

ENVIRONMENTAL POLICY & PROCEDURE**Corporate Environmental and Sustainability Policy****100-EM-001**
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Environmental and Sustainability Policy Statement

It is the policy of MISTRAS Group, Inc., (MISTRAS) to demonstrate compliance with and, where possible, exceed in its global Environmental and Sustainability responsibilities. MISTRAS protects civilization's most critical assets.

The long-term business success of MISTRAS depends on a full organizational commitment to our Environmental and Sustainability responsibilities. MISTRAS recognizes the importance of a strong commitment to environmental protection and securing future sustainability across our global organization and acknowledges that its business activities have an impact on the environment. Further, MISTRAS recognizes that good stewardship goes beyond legal and statutory requirements alone. Therefore, MISTRAS is committed to reducing our environmental impact and improving future sustainability through avoidance of depletion of natural resources and helping maintain an ecological balance.

The MISTRAS Environmental and Sustainability Policy is a fundamental commitment to delivering quality services and products in a way that protects the best interests of our employees, customers, contractors, suppliers, investors, and wide communities in which we live and work.

MISTRAS Executive leadership and management are actively committed to the communication, implementation, and continued compliance with this policy. MISTRAS is organizationally committed to:

- Protecting and continuously improving reduction of potential environmental impacts related to, or caused by, our business activities and to working closely with stakeholders on sustainability best practices.
- Developing our people through applying and reviewing skills related to environmental training and competence.
- Setting clear performance objectives, measuring results, assessing, and reviewing the effectiveness of our processes through environmental management systems accredited to or aligned with EN ISO 14001 (as a minimum) and applicable laws in countries or regions where we work.
- Planning for, responding to, and recovering from any emergency of an environmental nature within our business and, as an ethical organization, providing aid and support to our local communities.
- Minimizing our carbon footprint through pollution prevention, reduction of natural resource consumption and emissions, and the reduction and recycling of business waste.
- Communicating openly with employees, customers, contractors, suppliers, and the wider community to ensure an understanding of our environmental and sustainability programs and annually sharing our commitment and compliance results.
- Continually improving our performance on issues relevant to MISTRAS and our stakeholders of global concern and on which we can have an impact by sharing our technical knowledge of successful environmental and sustainability programs and initiatives.
- Committing to supporting external organizations financially and ethically to ensure MISTRAS actively participates in sustainability programs to secure a cleaner future environment.

This Policy is regularly reviewed to ensure ongoing suitability. The commitment listed above are in addition to our basic obligation as a responsible corporate organization to comply with applicable laws and regulations where we operate. This is critical to our business success through allowing us to systematically minimize our environmental impact and add value for all our stakeholders (internal and external).

Authorized by: Dennis Bertolotti
President and Chief Executive Officer
MISTRAS Group, Inc.

Signature: _____
Date: _____

Revision History

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Caring Connects

At **MISTRAS**, we're a team **connected by a common thread of caring** – about one another, our customers, the environment, and the work we do.

We see it as our responsibility to look out for one another, by **fostering a culture of togetherness, safety, respect, and contribution** which enables each individual member to feel that they're a part of something bigger.

Safety and health are an integral part of all our activities. We believe that all safety incidents are preventable if the proper care measures are taken regarding safe motor vehicle operations.

MISTRAS Expectations:

- Role model and teach all MISTRAS safety processes / approaches
- Intervene if you see any unsafe action or situation
- Look out for your coworker's safety, and care enough to say something if you can see a better way
- Remember Caring is making sure everyone goes home in the same condition as they arrived

Introduction

MISTRAS continually promotes a work ethic that is environmentally focused on minimizing our carbon footprint by establishing specific and measurable goals that are reviewed annually with results published on the MISTRAS website (<https://www.mistrasgroup.com>).

MISTRAS recognizes its business activities have an impact on the environmental and are committed to managing that impact, to a reasonably practicable level, which promotes and encourages sustainability practices in all areas, locations, regions, and countries where we operate.

