



DANIMER SCIENTIFIC

SAFETY SYSTEM (DSS)

OVERVIEW

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I. Leadership Commitment

Company Safety Mission Statement

Safety is at the foundation of all we do. We are committed to the health and safety of our teams, subcontractors, customers, and community. We will continually improve our processes, demonstrate leadership, and promote comprehensive safety. We will encourage safe behavior in a positive way. We expect all teammates to adhere to our safety standards and actively participate in and support the advancement of our health and safety practices. Safety is everyone's responsibility.

Safety Philosophy

Danimer Scientific will promote safety with a hierarchy of controls demonstrating best safety practices to develop a safety culture which empowers all teammates to see something, say something, and do something to attain the desired strong safety culture.

II. Safety Steering Committee (SSC)

Danimer Scientific will provide the resources to keep an active SSC. The SSC consists of hourly representatives from each department whenever possible. Each SSC member commits to serve on the SSC for a period of 12 months. The SSC member serves as a safety liaison to the steering committee for their department. The SSC member is expected to be mindful for risks/hazards in the department they represent and to report any conditions that will need improvement. SSC members conduct monthly walkthroughs and report safety discrepancies for correction. Work orders are submitted for those items needing to be corrected and these are tracked.

SSC Improvement Performance

The SSC has created a safety improvement performance metric to help measure accomplishment toward obtaining safety improvement. Three safety improvements per month per department are targeted. Each SSC member leads their department in targeting completing the safety improvements month to month.

Documented Meetings and Accomplishments

SSC meetings and accomplishments are documented and tracked. The results are discussed every third Wednesday of the month. Minutes are maintained for these standing meetings, accomplishments shared, and much follow-up conducted to make sure identified needs for safety improvement are addressed.

III. Behavior and Culture

Behavior Based Safety (BBS)

The company has adopted the principles of BBS as a guide to creating a safe work culture. Peer observations are conducted weekly by teammates and tracked for % participation. The observations help identify barriers to safe behavior. These barriers are proactively removed reducing both physical and behavioral risks in the departments.

IV. Safety Measurement

Metrics

Safety metrics for safety performance being tracked include total recordable incident rate (TRIR), days since last injury, near miss injuries, safety related work orders, average BBS observation participation, and SSC improvement.

Average BBS Participation

The metric measures the % of persons in a department who conducted at least one observation in the last seven days in the group with the expectation being 100% participation.

Rewarding Excellence

Safety Recognition is given individually and with team effort focuses. Individuals who serve on the SSC are recognized by being given a SSC embroidered shirt.

Progressive Disciplinary Plan

It is the sincere opinion of Danimer Scientific that policies regarding teammate at-risk behavior are necessary to the efficient operation of Danimer Scientific as well as for the benefit of teammates. Safe behavior is expected of all individuals. Progressive discipline policies will be used to correct at-risk behaviors, as necessary.

V. Standard Operating Procedures (SOP), Programs

Safety Expectation - Danimer sets safety expectations during initial interviews and emphasizes the importance of working safely with teammates during new hire intake and onboarding. Each new hire is given a thorough overview of the immediate life safety concerns and emphasis on compliance to safety standards is continued during employment.

Standard Operating Procedures (SOPs) - Departments incorporate SOPs relating to safety into standard departmental job/tasks by creating and sustaining job hazard analyses.

Programs

Contractors/Visitors/Vendors – All contractors, visitors, third party vendors, and temporary teammates are required to adhere and abide by standard safety rules of conduct. The respective department head, manager, or the Danimer person being visited is responsible for ensuring compliance with safety standards.

Personal Protective Equipment (PPE)

Efforts are made to engineer out the necessity for PPE in Danimer's processes. All PPE required to perform tasks are provided to the teammate. PPE needed as indicated by job hazard analysis (JHA) or as required per the safety data sheet (SDS) for handling and storage of the chemical will be provided. Minimally, processes may require:

Aprons – The routine use of caustics and corrosives indicate the need for rubber aprons.

