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#### **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 second Environmental, Social and Governance (ESG) Report for Total Safety. In 2024 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 2024 calendar year.





#### **CEO MESSAGE**



For twenty-eight 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 2024 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

## **ESG STRUCTURE**





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

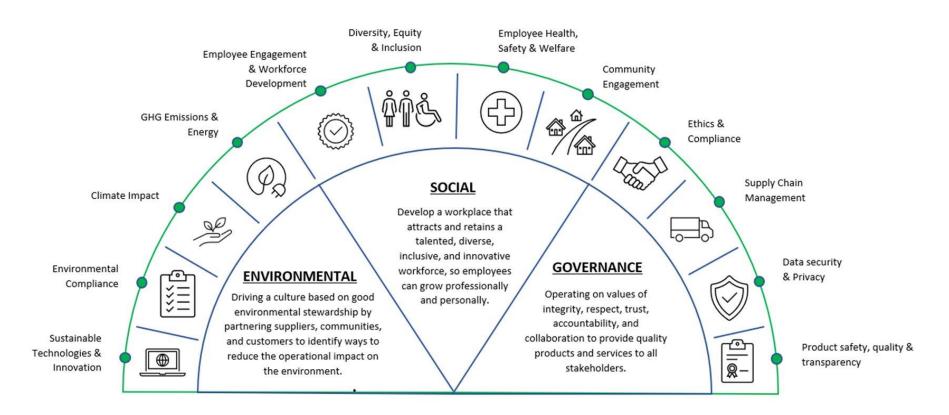




## **ESG MODEL**



Total Safety uses the ESG model as a framework to assess and measure our sustainability and ethical impact. By focusing on these three primary pillars, we can understand how what are often competing goals can be managed in a complementary way to improve overall performance and manage business risks.





# INTEGRATED SAFETY SOLUTION PROVIDER











Hex/Armor

Honeywell





INDUSTRIAL SCIENTIFIC

blacklinesafety

#### **Total Safety**

#### **Distribution of Consumable Products**

- Distribution of consumable personal protective equipment, and MRO supplies
- Technical safety products including gas detection, respiratory, fire, and fall protection equipment

#### **Rental of Specialized Equipment**

- Rental of respiratory protection and gas detection equipment
- Customized communication solutions for mission-critical applications
- Largest technically trained workforce for all life safety products across all OEM vendors



Customers























ExonMobil

#### TOTAL SAFETY' Modes of Delivery

#### **IPSCs**

Integrator of best-in-class safety

products, equipment, and services - delivering a turnkey safety

solution to customers

One-stop solution for suppliers

seeking an efficient channel

partner with global reach



**Field Offices** 



Distribution Centers

Flexible service model designed to provide customers with equipment and services in the most costeffective manner

Deep and entrenched customer relationships that span decades across multiple sites and business units



**Safety Services** 

provision of specialized safety

services, rescue personnel, and supervision to support

customers' in-house teams

calibration of respiratory and

Best practices for regulatory

Daily maintenance and

gas detection equipment

compliance

On-site, behind the gate

## TOTAL SAFETY AT A GLANCE





#### **Safety Services Footprint**



Field offices are used for forward staging of inventory for IPSCs and to support non-IPSC customers