1.0 Scope

To ensure a consistent approach across all MISTRAS locations, this policy is fully endorsed and supported by the MISTRAS Executive Leadership Team. This policy applies across our global organization, to all our employees and others who we may work with, supply to us, and environments where our operations may have an impact.

2.0 Governance

We have built our reputation as an organization that requires ethical business practices and high levels of integrity in all of our business transactions. This is set forth in our Code of Business Conduct and Ethics and related policies and procedures that guide our employees and business associates on a daily basis. We make it easy to report complaints or concerns on a confidential and anonymous basis. That confidentiality also applies to this policy.

3.0 Responsibilities.

- 3.1 Oversight of climate-related risk and opportunities are undertaken by the MISTRAS Board of Directors through quarterly reporting by the Environmental, Social and Safety (ESS) Committee that reports to the Board.
- 3.2 The Vice President of Compliance has oversight of this policy and program, reports directly to the Chief Executive Officer, and serves as the company lead representative on the ESS Committee.
- 3.3 All operational managers are responsible to support the goals and efforts outlined in this policy along with offering suggestions for improvement.

4.0 Business Mission and Vision

OUR MISSION

We Will **Deliver Value** By Developing, Integrating, And Executing Asset Protection Solutions That **Maximize Uptime And Safety**.

OUR VISION

Be The **Integrated-Solution Partner** To Solve Civilization's Unmet Asset Protection Needs.

5.0 Continuous Improvement

- 5.1 MISTRAS is fully committed to **continually improving** our environmental performance and to effectively managing our environmental impacts through assessing the environmental impact of our historic, current, and likely future operations.
- 5.2 MISTRAS is committed to its environmental policy and realizes that to fully meet our obligations brings challenges; however, MISTRAS continually moves forward in our goal to provide an environmentally conscious workplace for all employees, our customers, and the wider community. MISTRAS realizes its commitment to continuous improvement through, but not limited to, the following:
- 1) Transport
 - 2) Recycling of packaging materials
 - 3) Minimizing waste
 - 4) Efficient use of water and energy
 - 5) Use of biodegradable chemicals
 - 6) Minimizing use of solvents and lead-based paints
 - 7) Use of timber or wood products from sustainable (managed) forests
 - 8) Phasing out of chlorofluorocarbons (CFCs) and other ozone-depleting substances

6.0 Sustainability

- 6.1 There are three (3) key fundamentals that make up the MISTRAS approach to sustainability:
- 1) Environmental stewardship
 - 2) Community well-being, which includes our stewardship goals
 - 3) Economic viability
- 6.2 Each fundamental includes focus areas where MISTRAS establishes its annual environmental and sustainability goals, noting areas of excellence and identifying opportunities for improvement. MISTRAS takes its stewardship of sustainable development very seriously by:
- 1) Considering the life cycle of our products and services and designing them to be as sustainable as possible.
 - 2) Buying materials and resources that come from renewable sources.
 - 3) Reusing or recycling waste or passing it on to other businesses to use as a resource.

- 4) Going beyond our legal obligations and anticipating changes so that we can make adjustments to MISTRAS policies and procedures before legislation comes into force.
- 5) Involving employees and other stakeholders (suppliers, customers, community) in sustainable development by involving them in training and incentives to encourage buy-in to MISTRAS strategies and initiatives.
- 6) Committing to building a good relationship with the local communities by supporting local charities and sponsoring local events that lead to initiating sustainability projects.

7.0 MISTRAS Energy Conservation, Waste Management, and Recycling

7.1 In Our Offices

- 7.1.1 MISTRAS advocates and supports offices engaging in recycling programs for paper, plastic, aluminum, and glass. This supported program also extends to purchasing recyclable and/or refillable toner cartridges for printers. Additionally, disposed waste streams are identified through our Aspects and Impacts registers with waste removal contractors verified that waste is disposed of ethically and at authorized recycling facilities.
- 7.1.2 Additional measures that our offices have or are working toward include LED lighting, occupancy sensors, efficient paper consumption measures (e.g., double-sided printing, printing materials only when necessary, eliminating use of Styrofoam and other disposable kitchen paper and plastic products), efficient energy consumption measures (limiting use of electronics and lights), and also implementing journey management practices by utilizing electronic methods of collaboration to reduce the carbon impacts caused through unnecessary business travel.

