

	The C.A. Lawton Co. Quality Management System		Doc No:	QP 6.2.1.1
			Issue Date	
			Revision Date:	12/19/2025
Safety, Health, and Environmental Objectives			Revision No.	12
			Next Review Date:	12/19/2026
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The environmental objectives outlined below were set during the FY2025 Annual Environmental Management Review. The environmental objectives were defined by leadership to be consistent with corporate policy to operate beyond compliance.

Performance will be communicated and monitored through the daily SHEQ reports.

Management will receive an Executive Summary report detailing progress updates and attend our annual management review meeting.

Health & Safety

Goal: DART and TRIR at or below industry standard. Zero lost workdays. Obtained ISO45001:2018 in January 2025.

Objectives: Address all employee safety concerns in a timely manner.

Safety committee meetings. Job Hazard Assessments (Review and Update). Initial safety training and annual refresher safety training. Annual medical surveillance. Safety programs and safety audits. Employee Continuous Improvement Suggestion program.

Environmental

Work with DNR to raise awareness and advantages of Green Tier 2 and ISO 14001:2015

Work with Wisconsin Public Service Corp., Focus on Energy, and other resources to identify options to reduce energy costs across the company by 5%.

Improve appearance of De Pere campus through litter reduction, effective recycling, and universal waste disposal.

New hires are made aware of these objectives when joining The C.A. Lawton Co. through the on-boarding process, and existing employees are made aware of these objectives through postings on notice boards and direct communication.

Implement six employee-driven environmental improvements annually through the employee continuous improvement suggestion program.

Copies of this document will be posted on all notice boards.

Approval and Change Record

Date:	Rev: #	Reason for Change	Approver
May 2021	08	??	??
11/28/2022	09	Updated document number and aligned with ISO 9001 standard. Updated from management review	Terry O'Leary
1/6/2025	10	Updated and Reviewed	Terry O'Leary
7/24/2025	11	Updated Health and safety goals & objectives	Jairo R.
12/19/2025	12	Annual review and added an environmental objective and goal	Jairo R.