

Environmental, Health & Safety (EH&S) Policy

We believe that being an ethical company includes conducting our business in an environmentally responsible manner. At Knowles, we uphold this commitment by complying with all applicable environmental rules and regulations and by working to reduce our carbon footprint. We will make continual efforts to prevent or address any negative effects upon the environment from our operations and products and ensure the health, safety and welfare of our employees. We also have systems in place to encourage the reporting of concerns and the protection of whistle blowers, including a global Hotline.

Knowles Environmental Goals and Objectives

- Conduct operations in a manner that protects the environment, employees and community.
- Continually reducing environmental risks throughout its operations by identifying and measuring environmental risks and by setting performance standards, which are commensurate with best practices.
- Minimize the use of hazardous chemicals and reduce hazardous waste generation whenever feasible.
- Comply with all laws and regulations applicable to its operation and work within the framework of an Environmental Management System.
- Provide EHS training and instruction at all levels to motivate and to ensure that proper procedures are followed.
- Encourage environmental responsibility from suppliers and sub-contractors.
- Communicate this policy to all employees and other interested parties.

Knowles is committed to providing a healthy and safe work environment and processes that enable our people to work injury and illness free while acting in an environmentally responsible manner. To achieve this we:

1. Ensure that our operations, products and services comply with applicable environmental, health and safety regulations and implement controls to meet additional company requirements.
2. Operate an environmental, health and safety management system aligned to the requirements of ISO14001 that ensures continuous improvement through risk assessment, risk minimization, and performance reporting.
3. Operate in a manner that is committed to continual improvement in environmental sustainability through recycling, waste minimization, conservation of resources, prevention of pollution, product development, management of hazardous materials, and promotion of environmental responsibility amongst our employees.
4. Assure managers and employees are trained and accountable for preventing work related injuries and illnesses, and provide appropriate wellness programs that contribute to the productivity, health and well-being of employees.
5. Inform suppliers, including contractors, of our environmental, health and safety principles and require them to adopt practices aligned with these expectations.

This policy applies to Knowles operations worldwide.