

Environmental, Health and Safety Policy

The Middleby Corporation and all of its subsidiaries (collectively, “Middleby”) is dedicated to supporting the success of our stakeholders including our customers, employees, and communities through the management of environmental, health and safety across our operations. We work to ensure the continuity and success of our company by maintaining a work environment that is safe, healthy, and conducive to performance and by protecting the environment. As stated in our Code of Conduct, we are committed to compliance with all applicable EHS laws and regulations at all times and we strive to exceed these standards where applicable.

Protection of the environment is a core business value at Middleby, and we are conscious of our responsibility towards the needs of the community in which we operate by creating, maintaining, and ensuring a safe and clean environment. Regardless of the activities we are carrying out, we endeavor to minimize environmental impact by taking suitable measures in advance.

As a core component of our business strategy, we develop products for our customers that increase energy efficiency, reduce water use and otherwise contribute to sustainable development and reducing the environmental impact of the production process and the use of our products by our customers. Our processes include provisions to consume raw materials and energy sparingly and to maintain waste, wastewater, and other emissions at levels at or below industry standards. Middleby believes that the proper approach is to strive that all injuries and occupational illnesses can be avoided. We are committed to a safe and healthy workplace culture in which no one is harmed in association with our business. We strive for a safe, injury-free workplace by integrating safety into our daily business decisions and processes. We promote the health and wellness of our employees by identifying and controlling workplace health risks.

Each of our business units is committed to continual improvement of our EHS performance and measuring the progress by specific EHS performance indicators.

Each business unit holds regular communication meetings and training sessions to ensure that our employees have the knowledge to carry out their work safely, work responsibly, make decisions to carry out their duties, and to be accountable for the results.

Further, each business unit requires suppliers, vendors, contractors and others associated with our operations to comply with our EHS requirements, and they will never be asked to perform anything unsafe or in violation of environmental laws.

This Policy is based on our core beliefs and is a reminder to all of our stakeholders of what we have built our company upon and will continue to promote as a core competitive advantage of our company. Our focused actions will bring sustainable results and will deliver superior performance that protects our employees, contractors, the public, and the environment.