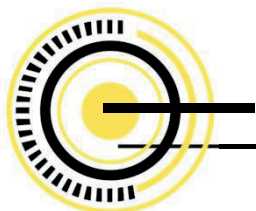
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PATH FORWARD





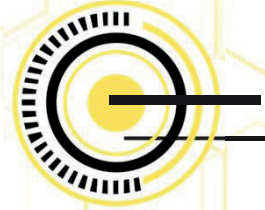
EXECUTIVE SUMMARY

Total Safety is the leading global provider of integrated safety, supply and compliance solutions supporting the refinery, petrochemical, utility and other end markets. We provide our customers with the safest and most efficient operational experience, and ensure our employees receive the most comprehensive training and career development opportunities. We have a strong commitment to our people and the people we serve. People are at the core of everything we do. We protect their safety and wellbeing, keeping them accountable and responsible. We empower them to be the best they can be, while demonstrating honesty and integrity in all that we do.

This release marks the inaugural Environmental, Social and Governance (ESG) Report for Total Safety. In 2023 the company made tremendous strides in building a formal sustainability program, engaging stakeholders in the process, implementing sustainability-based efficiencies and developing services to assist our clients in meeting their own sustainability goals.

As we move forward toward a new era of growth, we are defining what “sustainability” means to our organization. While environmental protection remains a core belief, social responsibility and sound corporate governance now round out the three pillars of accountability. For Total Safety, sustainability continues as a long-term strategic vision focused on the company’s goals of social responsibility, environmental stewardship and economic prosperity. We’ve redefined sustainability to create more value, better manage risk, provide superior solutions, and even further integrate sustainable thinking into our daily operations. This report covers the 2023 calendar year.





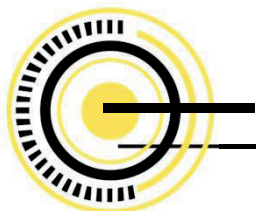
ESG MODEL



The ESG Leadership Team is comprised of senior leaders representing the business functions primarily responsible for driving sustainability throughout the organization. Our leadership team works together to ensure that sustainability is part of the company culture.

TOTAL SAFETY SHARED GOVERNANCE MODEL FOR SUSTAINABILITY





CEO MESSAGE

For twenty-seven years we have invested in our employees, our operations, and our communities. The training and professional development of our employees helps them advance their careers and opportunities to succeed. Our technology strategy is designed to help clients achieve their operational needs and their sustainability goals. At Total Safety, we understand that a strategy built on sustainability has a tremendous positive impact on our communities, our environment, and the future of our business.

We believe that providing a workplace which nurtures and encourages workers from all perspectives provides a richer, more well-rounded employment experience. In our family we value diverse backgrounds, opinions and approaches, bringing strength and diversity to our team and our business partners.

Therefore, I am pleased to share with you the 2023 Environmental, Social & Governance Report. ESG remains a priority throughout our organization, supported at the highest levels of management. We have implemented a shared governance model across the organization so that all areas of business share responsibility and accountability for protecting our environment, developing our people, and strengthening our position in the marketplace.

Brad Clark
CEO



TOTAL SAFETY'S VALUE PROPOSITION



Our Promise To Our People and Customers

TOTAL COMPLIANCE



The Loss Prevention System (LPS)

- Adoption and Company-Wide Roll-Out in 2023
- Drives to Goal Zero Injuries
- Promotes a culture of strict adherence to standards and procedures resulting in quality assurance for service
- Facilitates shared learning to promote servant leadership culture
- Applies a safety lens for Product selection

TOTAL SOLUTIONS



Full line of Safety rentals, services and products to plant owners and their contractors

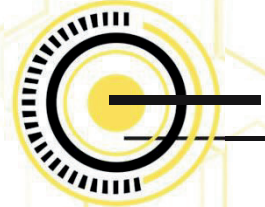
- Breathing Air Systems
 - Gas Detection
 - Centralized Confined Space Monitoring
 - Specialized safety personnel
 - Industrial Hygiene
 - Fire System Design, Installation, Testing and Inspection
 - Value-added product distribution
- Efficient delivery of products and services through our In-Plant Service Center (IPSC) model**

TOTAL TRANSPARENCY



Best-in-class Customer Stewardship model that promotes transparency and accountability

- Quarterly meetings with key stakeholders
- Spend performance benchmarked against 1st quartile
- Key metrics trended to drive improvements
- List of continuous improvement initiatives maintained



MISSION & VISION



Our Vision.....

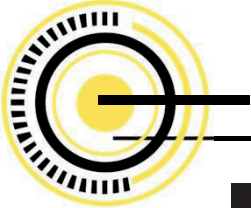
“We work everyday to be the best performing and most valued provider of integrated safety strategies and solutions for hazardous environments globally. We are committed to building a company that provides the most advanced technology, largest catalog of equipment, broadest compliance solutions, and most passionate people in the industry.”