• IPSC • Field Office

#### **Key Statistics**

43

Field Offices

2,500+

Dedicated Professionals

100+

Total IPSC Count

500+

Latest Generation CCSM Units

250K+

Rental Assets

102

Fixed Grade D (Breathing Air) Compressors

# LINES OF BUSINESS

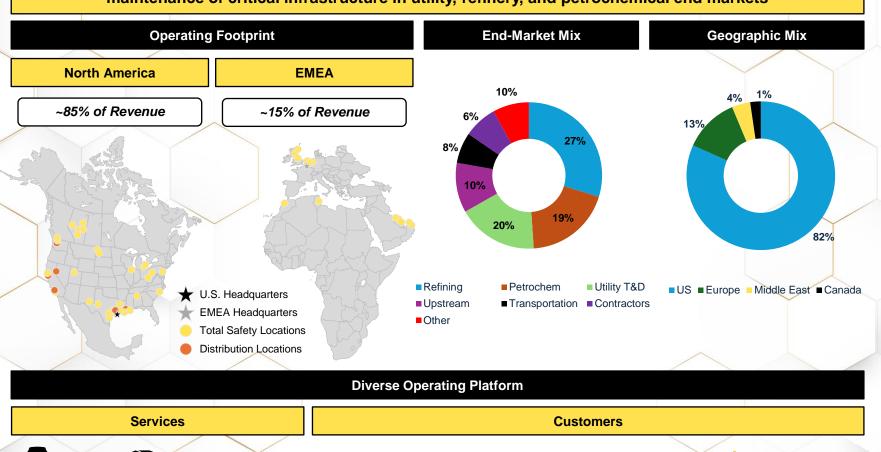


Respiration Equipment	<ul> <li>Rental and Purchase Options</li> <li>Compliance Inspections completed by factory trained &amp; certified technicians</li> </ul>	EHS	<ul> <li>Exposure Monitoring &amp; Compliance</li> <li>Program Gap Analysis</li> <li>EHS/IH Program Development</li> <li>Asbestos &amp; Lead Program Management</li> </ul>
Gas Detection	<ul> <li>World's largest fleet (Fixed and Portable)</li> <li>Single and multigas monitors for personal or area/perimeter detection</li> </ul>	Rescue	<ul><li>Standby Rescue Services</li><li>Confined Space Rescue</li><li>On-site Rescue Team Training</li></ul>
Fall Protection	<ul><li>Products (Harnesses, Lanyards)</li><li>Inspection Services</li><li>Training</li></ul>	FIRE ITR/EDI	<ul> <li>Deluge/water spray, vapor mitigation and sprinkler systems</li> <li>Smoke, flame and incipient fire detection</li> </ul>
Communication	<ul><li>Radio Rentals</li><li>Purchases</li><li>Service and Repair</li></ul>	CCSM	<ul> <li>20+ years of remote confined space monitoring experience</li> <li>400+ projects and 5000+ manways monitored globally</li> </ul>
Safety Professional & Training	<ul><li>Permit Writers</li><li>Safety Technicians &amp; Training</li><li>Safety Consultants</li></ul>	Safety Attendants	<ul> <li>Web-Based Personnel Management Systems</li> <li>Safety Attendant Training</li> <li>Cost Effective Solution</li> </ul>
Medical Management	<ul><li>Personnel</li><li>Specific Services</li><li>Advanced Life Support Clinical</li><li>Treatment</li></ul>	Turnaround	<ul><li>Full Range of Service Offerings</li><li>Differentiated Processes &amp; Technology</li><li>IPSC</li></ul>

# 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













**Plants** 









Industrial Facilities



**W**...to ensure the safe Wellbeing of Workers Worldwide.®

#### **MISSION AND 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."



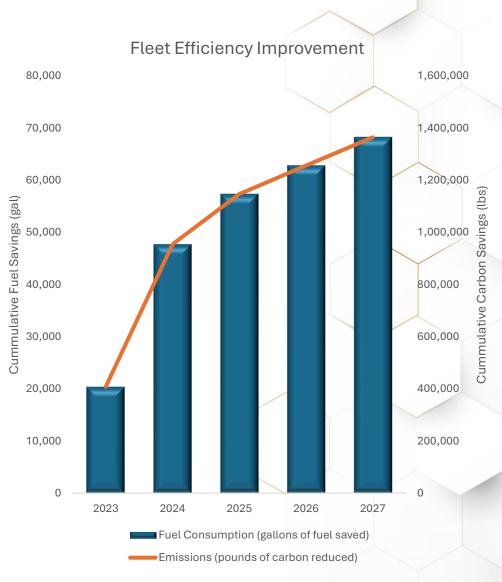


# **FLEET OPTIMIZATION**



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 2024, Total Safety has already achieved 68% of our goal.





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#### 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

2024 saw success at certain locations in recycling over nearly 5,000 pounds of e-waste and over 21,000 pounds of paper. Our goal is to build on this success in 2025 by involving all locations in the recycling program.





## SUSTAINABILITY METRICS



Total Safety is in the early stages of defining a robust sustainability data collection program that includes all locations. For 2024 we have utilized a top-down approach to estimate our company-wide environmental impact. Our goal is to have site-specific data for 2025 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 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. In 2024 Total Safety worked toward meaningful improvements in our climate impact.