7.2 In Our Workshops

7.2.1 Chemical Management and Hazardous Materials

- 1) The release of hazardous substances and materials can significantly impact the local environment causing harm to vegetation growth and animals and pose serious health and safety risks to individuals who live and work in these environments.
- 2) MISTRAS will comply with all hazardous materials laws and regulations applicable at our global locations and take active measures to ensure our facilities implement practical measures that prevent spills or chemical escapes. While working on projects, MISTRAS employees will comply with our customers' environmental plans but also ensure every reasonably practical step is taken in preventing harm to the environment in all its forms.
- 3) All significant hazardous materials (radioactive isotopes) are closely managed, recorded, and controlled throughout its life cycle and its eventual disposal with any potential risk to the environment reduced to as low as is reasonably practicable. These controls ensure only those who are trained and suitably qualified are then authorized to have access to those materials.

7.2.2 Transportation and Removal of Hazardous Waste

Employees responsible for the transportation and removal of hazardous waste when such materials are introduced into projects undergo applicable hazardous materials training. This training covers the nature of hazardous materials as well as the proper procedures to follow when transporting hazardous waste and what to do in the event of an emergency. All hazardous waste removed from our projects or facilities are recycled where possible or transported to government approved waste management facilities.

7.2.3 Disposal of Hazardous and Non-Hazardous Waste

- 1) MISTRAS performs its duties in a manner that minimizes the generation of waste materials whenever possible and will monitor the storage, handling, use, and disposal of waste materials.

Internal waste generation such as oil contaminated rags or other related waste streams are segregated and disposed of in line with local waste management arrangements through approved waste recycling vendors.

- 2) We will review our operations on a regular basis and identify measures to reduce the generation of waste streams, especially those that are hazardous to our environment.
- 3) MISTRAS Compliance departments and purchasing departments review our chemical products with the aim to substitute hazardous chemicals to those more suited for environmental protection and pollution prevention.

7.2.4 Spill Prevention Control and Countermeasure

Spills of chemicals, oils, and fuels could have significant negative impacts on the surrounding environment including the soil, water, air, biodiversity, and human health. MISTRAS complies with the requirements related to the development and/or adherence to project or site-specific spill prevention control and countermeasure risk assessments and method statements. These plans typically include procedures to follow for spill prevention, required employee training, oversight personnel, procedures for timely and safe cleanup of spills, contingency plans for catastrophic spills, emergency response plans, and internal and external notification, documentation, and reporting requirements. Suitable spill control equipment is available at all MISTRAS locations and provide in some project-based vehicles. The spill control kits are checked on a regular basis to ensure they are readily available at all times.

7.2.5 Storm Water Pollution Prevention Plans

MISTRAS complies with requirements related to the development and/or adherence to storm water pollution prevention plans that include practices for reducing pollutants from storm water discharges from our locations and compliance assurance with terms and conditions of storm water permits as applicable. Location based drain plans are provided with emergency response spill control equipment and, where required, additional provision of drain covers to prevent spill release through storm drains.

7.2.6 On Projects

We implement programs to salvage and reuse excess materials incurred by our projects and work closely with our customers, as partners, in their environmental and sustainability programs. Prior to deploying for projects, a task-specific risk assessment is developed to ensure we identify potential risks to the environment, preventative measures to mitigate accidental release to the environment, and ensure employees fully understand their part in ensuring compliance with that risk assessment.