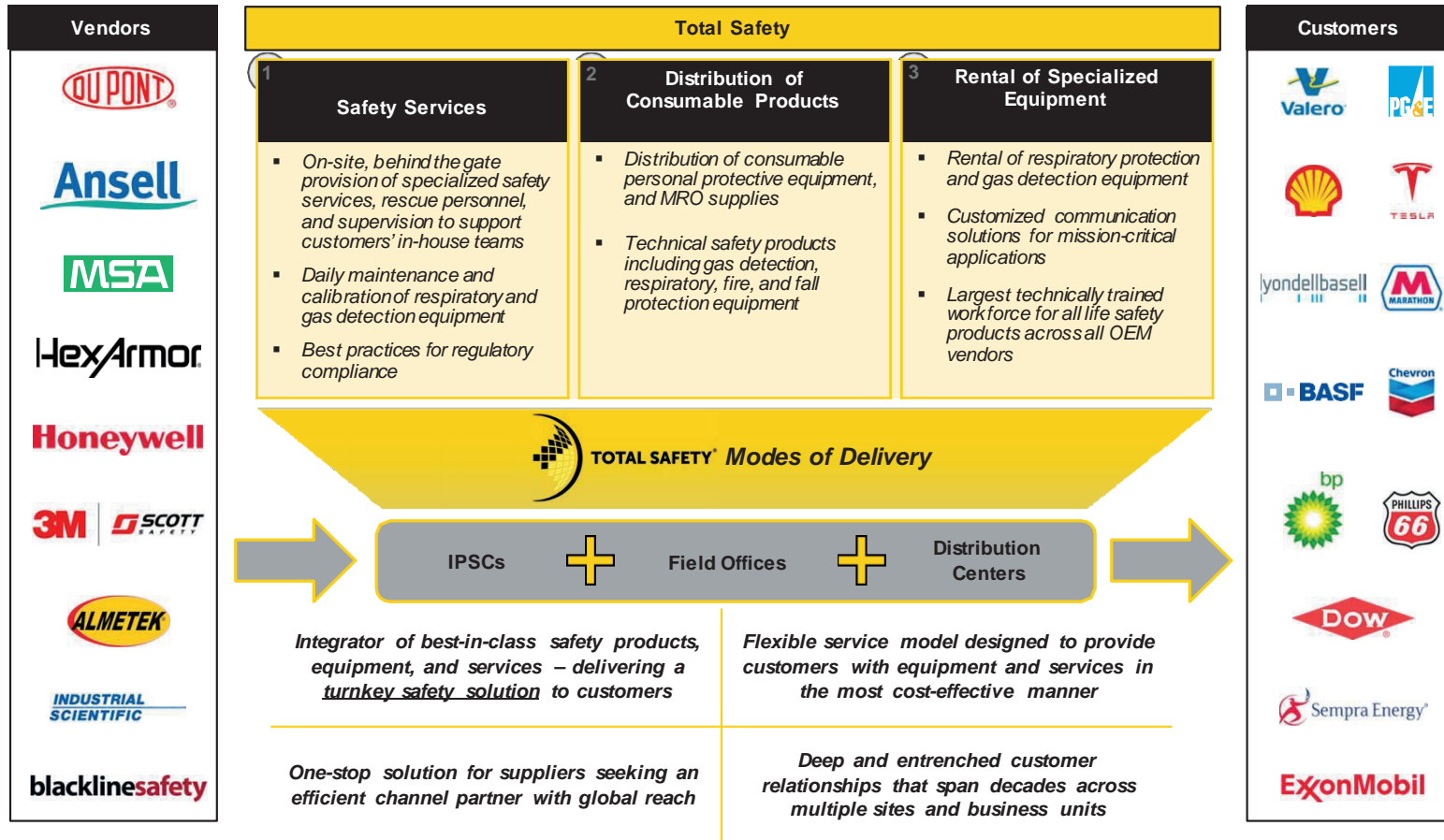
Our mission is to ensure the safe Wellbeing of Workers Worldwide.SM

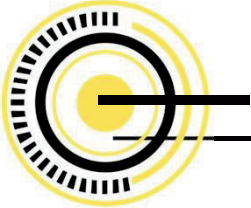
WHO WE ARE





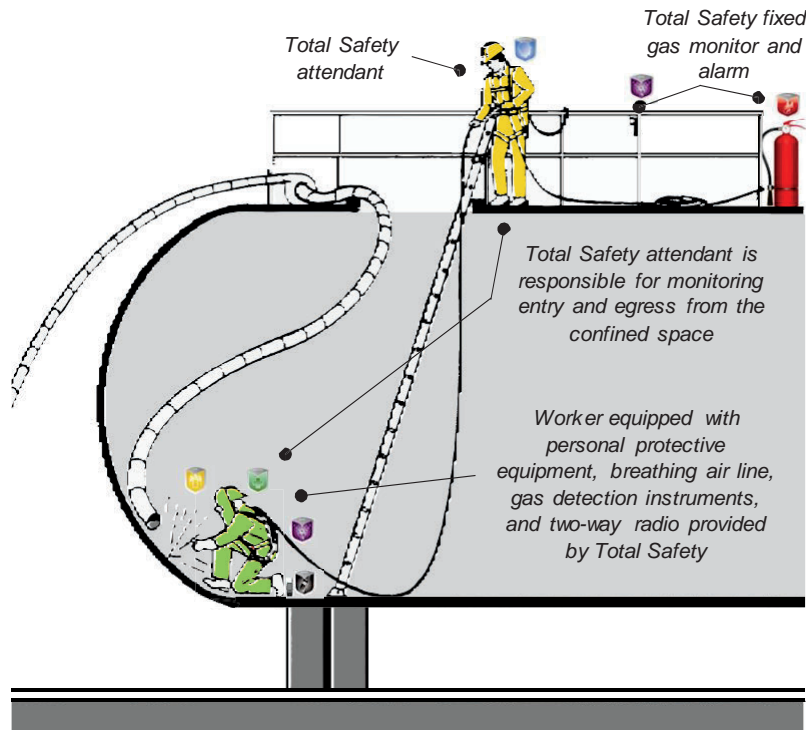
INTEGRATED SAFETY SOLUTION PROVIDER





CUSTOMERS RELY ON TOTAL SAFETY

Total Safety's comprehensive service offering is a vital component in the day-to-day maintenance and repair of critical infrastructure



Representative Services, Products, and Rentals



Safety Personnel

- Specialized safety personnel to write confined space entry permits
- Safety attendants to monitor access into confined space and to provide medical management services



Gas Detection

- Portable gas detection equipment worn by all personnel
- Personnel required to service, maintain, and calibrate equipment after each use



Respiratory Services

- Continuous air supply and/or self-contained breathing apparatus and air cylinders
- Personnel required to service, maintain, and clean equipment after each use