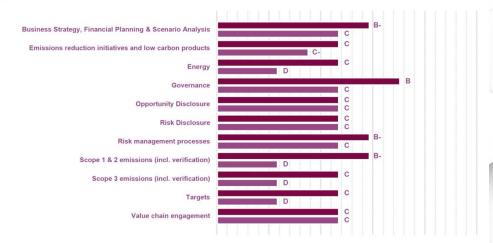
# CDP DISCLOSURE INSIGHT ACTION

#### **CATEGORY SCORES**



#### CATEGORY SCORES BENCHMARKING





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# **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.



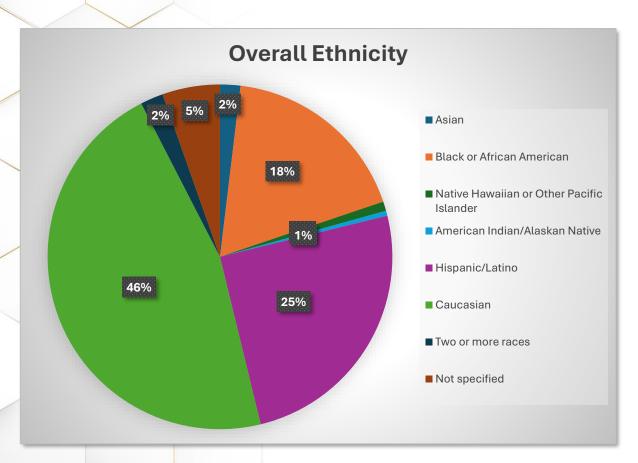
Lack of inclusion leads to isolation, loneliness and lost opportunity.

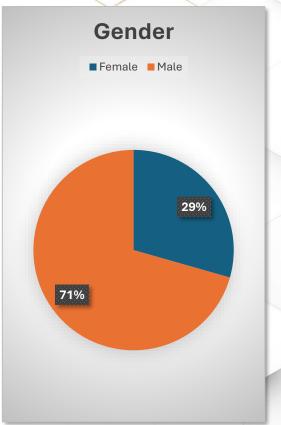


### **DIVERSITY AND INCLUSION METRICS**



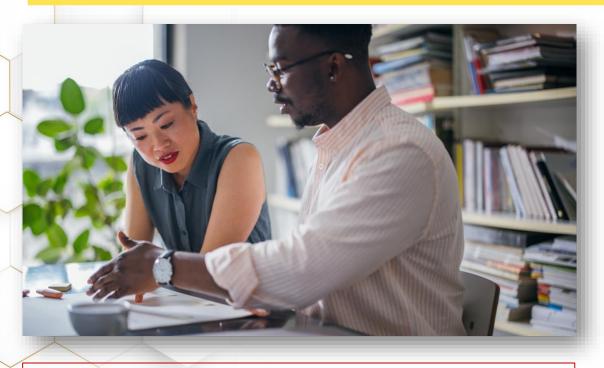
Total Safety recognizes that inclusive recruitment and partnering strategies help drive the optimal use of talent which provides a broader perspective for achieving dynamic solutions while minimizing the risks of workplace inequity. The following graphs show the composition of Total Safety employees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





#### **MENTORSHIP**





•  $\boldsymbol{G}$  oals: What do you want to achieve or change?

ullet Resources: What support do you need to make this happen?

Operations: What actions will you take to make this happen?

• When: What is the timeline?

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 establish the guidelines and structure for the program to provide the tools needed to achieve the desired outcome.

In 2024 we were able double the number of employees who were able to take advantage of this program to **40**. Feedback received from both mentors and mentees was extremely positive.

