TENNANT COMPANY

Date: 16/04/2026
Document Number: WHS POL 005
Version: 6

ENVIRONMENTAL POLICY STATEMENT

Tennant Company (Tennant) is committed to protecting the environment and minimising the impact from activities performed within our business. This commitment extends to:

- Development of an Environmental Management Plan that is integral to overall management;
- Cooperation with our clients in the implementation of site-specific environmental plans and objectives;
- Prevention of pollution;
- The identification of recycling opportunities;
- Water, energy and material conservation; and
- Continuous environmental improvement.

Tennant has implemented an Environmental Management Plan (EMP). The EMP objectives are:

- Compliance with applicable legal and other requirements;
- Identification of the environmental impacts of our activities and services;
- Implementation of procedures for managing activities with a potential to impact the environment including implementation and review responsibilities
- Continuous environmental improvement through regular review of our activities

Tennant will prepare an annual self-assessment review against this Policy, and any applicable License, Plan or Agreement. The allocation of sufficient resources to enable the implementation of environmental considerations including team member training, will form an integral part of the overall environmental plan implementation.

Managers and supervisors have a duty to ensure that this policy is effectively implemented. They will support direct reports and hold them accountable for their specific responsibilities, demonstrating commitment to environmental plans and related procedures.

All employees are responsible and accountable for participating with this Policy, by communicating with their peers, management and others in relation to environmental awareness and protection. Tennant will encourage environmental awareness among its workers and will support sound worker initiatives. Contractor environmental impact and compliance will be considered as a component of the preferred contractor review process.

Tennant company globally release a sustainability report, published on the Tennant Website with full overview of Tennant's commitment to protecting the environment and minimising the impact from activities performed within our business.

This Policy Statement will be reviewed every 2 years, via the consultation processes agreed to within the workplace, or as changes to legislation and policies and procedures necessitate.



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