Communication

- Two-way radios, on-site communications infrastructure (radio antennas and towers)
- On-site management of radio fleet, including remote tracking and reporting



Fire

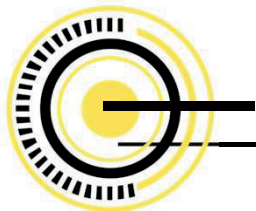
- Regulatory-mandated test and inspection services for fire extinguishers on set intervals



Personal Protective Equipment

- Full-line of technical and non-technical safety-related personal protection equipment, tools, and supplies and solutions





UNIQUE INDUSTRIAL SAFETY PLATFORM

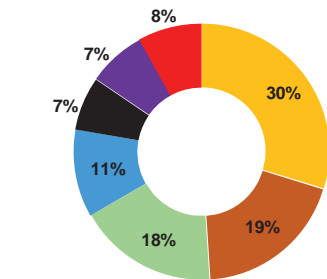
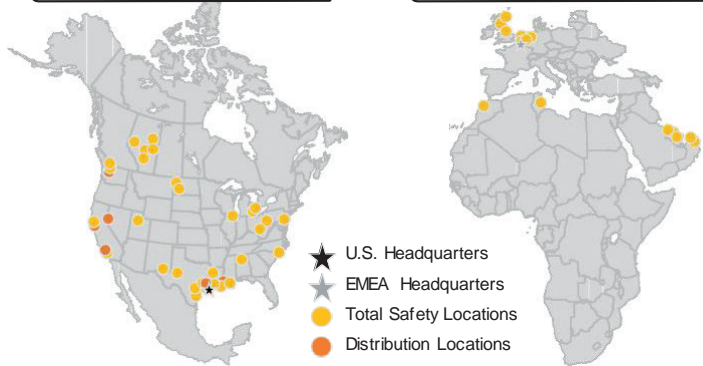
Total Safety is the leading global provider of integrated safety and compliance solutions supporting maintenance of critical infrastructure in utility, refinery, and petrochemical end markets

Operating Footprint End-Market Mix Geographic Mix

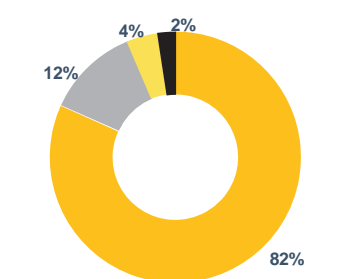
North America **EMEA**

~85% of Revenue

~15% of Revenue



- Refining
- Petrochem
- Utility T&D
- Upstream
- Transportation
- Contractors
- Other



- US
- Europe
- Middle East
- Canada

Diverse Operating Platform

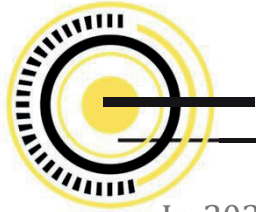
Services **Customers**





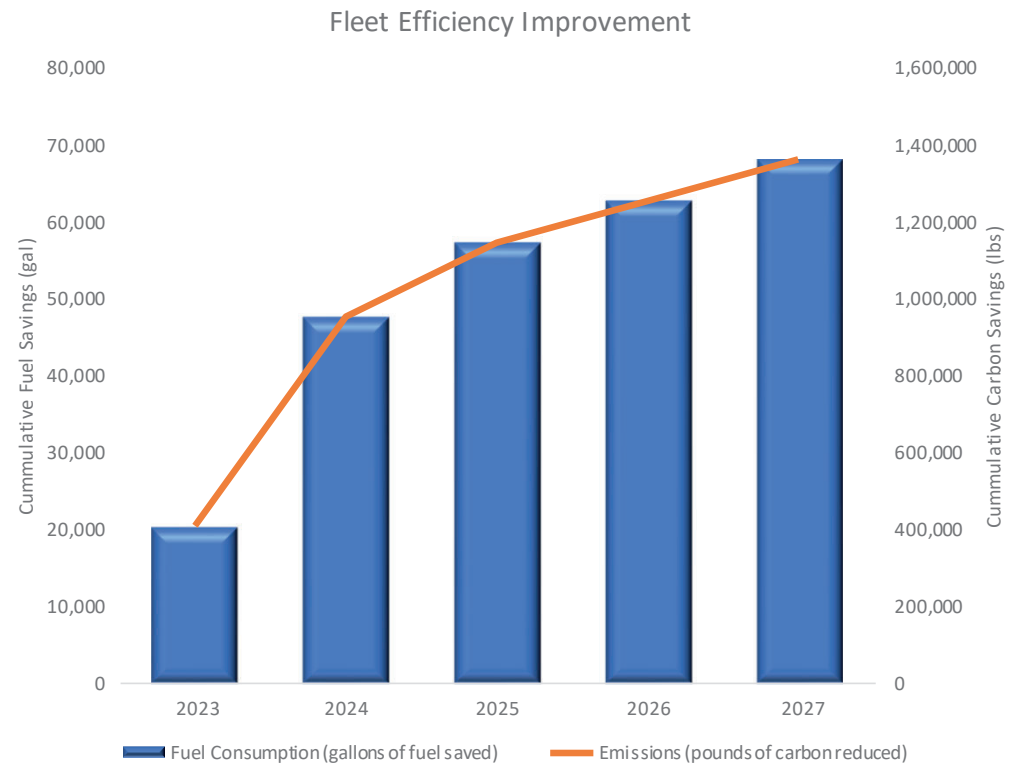
ENVIRONMENTAL

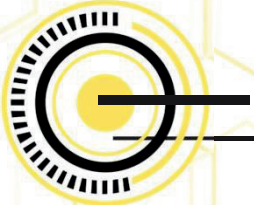




FLEET OPTIMIZATION

In 2023 Total Safety launched a five-year initiative to modernize our delivery and service vehicle fleet. By systematically replacing older trucks with more advanced units, we estimate average fuel economy will **increase 7 miles per gallon**. This will yield significant reductions in carbon emissions and natural resource consumption. As of the end of 2023, Total Safety has already achieved 57% of our goal.