8.0 Efficient Use of Water

MISTRAS acknowledges that water is a scarce resource globally and in certain regions in which we operate. We understand that access to water is a fundamental human right and we maintain responsibilities to reduce our impact on the water supply. MISTRAS locations review water usage through the Aspects and Impacts registers and measure our water consumption for opportunities to improve and reduce consumption where possible. Initiatives include, but are not limited to:

- 8.1 Provision of personal water bottles for project staff to refill
- 8.2 Faucets (taps) with auto switch-off instead of manual switch-off
- 8.3 Cleaned and recycled water in hydro-test baths

9.0 Efficient Use of Electricity

In addition to measures outlined above in Section 7.1 – In Our Offices, where possible, MISTRAS sources utility providers that source their energy through renewable power generation such as wind or wave power. Additionally, where

practicable, the use of solar panels is considered to reduce our impact on national and regional power grids, which in turn reduces the potential for burning fossil fuels for power generation and further emissions release to the atmosphere. Additional initiatives include, but are not limited to:

- 9.1 Occupancy lighting sensors
- 9.2 LED lighting
- 9.3 Switching off lights in unused areas
- 9.4 Ensuring electrical equipment and power distribution systems are maintained to ensure optimum performance

10.0 Efficient Use of Fossil Fuels

MISTRAS recognizes that the use of fossil fuels (e.g., oil and gas, coal, etc.) has a significant impact on the environment and its continued use is not sustainable. MISTRAS ensures the use of fossil fuels in operations are reduced to a minimum by:

- 10.1 Verifying no facility utilizes coal as a source of power generation at any of its global facilities.
- 10.2 Installing vehicle monitors to identify excessive speeds that increase the use of fossil fuels and places further wear of vehicle parts and their subsequent disposal.
- 10.3 Implementing journey management plans to ensure only journeys necessary are undertaken by land, sea, or air.

11.0 Ethical Sourcing.

MISTRAS works closely with our suppliers and employees in a responsible way by being open and honest about our products and services. We recognize that ethical sourcing is a key process in how we ensure the products we purchase through our approved suppliers are obtained in a responsible and sustainable way, that the workers involved in their production are safe and treated fairly, and that environmental and social impacts are taken into consideration during our sourcing process. We do this through:

- 11.1 Selection of a supplier, prior to approval by MISTRAS, is dependent upon meeting a minimum environmental criterion outlined within the MISTRAS supplier approval forms.
- 11.2 Clear message on MISTRAS ethical sourcing expectations communicated via distribution of MISTRAS Supplier Code of Conduct.
- 11.3 Ongoing review of critical suppliers' documentation and/or facilities through audit.

12.0 Compliance

- 12.1 MISTRAS recognizes that compliance with **relevant environmental legislation** is the minimum level of our performance acceptance. We review applicable environmental legislation and audit compliance throughout established auditing process and plans with the addition of external audits in compliance with EN ISO 14001 accreditation.
- 12.2 MISTRAS holds nine (9) separate EN ISO 14001 accreditations across its facilities with the remainder operating to environmental management systems adopted from those facilities and internally audited to that standard.

13.0 Education and Training

- 13.1 MISTRAS implements training programs for all employees to raise awareness, encourage participation, and train employees in environmental matters through various training courses and modules, which are additionally supported through practical spill exercises to test employees' level of understanding. All deployed employees to projects are required and educated to be familiar with the environmental impacts of our products and other chemicals that enable the project's completion.

13.2 MISTRAS has employed a number of environmental specialists who review and update our environmental management systems and audit our continued compliance.

14.0 Monitoring Performance

14.1 MISTRAS recognizes the importance of monitoring progress and reviewing environmental performance against established goals, targets, and objectives on a regular basis through our scheduled management Reviews and publication of annual results.

14.2 MISTRAS is committed to communicate our business' environmental aims and objectives to all staff, as well as to customers, investors, and other external stakeholders. We expect similar environmental standards from all suppliers and contractors but, where applicable, assist customers to use products and services in an environmentally sensitive way.