



ENVIRONMENTAL, HEALTH & SAFETY POLICY

Consistent with our Core Values, Code of Business Conduct, and strategic focus, CSW Industrials, Inc. (“CSWI”) recognizes that we have a corporate responsibility to all our stakeholders to protect the health and safety of our employees and the environment. The ability to execute our strategic objectives and create long-term value requires operating in a manner that protects the environment, safeguards our employees and improves their holistic health, provides products that are safe for our customers and the environment, and positively impacts our surrounding communities.

CSWI will operate our facilities in compliance with all applicable Environmental, Health & Safety (“EHS”) laws and regulations as a minimum acceptable standard, while at the same time striving to achieve best industry practices for the benefit of the health and safety of our employees, surrounding communities, and the environment. Manufacturing efficiency, environmental protection, and employee health and safety are, and must continue to be, compatible goals.

To this end, this EHS policy statement sets forth CSWI’s commitment to continuous improvement in the areas of EHS, as reflected in the following principles:

Environment

- CSWI strives to engage in environmental stewardship, including efficient use of resources, promoting sustainable consumption, and minimizing the impact of our operations on the environment. Consistent with these objectives, we will assess the Company’s risks and opportunities in these areas, and measure and evaluate the following key performance indicators (“KPIs”):
 - energy management and conservation,
 - air emissions,
 - water consumption and recycling,
 - waste generation and recycling,
 - reuse and recycling programs,
 - hazardous waste and toxicity, and
 - pollution prevention efforts
- CSWI strives to publicly disclose information relating to environmental performance metrics, targets, and progress.
- CSWI strives to continually enhance existing products, and increase the number of products offered, that increase the reliability and energy efficiency in their end-use applications, elongate the expected life of industrial products and hence reduce waste, and benefit the environment through potential manufacturing and design improvements.

Health & Safety

- CSWI strives for an accident-free workplace.
- CSWI will establish and periodically re-evaluate health and safety targets and KPIs, connect them to our strategic goals, and embed them in our daily work. Appropriate KPIs include:

- Total Recordable Incident Rate (TRIR)
 - Near Miss Rate (NMR)
 - Lost Time Incident Rate (LTIR)
 - Experience Modifier Rate (EMR)
 - Fatality Rate (FR)
 - EHS Training versus Plan
- CSWI strives to publicly disclose information relating to health and safety performance metrics, targets, and progress.
 - CSWI will audit our facilities and EHS programs on a regular basis and will establish goals for continuous improvement in the EHS arena. CSWI will regularly assess our risks and opportunities in the areas of health and safety as they pertain to our operations.
 - CSWI will continue to seek ways to improve our health and safety strategy and proactively implement safeguards against workplace injuries and illnesses.
 - CSWI will encourage the integration of EHS considerations, including EHS and climate risks, into business planning and decisions, including product design, vendor selection and procurement, production, facilities management, and product support.
 - As part of our Enterprise Risk Management program, and on at least an annual basis, we assess the potential risks on our business in the areas of EHS and climate change.
 - CSWI will promote a workplace in which all employees are properly trained to comply with applicable EHS laws, regulations, and procedures, to satisfy and promote EHS program goals, and to actively participate in and take personal responsibility for protecting the environment and the safety of themselves, their coworkers, and the end customer.
 - CSWI will work with our customers in ascertaining and meeting their environmental needs and goals consistent with CSWI's environmental compliance and management programs.
 - CSWI expects our supply chain and other business partners to adopt and conduct their businesses consistent with CSWI's EHS commitments and will ensure, through regular oversight, their compliance with EHS laws and regulations and CSWI's Supplier Code of Conduct.

This EHS policy is global and is applicable to all CSWI employees, operations, and activities. Management at all levels of CSWI is responsible for ensuring that this policy is adhered to by all employees and business partners. CSWI is governed by the laws of multiple domestic and foreign jurisdictions. If any element of this policy conflicts with applicable law, CSWI modifies this policy only to the extent of bringing it into legal compliance with applicable law.