WASTE RECYCLING

Total Safety is in the early stages of developing a comprehensive waste minimization program across the organization. Each location is systematically evaluating their current waste streams to identify meaningful ways to positively impact its end-of-life disposition following the hierarchy of:

- *Reduce*
- *Reuse*
- *Recycle*

2023 saw success at certain locations in recycling over **9,000 pounds** of e-waste, **24,000 pounds** of scrap metal and nearly **22,000 pounds** of paper. Our goal is to build on this success in 2024 by involving all locations in the recycling program.



Environmental Impact Statement

Recognizing




For Recycling Excellence 2023
Total Safety US recycled 9,083 lbs (~4.54 tons)

The percentage breakdown for every ton recycled:

Reuse	- 15%
Metals	- 43%
Plastic	- 9%
Circuit Boards	- 7%
Monitors	- 7%
Other Materials	- 19%

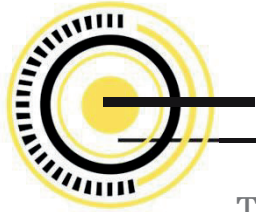
Recycling conserves:

- ✓ **Natural Resources** - One ton of recycled steel saves 2,500 pounds of iron ore, 1,400 pounds of coal and 120 pounds of limestone.
- ✓ **Energy** - One ton of recycled aluminum saves the equivalent in energy of 2,300 gallons of gasoline.
- ✓ **Landfill Space** - One ton of recycled plastic saves 7.4 cubic yards of landfill space.



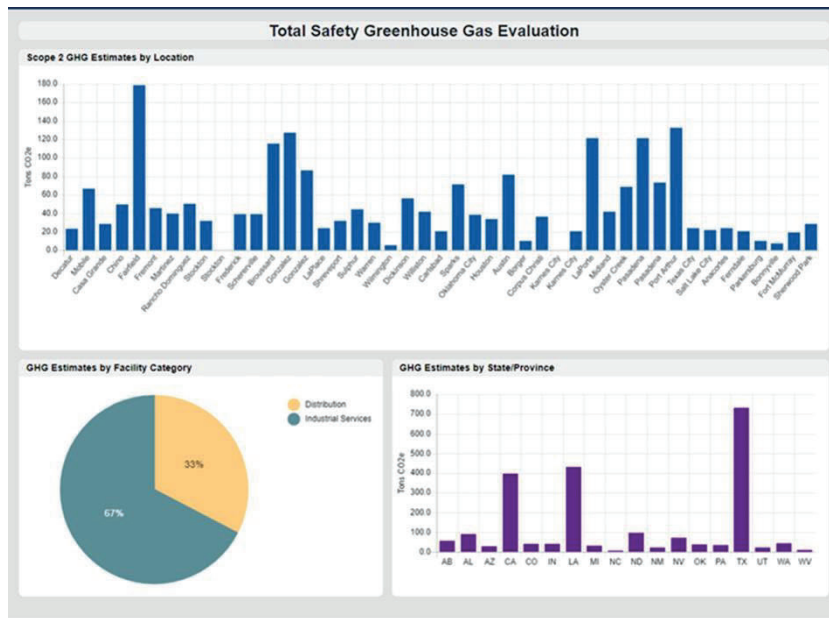
TECHNOCYCLE
STEWARDS OF YESTERDAY'S TECHNOLOGY FOR A BETTER TOMORROW

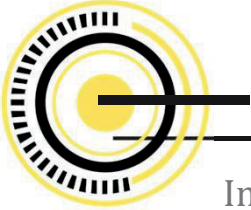




SUSTAINABILITY METRICS

Total Safety is in the early stages of defining a robust sustainability data collection program that includes all locations. For 2023 we have utilized a top-down approach to estimate our company-wide environmental impact. Our goal is to have site-specific data for 2024 that can be used as a baseline for establishing realistic but meaningful reduction targets.



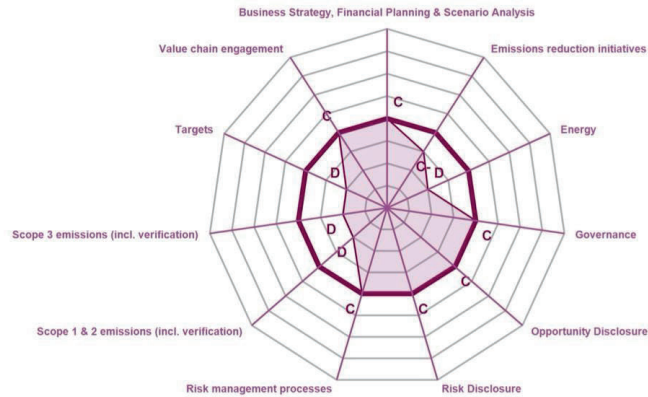


ENVIRONMENTAL IMPACT DISCLOSURE

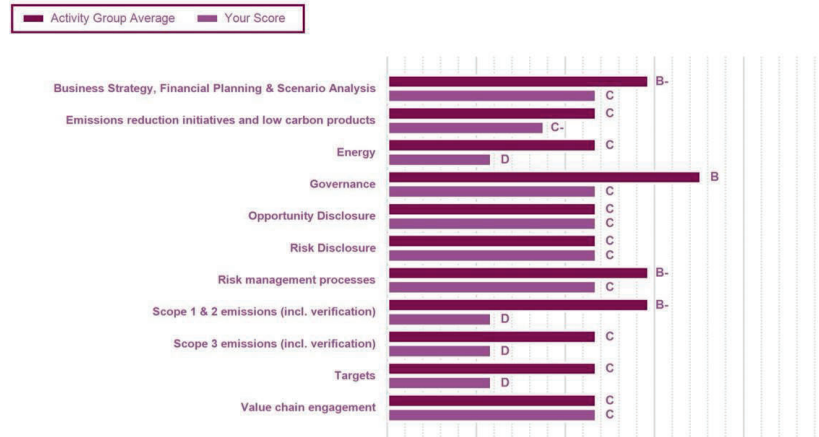
In order to begin the process of determining our environmental impact, Total Safety engaged with the non-profit organization CDP North America, Inc. in 2023. CDP's outlook that environmental transparency and accountability are vital for tracking progress towards a sustainable net-zero, deforestation-free and water secure future align closely with Total Safety's vision for sustainability. For our initial evaluation, Total Safety scored a "D" meaning we are at the Disclosure level and are transparent about climate issues. The detailed results of the evaluation provided valuable insight to the areas where we can make meaningful change in the future.