Equipment Training – Requisite departmental safety training is conducted with teammates before operating equipment. Training is documented using the Safety Training Acknowledgment form and/or electronically in Learning Management System.

Face Shields – Liquids are routinely used in the processes and face shields are added protection to prevent splashes from contacting the face should they occur.

Gloves – Various specific types of gloves are provided per the SDS for the chemicals.

Hearing Protection – Noise levels have been consistently reduced using engineering controls such as relocation of equipment away from people, muffling, and replacing equipment.

Hearing Conservation Program - Danimer has an active compliant Hearing Conservation Program in effect to monitor the hearing of the affected teammates in the noise level areas over 85dba (TWA 8 hours).

Safety Glasses – Safety glasses are required in all manufacturing areas and in laboratories (except when working on computers).

Hot Work – Compliance with requirements of OSHA Standard 1910.252. Danimer maintains a formal hot work permit program. The permitting and control of hot work being performed is guided by an eight-step process. Permits are issued to the Maintenance Department and compliance to this process is accomplished by following the permitting guidelines in the program. The Hot Work Procedures and checklists are maintained by Environmental Health and Safety (EHS) and the Maintenance Department.

Lock Out Tag Out Program (LOTO) – Compliance with requirements of OSHA Standard CFR 1910.147 is strictly adhered to. Control of hazardous energy when working on equipment is critical to the safety of Danimer teammates when performing routine maintenance, repairs, and installation of equipment

LOTO Teammate Classification – Danimer has two groups: Authorized and Affected teammates (all others who are not Authorized). Authorized teammates are trained personnel who isolate energy sources for equipment and apply lockout devices to secure control against the unexpected start-up of equipment when it is being worked on. Affected teammates would include everyone who is not an Authorized teammate. Training is provided for each group.

LOTO Procedures – Every department has written LOTO procedures for their specific equipment. Each procedure has a step-by-step process to follow to complete a successful LOTO procedure.

LOTO Audit - The LOTO process is audited periodically during the calendar year and an annual audit is conducted to assure compliance is sustained.

National Fire Protection Association (NFPA 70E/Arc Flash) - Standard of the National Fire Protection Association (NFPA). The document covers electrical safety requirements for teammates. Danimer has a documented Arc Flash Program on file. All panels have been audited, inspected, repaired, and labeled accordingly under the report. The current Arc Flash Program will be audited every 5 years and the next due date for a study is 2027.

Standard Work - Documents or checklists include safety aspects of tasks within the departments (e.g., performing lift truck inspection checklists before using lift trucks at least once per shift).

VI. Safety Training and Instruction

Learning Management System (LMS) - is a SAAS/Cloud platform for e-learning, also known as a learning/training management system or LMS. The LMS is used for teammate compliance training.

Contractor Screening and Orientation – Expectations are set for contractors, and they receive a review for all necessary job specific hazards and/or risks that the contractor may be exposed to or on those risks they may bring to the site with them relating to the contracted work.

Job Hazard Analyses (JHA) – JHAs are conducted for tasks as needed. Each analyzed job results in a written document providing specific guidelines relating to teammates on associated hazards for each task within that job. The analysis includes consideration for method and personal protective equipment (PPE) that may be needed to perform the task safely.

New Hire - The importance of training begins with every new hire.

Onboarding/Orientation – A detailed safety review is conducted with every new hire. Additionally, when the teammate reports to the department for work, one-on-one training, and on the job (OJT) is conducted for task specific training.

Special Annual/Periodic Specific Training – Outside third-party training or other compliance sustaining training is conducted annually for the following areas: AED/CPR/First Aid, Arc Flash (every 5 years), Fire Extinguisher PASS Training, Permit Required Confined Space Entry (PRCS).

VII. Safety Inspections/Audits

Routine inspections and audits for safety compliance programs are conducted as needed, daily, weekly, monthly, quarterly, and annually. The recordkeeping and reporting documentation for the audits are filed either in SharePoint or in their respective program related folders.

