

Workplace Environmental, Health, and Safety Principle

Principle Statement:

3M provides safe and healthy workplaces, and strives to minimize the impact of our operations on the environment. 3M employees must know and follow all applicable environmental, health and safety (EHS) laws and regulations and 3M's EHS policies and standards. 3M employees must report any EHS concerns and respond to them in a diligent manner. 3M management is responsible for addressing reported concerns and ensuring that 3M employees are properly trained in applicable EHS laws and regulations and 3M EHS policies and standards.

Purpose:

3M strives to improve every life. 3M provides a safe and healthy workplace and strives to reduce the environmental impact of our operations, conserve natural resources, and conduct all business activities in a manner that protects the health and safety of our employees, visitors, and communities. We work with our suppliers and business partners so that their operations support these same objectives. These efforts together help define, protect, and ensure the long-term success of our company.

This Principle applies globally to all employees and may apply to those acting on behalf of 3M. See the Compliance Principle for information on when a third party might be covered by the Code of Conduct Principles.

Additional Guidance:

- Comply with all relevant EHS laws and regulations, and 3M EHS policies and Standards.
- Communicate with management and fellow workers about workplace conditions perceived to be unsafe or hazardous, including those conditions identified at customer or other third party workplace locations that potentially affect health and safety of 3M workers. As appropriate, shut down any 3M operation that is operating in an unsafe condition.
- Incorporate appropriate safety and health considerations into your daily job duties and business decisions, whether on 3M premises or at customer or third party workplace locations.
- Operate and maintain equipment, facilities and processes in a safe manner. Avoid unsafe activities and workplace conditions.
- Participate in training and education programs to manage EHS risks.
- Prevent pollution at the source and reduce waste wherever and whenever possible. Conserve natural resources through the use of reclamation and other appropriate methods.
- Select and retain those suppliers, contractors, or outsourced manufacturers and service providers who comply with all applicable laws and regulations and meet 3M's EHS expectations.
- Work to improve energy efficiency in existing operations and in new equipment and facilities.
- Employees should contact their assigned division, facility, or country EHS professionals for help in identifying and complying with applicable laws and policies.

Penalties:

Failure to comply with the EHS laws and this Principle could lead to criminal and civil penalties for 3M and for employees personally, significant business disruptions, and harm to 3M's reputation. Violations of 3M's Code of Conduct will result in discipline, up to and including termination from employment.