International Freight Drone

Environmental Health and Safety Policy

Foundation of our Environmental Health and Safety (EH&S) Policy.

Our commitment to employee safety and environmental health is grounded in Our Business Conduct Credo, which states our obligation to ensure working conditions are "clean, orderly and safe," and that "we must maintain in good order the property we are privileged to use, protecting the environment and natural resources." Employee safety and environmental health are core Company values, integral to our purpose to profoundly change the trajectory of health for humanity.

Legal compliance is the foundation of our license to operate.

Each IFD entity is responsible for determining and complying with all EH&S regulatory requirements applicable to its operations.

Our EH&S Standards ensure that globally, all IFD entities achieve and maintain a consistent, high level of EH&S performance.

Our EH&S Standards reflect industry best practices and address compliance where there may be gaps in legal or regulatory requirements. Our Standards are regularly updated.

We actively promote an EH&S culture of caring, accountability, proactivity, learning, transparency and inclusion.

While procedures, systems, and engineering controls play an important role in creating a safe and environmentally sustainable work environment, our daily behaviors define their effectiveness. We foster an EH&S culture where everyone is responsible for their safety, and the safety of others. The EH&S culture at IFD inspires every employee to make safety and environmental responsibility not only a way of working, but also a way of living, all day, every day.

We deploy risk-based assessments and prioritize prevention of severe injuries and incidents.

While we continue to monitor and work to reduce high-frequency/low-severity incidents, we prioritize our resources and risk mitigation efforts to prevent those incidents that could result in life-threatening or life-altering outcomes. For workplace risks that could lead to severe injuries or fatalities, we follow the hierarchy of controls, favoring elimination of the risk, substitution, or engineering controls over administrative controls when feasible.

We focus on leading indicators to anticipate and prevent workplace injuries and environmental incidents.

Some examples of leading indicators of EH&S risk include Corrective Action/Preventative Actions (CAPAs) generated by program reviews and internal audits; on-time closure of CAPAs; training effectiveness and near misses, unsafe conditions and behaviors generated by our employee engagements efforts. We deploy a global data management system, digital tools, predictive analytics and visualization tools to gain insights that help us anticipate and proactively mitigate risks that could lead to injuries or non-compliance.

We integrate EH&S into our business practices and strategies.

For EH&S to be sustainable, it must be integrated into day-to-day decision-making and business practices. EH&S is a design criterion for new equipment and new construction, and EH&S assessments are part of our new supplier, property and business acquisition due diligence processes. Management of change processes include an assessment of the EH&S implications of the change and measures that should be taken to ensure ongoing legal compliance and conformance to our EH&S Standards.

We implement an EH&S Management System across IFD to ensure adherence to this policy.

This EH&S Policy applies to all IFD operations (owned or leased) globally. All employees, on-site contractors and visitors must comply with this policy. We govern EH&S compliance and performance across multiple levels throughout the Enterprise, from the site level to the IFD Board of Directors. We encourage employees to report to management any behavior inconsistent with this policy and to express ideas on how our EH&S performance might be improved. We ensure compliance with this policy and our Standards through an EH&S Management System, which is outlined here.