CATEGORY SCORES



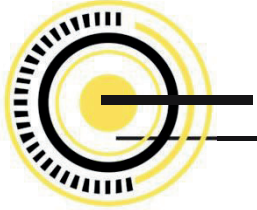
CATEGORY SCORES BENCHMARKING





SOCIAL



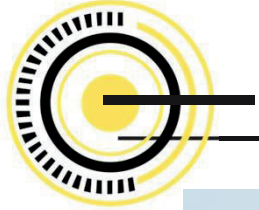


OVERVIEW OF SOCIAL IMPACT

Total Safety recognizes that the success of our organization is built upon the knowledge and experience of our people. Our goal which will shape our perspective of the future is creating a culture where our people's diversity is embraced. We empower our employees by providing them a voice and believe this will drive us to make meaningful changes for the betterment of all stakeholders. Key metrics for determining our social impact include:

- Gender and racial diversity
- Employee injury rate
- Mentorship participation
- Community outreach





DIVERSITY, EQUITY AND INCLUSION PLAN



Inclusion is the purposeful enrollment of all employees in the work processes.



No one left behind...



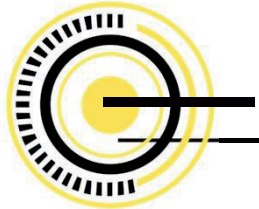
Regardless of differences between us, we all have value.



Mining that value is the job of great leaders.

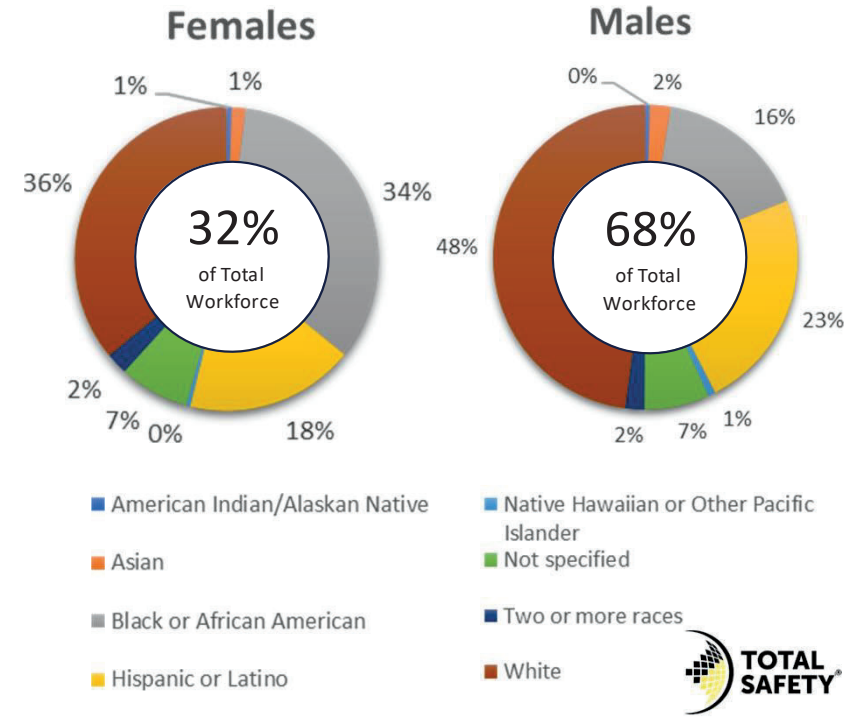
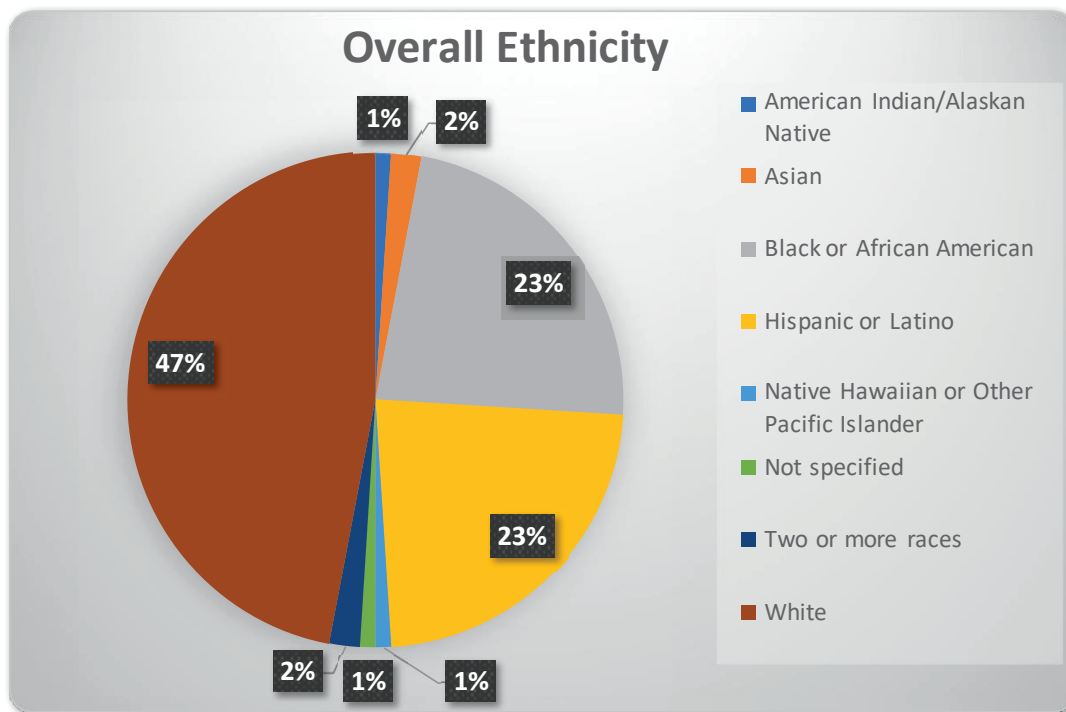