VIII. Incident Investigation/Case Management (CM)

Case scenarios – Danimer Scientific has a formal structure for responding to incidents when they occur. The CM process flow diagrams on file guide Danimer in addressing three primary concerns:

- 1) injured teammate's care,
- 2) incident investigation to identify and enable removing root causes of incidents, and;
- 3) managing regulatory related situations with incidents.

The flow diagrams for CM are available to all who will be involved in managing the case. The emphasis in following the diagram flows helps sustain the three primary concerns when followed. The process provides consistency and control in managing cases from shift to shift.

IX. Recordkeeping

All regulatory and safety required documentation is being maintained by the Safety Compliance Director or their designee.

SharePoint Safety Documentation Repository – SharePoint was designated as the main repository for environmental, health and safety documentation in 2022. We continue to transition toward this electronic SharePoint. SharePoint is the primary electronic repository for safety regulated recordkeeping, safety

program training documentation, and other safety related documentation as maintained by Danimer Scientific. There are six folders where documentation is retained. Access is granted on a need-to-know basis. All teammates have access at the read only level for those programs and documents relating to their job assignments. Access is controlled via Administrators.

X. Emergency Response Plan (ERP)

Plan.

Procedures are in place to address specific emergency response situations and include Fire, Tornado, Evacuations, Shelter in Place, Medical Emergency, Chemical Incident, Bomb Threat/Suspicious Package, Aircraft Down (due to proximity to an airport), and Active Shooter.

Emergency Contacts

Our CM Process contains the emergency contact listings and numbers for all emergency contacts. These are also posted in the facilities and are readily accessible.

First Aid/AED/CPR/ Certifications - We conduct annual training to certify first responders for First Aid, Cardio-Pulmonary Resuscitation (CPR), and Automated External Defibrillator (AED) responses. We have fourteen certified responders presently. These persons are also listed in our CM Process.

XI. Hazard Identification, Communication and Process Safety Management (PSM)

PSM is a systematic analytical tool used for preventing the release of highly hazardous chemicals (as defined by OSHA). Hazardous chemicals include toxic, reactive, explosive and highly flammable liquids and gases. It is a comprehensive management tool that aims to decrease the number and severity of incidents relating to highly hazardous chemical releases. PSM standards are established by a combination of federal and national standards, directives and their interpretations, integrated technology, organizational and operational procedures, management practices, design guidance, compliance programs and other similar methods.

Additionally, the PSM elements outlined below as they relate to Danimer are referenced and links applied to more information in our database for review:

Danimer Scientific maintains written safety information before conducting any process hazard analysis using one or more of the following tools:

- Process hazard analysis – Projects required a PSSR before startup of equipment.
- Operating procedures evaluation - Written operating procedures, consistent with the process safety information (JHA, LOTO, PRCs, etc.) are written before machinery is operated.
- Employee participation/inputs - Employee participation in conducting equipment evaluation (PSSRs, JHA, LOTO, PRCs, etc.) is included in each area.
- Training – SharePoint Training files are in the SharePoint **Programs Folder**.
- Contractor reviews - Contractors engaged in maintenance, repair, renovation, or special works
- Pre-startup safety review - It is required to perform a pre-startup safety review for new facilities and for modified facilities
- Mechanical integrity evaluations - Integrity of critical process equipment to ensure it is designed and installed correctly and operates properly
- Hot work Management and Controls - A permit must be issued for hot work operations
- Management of change - Changes to a process must be evaluated to assess their impact on employee safety and health
- Incident Investigation (proactively seeking to prevent) - A thorough investigation of incidents is to be done to determine causes and take preventive actions for the future.
- Emergency planning and response - It is essential that emergency pre-planning and training make employees aware of, and able to execute, proper actions
- Compliance audits (reference applicable program in SharePoint) - An audit must be conducted and a report of the findings of the audit must be developed and documented
- Trade secrets - Trade secrets will only to be disclosed with a counterparty/third party when a valid NDA or site visitor NDA is in place and there is a bona fide need for such person to know or have access to this information.

