



## QHSE Policy

At Nel Hydrogen US, we demonstrate our commitment to quality, safety, and environmental responsibility through our implementation of integrated management systems. Risks and opportunities for improvement, as well as environmental aspects, are identified and actively managed. We remain committed to legal and compliance obligations and other requirements while striving to improve continually in all areas by first understanding challenges, then stabilizing the operation, and ultimately improving. We stay on track by measuring and monitoring key performance indicators such as quality, delivery, supplier performance, production yields, effectiveness of service, occupational health and safety, environmental improvements, and customer loyalty.

**Safety** is defined as proactively ensuring a safe and healthy work environment that mitigates the risk of workplace injuries through the development of procedures, consultation and participation of workers, and administration of associated training for employees while also ensuring the safety of our customers through robust product development processes and installation guidance. We are committed to eliminate hazards and reduce OH&S risks.

**Quality** is defined as achieving customer satisfaction through the timely delivery of defect-free and safe products and helpful services which fulfill customer requirements for performance and cost.

**Environmental** responsibility is defined as understanding how various environmental aspects of our R&D activities, product manufacturing, environmental operational performance at customer sites, as well as the services we provide, impact our surroundings so that issues can be mitigated. We remain open to feedback from our community and customers while providing an environmentally centered sales education. We are committed to protecting the environment, including the prevention of pollution.

All of this is made possible by our Organizational Leadership Team, which works in collaboration with all workers to ensure adequate resources are available, promote a safety-first mindset, and foster continual improvement throughout the organization.

A stylized, handwritten signature in black ink.


Tushar Ghuwalewala  
Senior Vice President, Operations - PEM

A handwritten signature in blue ink that reads "Kathleen E. Ayers".

Kathy Ayers, Ph.D.  
Vice President, Research and Development

A handwritten signature in blue ink that reads "Stephen Szymanski".

Steve Szymanski  
Vice President, Sales and Marketing

	Company Policy	POL1009 Rev B	2 OF 2
	QHSE Policy		

Posted Location	Media
Board Room	Printed
Main Cafeteria	Digital
Front Lobby Monitor	Digital
Training Room 1	Printed
Training Room 2	Printed
Intranet Home Page	Digital
<a href="#">Nel Hydrogen Website</a> on the "Quality, Health, Safety and Environment" page	Digital
<a href="#">Nel Hydrogen SharePoint Website</a> on the "US QHSE Policy" page	Digital