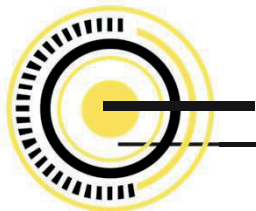
Lack of inclusion leads to isolation, loneliness and lost opportunity.



DIVERSITY AND INCLUSION

Total Safety recognizes that inclusive recruitment and partnering strategies help drive the optimal use of talent which provides a broader perspective for achieving dynamic solutions while minimizing the risks of workplace inequity. The following graphs show the composition of Total Safety employees in the United States and Virgin Islands.



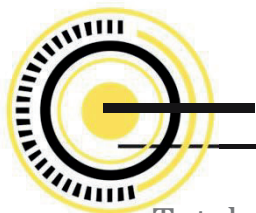


MENTORSHIP

In 2023 Total Safety identified the need to strengthen the skills and traits our employees need to foster their success in the future. A formal mentorship program was the result. By pairing upcoming managers with senior leaders in a formalized structure we are able to help them “GROW”. Training for both mentors and mentees was performed to establish the guidelines and structure for the program to provide the tools needed to achieve the desired outcome. **20 employees** were able to take advantage of this new program in 2023, with a **goal to double** that in 2024 and beyond.



<i>G</i> oals:	What do you want to achieve or change?
<i>R</i> esources:	What support do you need to make this happen?
<i>O</i> perations:	What actions will you take to make this happen?
<i>W</i> hen:	What is the timeline?



LOSS PREVENTION SYSTEM



Total Safety has embarked on a multi-year commitment to implement Loss Prevention System Plus, (“LPS+”), across our entire organization. LPS+ is a globally recognized business system, proven to reduce unplanned losses in more than 100 countries for the world’s largest refining, petrochemical, manufacturing, and industrial facilities.

LPS+ uses behavioral & human performance techniques and common management principles to eliminate or reduce unplanned costs related to personnel safety, process safety, reliability, quality, regulatory performance, efficiencies, environmental protection, etc.



