



Safety First at American Vanguard

The health, safety and security of all Company employees, contractors, customers, and surrounding communities is our highest priority and a long-standing Core Value of American Vanguard. We are committed to providing and maintaining a safe, healthy, and secure environment for our employees and contractors, while operating with the highest level of concern and respect for our neighboring communities.

Our comprehensive Safety First program is specifically designed to protect employee health, safety and security and is diligently implemented by our team of experienced safety professionals. Reporting to plant and corporate management, safety managers develop, implement, and maintain policies and procedures to identify, eliminate and/or mitigate hazards, while adhering to relevant federal, state, and local requirements. Designated and trained teams at the plant or corporate level conduct root cause investigations of safety or environmental incidents and confirm appropriate corrective actions are implemented to further enhance workplace safety and reduce risk.

Through our continuous education programs, we train and coach employees to perform their jobs safely and to recognize and immediately correct hazards and any condition that pose a safety, health, security or environmental risk. If unable to remedy the condition, employees are empowered to report the matter to their supervisor or any member of management up to, and including, the CEO, to ensure appropriate corrective actions are implemented, without fear of any form of reprisal. Compliance with the Safety First policy and applicable laws and requirements is the responsibility of all employees and contractors and is a condition of their employment and contract.

We support this policy with the resources and accountability necessary to achieve the goals of creating and maintaining a culture of individual responsibility for a workplace free of injury or illness, so all employees are invested in a shared vision of employee safety and wellness.

With periodic self-evaluation and frequent reviews and input from employees at all levels of the organization, we continuously improve our processes to minimize risk and communicate and implement industry best practices.

Reporting to the environmental, social responsibility and governance (ESG) liaison of our Board of Directors, we also publicly report employee injury and illness rates and key metrics as all American Vanguard employees strive to achieve our stated goal of zero recordable injuries or illnesses.

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