# 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.

We were excited to achieve the following implementation milestones in 2024:

- Nearly 2,000 employees trained
- 293 Job Loss Analyses (JLA) developed





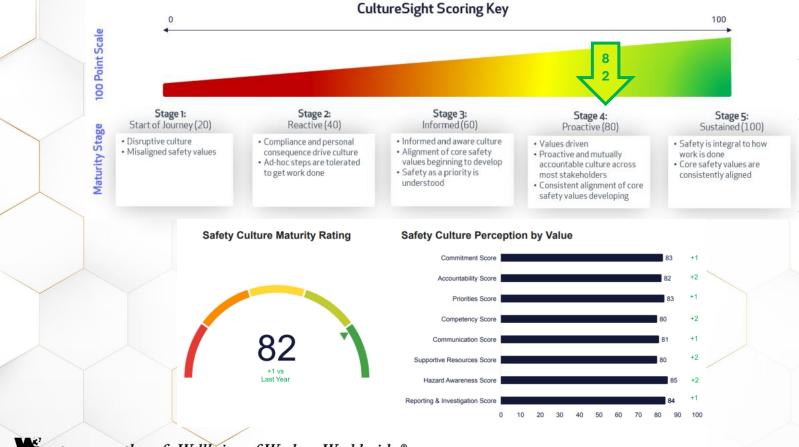




## **SAFETY CULTURE**



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 ISNetworld. With over 700 responses, the results were encouraging and helped to reinforce the progress we are making. We repeated the effort in 2024 and are proud to improved our score over last year. Our goal is to continue driving the emphasis on safety needed to reach Stage 5.



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## **WORKPLACE SAFETY**









Total Safety is proud of the continued decline in work-related safety incidents over the past four 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.

## **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 2024! Employees are encouraged to volunteer with non-profit charities to help those in need.

















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#### TOTAL SAFETY LEADERSHIP TEAM







- 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 HvdrochemPSC



Sean Nacey • President. Distribution

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



Steven Lanssens President, EMEA

Responsible for Total Safety operations in Europe, the Middle East and Africa

20+ Yrs. of experience



Mike Urban

- 25+ Yrs. of experience
  - 20+ years in investment banking and equity analysis



Joe Davis SVP. Global Bus.

Development

Former SVP Business Development, HydrochemPSC

30+ Yrs. of experience



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



### **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





#### 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



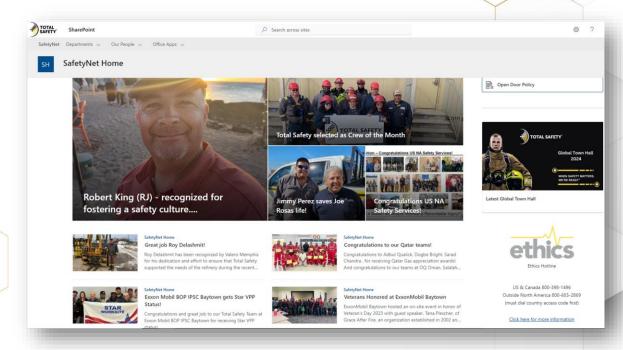


#### ETHICS AND COMPLAINT PROCESS



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

rangificing stop work rephority, or company documents, theft, embezzlement or fraud, conflicts of interest, bribery/kickbacks or improper gifts to customers or vendors, or any other unethical conduct.



#### PATH FORWARD....



In 2024, Total Safety provided more direction to our ESG Program by establishing a new framework that aligns with seven of the United Nations' 17 Sustainable Development Goals (SDGs). We believe this focus will allow us to make meaningful improvements in 2025 and beyond.

#### CLMATE

#### **Reduce Carbon Footprint**

- Waste Reduction
- **Recycling Plastic**
- Renewable Energy
- Reducing CO2 **Emissions**



#### **PEOPLE**

#### **Fostering Diversity &** Inclusion

- Healthcare and Wellbeing
- Average Wages
- (DEI) Hiring, Recruiting
- **Retirement Funds**



#### **RESPONSIBLE** 03 CONSUMPTION

#### Minimize our **Ecological Footprint**

- Sustainable Sourcing
- **Packaging** Sustainability
- Carbon Offsets
- Supplier Code of Conduct



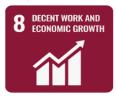
#### **Protecting Employees & Operational Efficiency**

- Leading Safety Indicators (SW & NLI)
- Emergency Preparedness & Planning
- Safety Culture Promotion & Recognition



















# **CONTACT US**



We welcome your questions, comments and suggestions.

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Attention: Richard Pitman, CSP

Senior Vice President HSEQT rpitman@totalsafety.com