Pre-Start Safety Review (PSSR) – Danimer conducts PSSRs for projects before equipment is commissioned for use. A review team is established, and an assessment is conducted to determine if a wide range of categories are either OK, Not OK, or N/A to the project. A master corrective action list is produced from this assessment, responsible individuals for the corrective action are assigned, and the equipment is commissioned/started up after all the assessment items are addressed and signatures of review leadership is obtained.

The PSSR process is started as soon as possible during the project change. A detailed evaluation is conducted as applicable for new equipment, new processes, new structures, equipment modification, process modification, or other categories as deemed beneficial for a detailed review.

The categories evaluated during the PSSR are: Operating Procedures, Quality System Procedures, Operating Conditions/Equipment, Labeling, Power Supply, Temperature/Pressure, Chemical Hazards, Critical Safety Impairments, Maintenance/Maintenance Engineering, Fire Explosion Protection, Noise, Catastrophic Failure, Environmental Waste.

Mechanical Integrity (MI) – Mechanical integrity (MI) is just one of the fourteen elements included in Process Safety Management (PSM), driven by OSHA 1910.119 standard, but it is significant in terms of the asset

coverage involved. For example, MI includes equipment/assets used to produce products made from specific quantities of defined hazardous materials on the list covered by the PSM standard. System examples include fixed equipment such as pressure vessels and storage tanks, piping systems and associated hardware (such as valves, fittings), relief devices, vent hardware and emergency shutdown/control systems. Rotating equipment/assets, such as pumps, blowers, fans, and compressors that may be used to move hazardous materials within these systems are also included. In many cases, this means that all equipment within the boundaries of a facility is subject to the PSM standard.

Safety Data Sheet (SDS) Vault - Danimer uses an electronic repository for a SDS relating to chemicals. The database allows searches and queries for all chemicals being used across the company.

Danimer Scientific addresses comprehensively the issue of classifying the potential hazards of chemicals and communicating information concerning hazards and appropriate protective measures to teammates, and to preempt any legislative or regulatory enactments of a state, or political subdivision of a state, pertaining to this subject. Classifying the potential hazards of chemicals and communicating information concerning hazards and appropriate protective measures to teammates, may include, for example, but is not limited to, developing and maintaining a written hazard communication program for the workplace, including lists of hazardous chemicals present; labeling of containers of chemicals in the workplace, as well as of containers of chemicals being shipped to other workplaces; preparation and distribution of safety data sheets to teammates and downstream employers; and development and implementation of teammate training programs regarding hazards of chemicals along with protective measures.

Recordkeeping – All EHS compliance documentation is retained either hard copy or virtually (SharePoint).

- Hard copy documents are kept by the Compliance Director, EHS Coordinator, or other designated staff.
- Electronic safety related documentation/files are retained in SharePoint EHS Document library for review.

Permitting - Air, Stormwater, Wastewater – Danimer Scientific has operations in GA, KY, and NY. The company gives diligence to be compliant with each state/location laws relating to air, stormwater, and wastewater permitting. We review and meet the requirements for each state/locale that we produce material in. Annual reporting is made as required in respect to each state’s specific compliance requirements. Documentation and hard copies of the permits are available to parties who are authorized to view them and/or have a need to know.

XII. Resource Conservation and Recovery Act (RCRA)

Danimer Scientific practices “cradle to grave” responsibility when handling chemicals and their waste by-products. Our chemical waste management protocols are provided for in Section 8 of the Chemical Hygiene Plan. Protocols are in place to protect teammates when managing chemical wastes. Procedures for chemical identification, handling and storage, labeling, and disposal of chemical wastes/management are covered in this plan.

XIII. Chemical Hygiene Plan (CHP)

It is the policy of Danimer Scientific to provide a safe and healthy workplace in compliance with OSHA regulations including the “Laboratory Standard”. This plan, which is located with the Safety Data Sheets (SDS) at the Danimer locations, and can be accessed from the shared server, applies to all laboratories of Danimer Scientific and all personnel who supervise or work in these labs.