



1.0 Scope

Incora™ Global Environmental, Health, and Safety Policy - applicable to all Adams Aviation, HAAS, Pattonair and Wesco Aircraft entities.

2.0 Purpose

For the Incora™ management team to state our commitment, set the direction of and the tone surrounding our approach to business in a way that is environmentally responsible and creates a safe system of work for all employees. This policy meets the requirements of ISO14001, ISO45001 and is consistent with our Environmental Social Governance program.

Date	Author	Description of most recent changes
14-SEP-2023	Christopher Snowden	Policy Revision
Owner	Name: Christopher Snowden	Role: Global EHS Director
CONFIRM CURRENT ISSUES FROM BUSINESS MANAGEMENT SYSTEM PRIOR TO USE PRINTED COPIES ARE UNCONTROLLED		

Global Environmental, Health & Safety Policy

Incora believes that our most important responsibility is a Commitment to designing a safe workplace centered around preventing harm to all personnel, surrounding communities and the environment. To this end, we intend to comply with all applicable Environmental, Health and Safety legislation, compliance obligations, Codes of Practice and best practice work methods available, in accordance with applicable domestic and international legislation, as we continue our Journey to Zero.

Legislation requires that, as an employer, we prepare a statement of General Policy with respect to Environmental, Health & Safety together with details of the organization and arrangements that we have set up to carry out that policy.

Incora's Chief Executive Officer has established Environmental, Health and Safety Policy alignment within the business by ensuring adequate resources and delegating appropriate authority to implement this policy's objectives to successful completion.

Therefore, Incora's Environmental, Health and Safety objectives are:

- To safeguard all employees, contractors, members of the public and visitors in respect to Health, Safety and Welfare while at work to minimize risks as far as reasonably practicable.
- To ensure all necessary precautions are taken with respect to the safe use, handling, storage and transport of materials and substances.
- Reduce occurrence of all accidents, generation of wastes, and strive to maintain all chemical releases to the environment to zero.
- To ensure that all plants and equipment are fit for purpose, properly maintained and used by competent staff to minimize risk to employees, members of the public and the environment.
- Maintain and review Environmental, Health and Safety compliance obligations to ensure the needs and expectations of all interested parties are met.
- To ensure that Incora's impact on the environment is monitored and continuously improved, demonstrating our commitment to protecting the environment, preventing pollution, and improving our environmental sustainability benchmarking performance.
- To deploy consistent Global Greenhouse Gases measurement and reporting for all global activities including energy consumption and waste generation where facilities are in place.
- To integrate sound EHS design principles and practices into our supply chain, product safety, processes, and services to support our customers' Environmental, Health and Safety goals and initiatives.
- To communicate our Environmental, Health and Safety Policy, objectives, our performance against these objectives, and the importance of environmental sustainability both internally and externally.
- To provide comprehensive information, policies, instruction, training and supervision to all employees so that they may carry out tasks safely and in an environmentally sustainable manner.
- To ensure participation of all stakeholders.
- To monitor and evaluate Environmental, Health and Safety performance through proactive good spot reporting, inspections, audits and regular leadership Go Look See events.
- To continually review and update this policy to ensure our customers and business requirements are met through annual management reviews where global quantitative objectives are agreed to.

All Incora employees have a duty to look after their own health and safety and ensure that their actions do not endanger the health and safety of themselves, others, or the environment. As part of one global team, our employees must collaborate with Incora to recognize, report and/or correct unsafe or environmentally damaging behaviors or conditions as Incora strives to meet our legal obligations.

It is our firm intention to enforce appropriate measures to control and monitor Environmental, Health and Safety procedures as a vital part of operating Incora as a courageous, efficient, and successful business.



David Coleal
Chief Executive Officer

Date: September 11 2023

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