Fairfield, California



LPS+ Manager Training

Al Khobar, Saudi Arabia

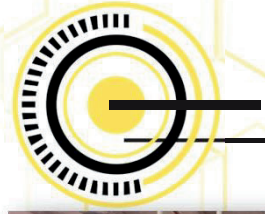


Pasadena, Texas



Diepenbeek, Belgium

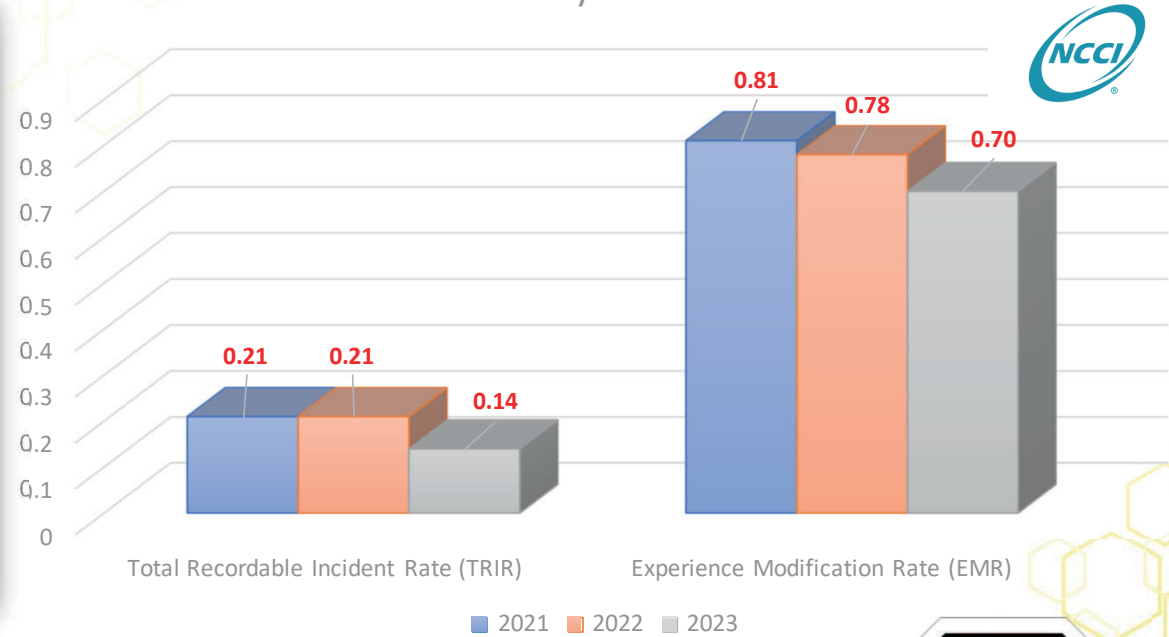




WORKPLACE SAFETY

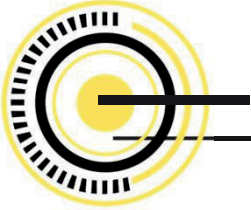


3-Year Safety Performance



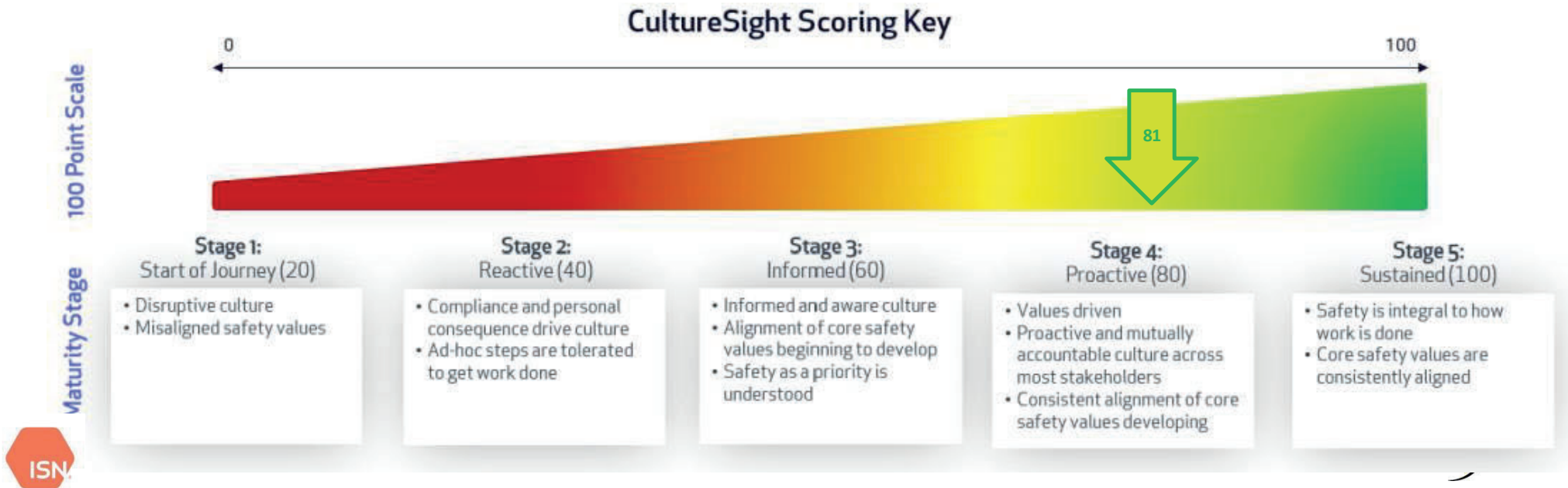
Total Safety is proud of the continued decline in work-related safety incidents over the past three years. Much of the success can be attributed to record numbers of stop work events and loss prevention opportunities executed by our people. This helps illustrate the support of our team in building a world-class safety record.

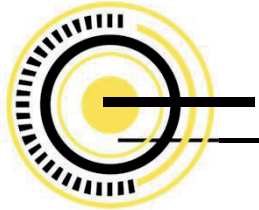




SAFETY CULTURE

In November 2023, Total Safety sought to establish a baseline of our safety culture maturity and identify strengths and opportunities through a data-driven assessment. We utilized the CultureSight Assessment tool offered by ISNetwork. With over 700 responses, the results were encouraging and helped to reinforce the progress we are making.





COMMUNITY OUTREACH

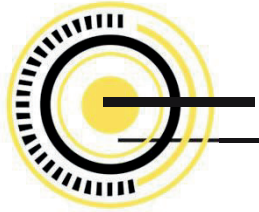
Total Safety leadership promotes a culture of service throughout the organization. We strive to support and serve the communities in which we operate. This includes donations of both time and financial resources. In fact, Total Safety contributed over **\$400,000** to our partners in 2023! Employees are encouraged to volunteer with non-profit charities to help those in need.





GOVERNANCE



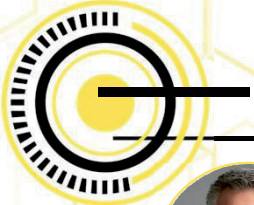


POLICIES

At Total Safety, accountability and responsibility to each other, our customers, and our shareholders is paramount in all that we do. Our leadership values feedback and open communication across all aspects of the business – both good and bad. To promote honesty and integrity in all of our business dealings, Total Safety has established, enforces and trains to the following Corporate Policies:

- Code of Conduct
- Human Rights Commitment
- Child labor/Forced labor
- Anti-Harassment / Non-Discrimination and Equal Opportunity (U.S.)
- Freedom of Association, Work Environment and Compensation
- Doing Business Globally and Expectations for Our Business Partners and Suppliers
- Privacy





TOTAL SAFETY LEADERSHIP TEAM



Brad Clark
CEO

- 35+ Yrs. of experience
- Extensive leadership experience in services and distribution
- Former President and CEO of HydrochemPSC



JJ Daniel
President, North America and Canada Operations

- 30+ Yrs. of experience
- Responsible for running Total Safety's North American segment
- Former President, Industrial Cleaning Services at HydrochemPSC



Saurabh Vaidya
President, Distribution

- 15+ Yrs. of experience
- Responsible for running Total Safety's Distribution segment



Steven Lanssens
President, EMEA

- 20+ Yrs. of experience
- Responsible for Total Safety operations in Europe, the Middle East and Africa



Judy Shields
CFO

- 35+ Yrs. of experience
- Former CFO of HydrochemPSC
- Prior experience includes Big 4 public accounting



Joe Davis
SVP, Global Bus. Development

- 30+ Yrs. of experience
- Former SVP Business Development, HydrochemPSC



Rick Pitman
SVP, HSEQT

- 25+ Yrs. of experience
- Formerly SVP, HSEQT at HydrochemPSC



Will Frederking
Chief Legal Officer

- 25+ Yrs. of experience
- Former General Counsel, HydrochemPSC

Key Highlights and Accomplishments



World-class management team with an entrepreneurial mindset



Performance management culture with clear lines of accountability



Exceptional field workers, the "Jewel of the Company"



