

BRAND SAFWAY

ESG Program

(Environmental, Social and Governance)

WHO WE ARE

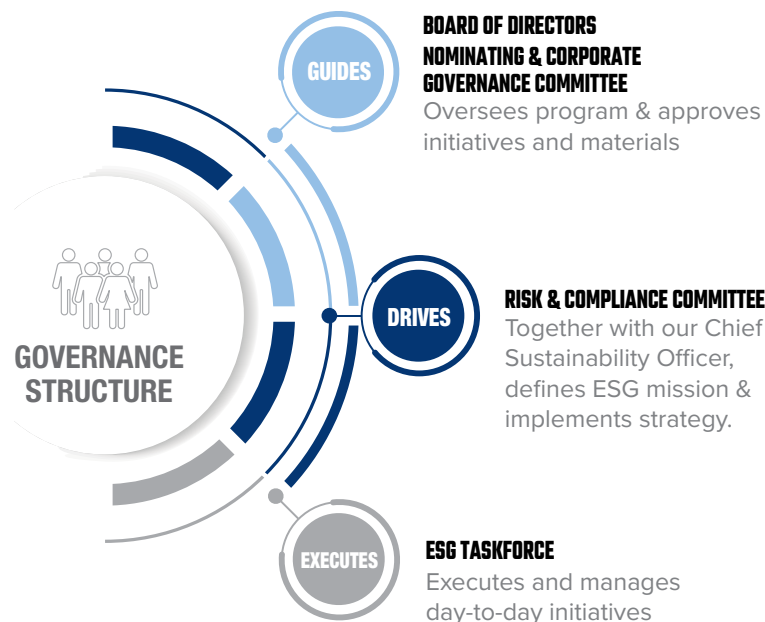
BrandSafway is a leading global provider of access, specialized services, and forming and shoring solutions in the industrial, commercial and infrastructure markets.

Our company purpose is to Provide You Access to Build a Better World.

WE ARE COMMITTED TO PLAYING OUR PART IN BUILDING A BETTER WORLD

by increasing opportunities for our employees, customers, and communities to connect and thrive while decreasing our impact on the environment and upholding strong governance practices.

OUR GOVERNANCE STRUCTURE



OUR GUIDING PRINCIPLES

Our ESG strategy is driven by four guiding principles:

1. Uphold strong governance practices.
2. Ensure the well-being and safety of our employees.
3. Mitigate the impact of our operations on the environment.
4. Be good corporate citizens.

OPERATING A BUSINESS WITH
STRONG ESG PRINCIPLES IS SIMPLY
THE RIGHT THING TO DO.

OUR ESG WORK TODAY

Our ESG program is designed to accurately reflect the topics material to our Company, including areas in which we excel and provide enhanced value to our stakeholders.



ENVIRONMENTAL

Environmental Health & Safety (EHS) Management Policies & Procedures – BrandSafway maintains a robust EHS Manual that outlines the roles, responsibilities, and practices employees use to ensure a safe and environmentally conscious workplace.

GHG Emissions Inventory and Core Metrics – We continue to maintain a comprehensive Greenhouse Gas (GHG) Inventory Management Plan that supports consistent, transparent, and repeatable measurement of our environmental impacts. As part of this framework, we quantify Scope 1, Scope 2, and Scope 3 GHG emissions, along with water use and waste generation across our operations. In addition, we are actively evaluating assurance efforts to align with emerging regulatory requirements and evolving sustainability disclosure expectations.

Innovative Partnerships – We're making data-driven investments to understand our environmental footprint, including ways to limit or reduce GHG emissions, waste creation, and expand recycling. In 2026, we are excited to host our third consecutive Environmental Defense Fund Climate Corps fellow, continuing to advance sustainability insights and identify new opportunities to reduce our environmental impact.



SOCIAL

Safety – Safety is BrandSafway's core value and the foundation of our industry-leading safety culture and global EHS system. Our safety pillars focus on strong leading indicators, effective hazard prevention and a robust learning network that drives continuous improvement worldwide. We also empower all employees with Stop Work Authority and promote safety ownership at every level.

Human Rights & Fair Practices – We support and protect human rights through our Global Human Rights Policy, Equal Employment Opportunity Policy and Global Code of Conduct, reinforced by policies such as the Global Anti-Favoritism Policy and Global Hiring and Recruitment Policy, which collectively prohibit discrimination, harassment and other unfair practices.

Inclusion & Employee Voice – Our global, employee-led Global Inclusion Council (GIC) brings together employees with diverse backgrounds, experiences and identities to provide meaningful employee perspective and help advance inclusive workplace practices.

Community Impact – Our Community Impact Program focuses on four pillars: BUILD (disaster relief and community reconstruction), GROW (youth education), SERVE (veterans, first responders and healthcare workers) and THRIVE (health related research, prevention and education).

Employee Wellbeing – Our Wellness for You Program provides mental, physical and financial health resources to help employees and their families thrive.

Employee Development – We invest in continuous employee growth through the BrandSafway Learning Network (BSLN) and a wide range of craft and leadership training programs. Employees have access to skill building resources, instructor-led learning and development pathways such as Lead the Way, the Facilitator Training Program and Scaffold Boot Camp—supporting career advancement and strengthening our highly trained workforce.



GOVERNANCE

Integrity and Compliance are the foundation of everything we do. We operate with honesty, fair dealing, mutual respect and the highest ethical standards, and we hold ourselves and our suppliers to these standards daily. We perform third-party due diligence on all third parties with whom we conduct or intend to conduct business, and we deliver targeted trainings to our employees. In 2025, we achieved a 98.7% completion rate, globally, for our annual employee compliance and integrity trainings. This included courses on our Global Code of Conduct, Anitrust & Anti-Competition, Anti-Bribery & Corruption, and Human Trafficking, in addition to monthly Compliance communications and e-learning.

Foundational Policies

- › [Global Code of Conduct](#) – The cornerstone of our Compliance Program that protects our culture and commitment to work with integrity at all times.
- › [Global Supplier Code of Conduct](#) – Outlines our expectations and requires all suppliers to adhere to ethical conduct, honest behavior and compliance with all laws.
- › [Ethics Hotline](#) – Together with our Global Open Door, Whistleblower Protection and No Retaliation Policies, employees and third parties can also report concerns through our global ethics hotline 24/7, by phone or web, in their local language.
- › Our extensive inventory of key policies can be found on our internal SharePoint site or by category in our Ethics & Compliance Manual, which is located on the [Integrity site](#).

QUESTIONS?

Email ESG_Inquiries@brandsafway.com || Visit BrandSafway.com/sustainability