



Occupational Health and Safety Policy (US)

General Description

Purpose / Overview:

This Occupational Health and Safety Policy ("the Policy") reflects ABM Industries Incorporated's and our subsidiaries' (collectively, "ABM," the "Company," "our," "we") commitment to providing a safe and healthy workplace environment for all team members, contractors, visitors, and stakeholders affected by our operations, preventing work-related injuries and illnesses, and meeting or exceeding applicable occupational health and safety ("OH&S") regulations. The health, safety, and well-being of our people are of utmost importance and form core components of our values and business success.

ABM is committed to the continual improvement of our Occupational Health and Safety Management System ("OHSMS"), aligned with the ISO 45001:2018 standard and our organizational values of Respect, Integrity, Collaboration, Innovation, Excellence, and Trust.

Scope:

This Policy applies to all directors, officers, and team members of ABM working in the United States, as well as third parties acting on our behalf, including contractors, agents, representatives, consultants, franchisees, and partners. By setting clear expectations and standards, we ensure that everyone associated with ABM upholds our standards for health and safety in all operations and services.

Any director, officer, team member, contractor, agent, representative, consultant, franchisee, or partner who violates this Policy may be subject to disciplinary actions, up to and including, termination of employment or contractual relationship with ABM.

Roles and Responsibilities:

Policy Owner: Robert Bae, Vice President of Safety

Chief Executive Officer (CEO): Accountable and responsible for the overall performance of the OHSMS.

Executive Leadership Team: Promote the integration of the OHSMS into ABM's business processes and strategic direction by providing the necessary resources to establish, implement, maintain, and continually improve the OHSMS.

Senior Management (VP and above): Accountable for Policy implementation, integration, and

performance of the OHSMS, and provision of required resources.

Supervisors and Managers: Enforce safety protocols, ensure that risks are identified and managed, and foster a safety-first mindset among team members.

Employees and Contractors: Expected to take reasonable care for their own health and safety and that of others, and to report any hazards, incidents, or unsafe conditions promptly.

Any inquiries related to the application of this Policy should be addressed to the Policy Owner. Changes and updates to this Policy should be made by the Policy Owner and approved by the Chief Compliance Officer.

This Policy will be reviewed, and if necessary updated, at least every twelve (12) months or more often if changes in the regulatory environment or other circumstances warrant an update.

Exceptions:

No exceptions to this Policy are permitted without the written approval of the Policy Owner.

Policy

Policy Detail:

ABM is dedicated to ensuring the health, safety, and well-being of our people and those affected by our operations. We maintain a zero-tolerance approach to unsafe working conditions and practices. ABM is committed to eliminating hazards, preventing injury and ill health, and fostering a safe and healthy work environment. Our Code of Business Conduct makes clear that:

We are committed to providing a safe and healthy work environment for our team members. We operate in compliance with applicable health and safety regulations and laws, and we expect our team members to comply with safety, health and environmental regulations and our own standards, which may be stricter. Any workplace accident and any unsafe working conditions or practices must be reported immediately.

To fulfill our occupational health and safety objectives, ABM shall:

I. Compliance

ABM commits to fulfilling its obligations with all applicable occupational health and safety laws, regulations, and other relevant requirements, including recognized industry best practices.

II. Hazard Prevention

We commit to eliminating hazards and reducing occupational health and safety risks following the

hierarchy of controls (See: [OH&S Risk Management Plan](#)) to decrease work-related injuries, illnesses, and unsafe incidents.

III. Occupational Health and Safety Management System (OHSMS)

We establish, implement, and maintain an Occupational Health and Safety Management System ("OHSMS") that is aligned with our strategic direction, operational needs, the unique context of our organization, and the specific nature of our risks and opportunities.

IV. Objectives and Monitoring

We set measurable OH&S objectives and targets, monitor progress, and review OH&S objectives at regular intervals to ensure that the risks and opportunities identified by the OHSMS achieve their desired outcomes.

V. Consultation and Worker Participation

We consult with and encourage the active participation of all team members — and, where applicable, their representatives — in developing, implementing, and evaluating our OHSMS.

VI. Resources, Training, and Supervision

We provide appropriate resources, training, equipment, and supervision to ensure our teams are competent and empowered to work safely and contribute to a culture of safety.

VII. Performance Review and Continual Improvement

We promote continual improvement through systematic monitoring, internal audits, management reviews, and regular risk assessments to identify opportunities for improvement.

Training and Communication

ABM will provide appropriate OH&S training and ensure awareness at all levels. Safety-related information will be clearly communicated to ensure everyone understands the risks and their responsibilities.

Review and Continuous Improvement

This Policy will be reviewed annually and whenever significant changes occur to ensure its continuing suitability, adequacy, and effectiveness. Feedback from workers and performance indicators will guide our continual improvement efforts.

Reporting a Concern

ABM strongly encourages reporting of any unsafe conditions, hazards, or concerns related to occupational health and safety through our Safety Hotline at 1-866-208-2114, or other ABM reporting mechanisms. Reports are handled confidentially and anonymously if desired, and without fear of retaliation.

Related Documents

Related Documents (ABMWay):

Document Type:	Document Name:	Document Number:
Policy	Code of Business Conduct (COBC)	POL.LGL.297
Document	ABM UK & Ireland Quality Policy Statement	SVO.UKI.DOC044
Document	ABM UK & Ireland HS Policy Statement	SVO.UKI.HS014
Document	Occupational Health and Safety Management System Manual (US)	SAF.ENT.500

Helpful Information:

[Supplier Code of Conduct](#)

[ABM Safety Hotline Poster](#)

Revision Management

Revision History Log:

Revision #:	Date:	Nature of Change:	Recorded By:
v1.1	10Dec2025 22:22	Added CEO to responsibilities, minor editorial changes.	Lance Campbell
v1.0	31Jul2025 15:44	New document	Christine Galante