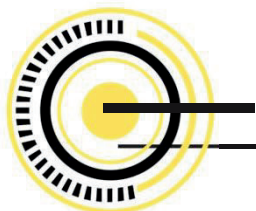
Proven track record of effectively integrating M&A targets



History of product and services offering growth and diversification

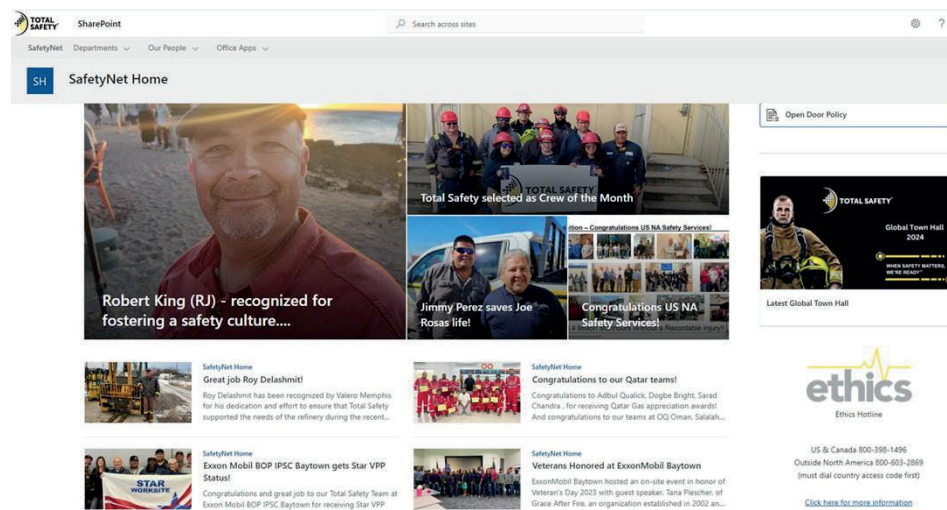


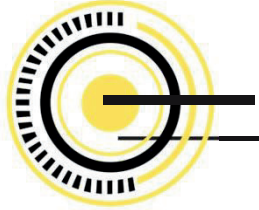
#1 provider of safety supplies, equipment, and services



ETHICS & COMPLAINT PROCESS

Total Safety has established an "Ethics Line" for reporting violations of law or Total Safety policies. The Ethics Line is managed by an independent third-party provider so that concerns can be raised anonymously if the concern-raiser so chooses. Concerns can be reported through toll-free numbers or a Website URL, which are available 24 hours per day, 7 days a week, in and outside of the U.S., and they can be reported in any language. Employees are encouraged to report any of the following misconduct or wrongdoing: violations of law or company policy, discrimination, harassment, failure to maintain a respectful workplace, pressure regarding stop work authority, falsification of reports or company documents, theft, embezzlement or fraud, conflicts of interest, bribery/kickbacks or improper gifts to customers or vendors, or any other unethical conduct.

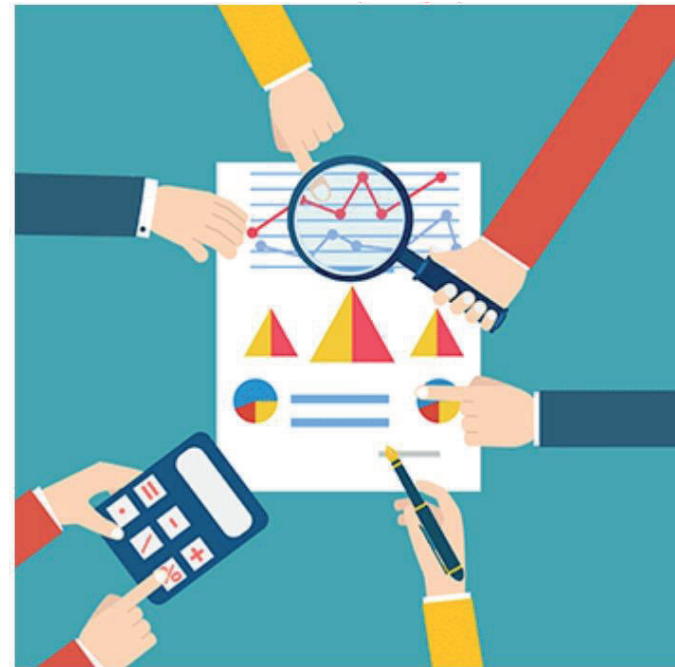


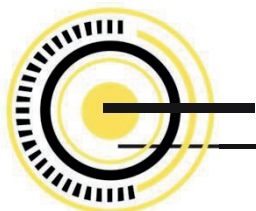


FINANCIAL TRANSPARENCY

Total Safety operates a Best-in-Class customer stewardship model that promotes financial transparency and accountability. This includes our strict adherence to contract standards and formal contract review process to minimize company liability and manage risk. Examples of this commitment to transparency include:

- Quarterly lender presentations and compliance certification
- Mandatory Anti-Money Laundering training
- Mandatory Foreign Corrupt Practices Act training
- Annual third-party financial audit
- Quarterly CEO town hall meetings
- Strict cyber security policies

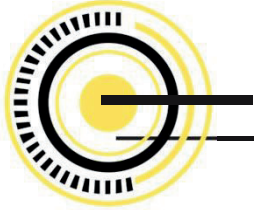




MOVING FORWARD.....

2023 marked an exciting year as we initiated our first formal ESG Program. We learned a great deal through the effort and realized there is much work to be done to continue on the path of improvement. In order to provide more direction to our ESG Program, we have committed to establish a new framework that aligns with the United Nations 17 Sustainable Development Goals (SDGs) wherever possible.





CONTACT US

We welcome your questions, comments and suggestions.

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Senior Vice President HSEQT
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