

Environmental Management System Manual

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This manual describes Connor-Winfield Corporation's environmental commitments and the framework of its internally managed environmental program. It is intended for customers, suppliers, employees and other interested parties. It does not replace site operating procedures or regulatory records.

1 Purpose and applicability

Connor-Winfield designs and manufactures frequency-control and timing products. Its environmental program addresses activities within its defined operating boundaries, including relevant purchasing, receiving, manufacturing, testing, facilities, maintenance, shipping and waste handling. The internal program scope and any additional business-unit or site coverage are subject to formal confirmation in CW's controlled records.

CW manages its program internally with reference to ISO 14001:2026. CW does not hold third-party ISO 14001 certification, and publication of this manual is not a claim of certified or independently verified conformity.

2 Environmental policy

Connor-Winfield is committed to protecting the environment through responsible manufacturing, pollution prevention and efficient use of energy, water and materials. We work to meet applicable environmental obligations, reduce the environmental impact of our operations and products, and continually improve our environmental management program.

CW considers environmental conditions affecting its business and the impacts of its activities, products and relevant externally provided activities. Management supports appropriate resources, awareness, measurable objectives, performance evaluation and improvement.

3 Leadership and responsibilities

Executive management provides direction and oversight. Quality coordinates documented system controls, reviews and improvement activities; Operations and Facilities implement applicable operating controls; Engineering reviews relevant design and process changes; Purchasing communicates supplier requirements; and Sales coordinates customer-facing environmental information. Specific responsibilities are maintained in internal records.

4 Understanding environmental aspects and risks

CW's program provides for reviewing activities, products and services that may affect the environment. Reviews consider routine and non-routine conditions, reasonably foreseeable emergencies, planned changes and relevant life-cycle stages. Potential topics include electricity and fuel use, process materials, solder and metal residues, packaging, chemical handling, water, waste, electronic equipment and refrigerants, where applicable.

Significance and priority are assessed using defined criteria and available evidence. Climate-related conditions, resource availability, pollution and other relevant external factors are considered in context and risk reviews. The presence of an item in this manual does not establish that a specific process or environmental impact occurs at every CW site.

5 Compliance obligations and environmental objectives

CW identifies applicable environmental laws, regulations and other accepted requirements and assigns responsibilities for evaluating them. Applicability, permits, limits and reporting requirements are determined from current, competent reviews rather than assumed from general policy language.

Environmental objectives are established using available and validated information, with owners, measures, resources and review arrangements. Program priorities include establishing reliable resource-use baselines, documenting waste disposition, evaluating obligations and identifying feasible improvement actions. CW does not claim unverified reductions or quantified environmental results in this manual.

6 Operational controls and pollution prevention

Appropriate process controls may include approved material and chemical handling, access to safety information, suitable labeling and storage, spill prevention, waste identification and segregation, control of discharges, equipment maintenance, utility monitoring and responsible packaging or recycling. Requirements are specified in applicable internal instructions and service arrangements.

Changes in equipment, chemistry, manufacturing methods, suppliers or facilities are reviewed for environmental consequences and any required controls, training and approvals. Environmental considerations are also included, as relevant, in purchasing and externally provided services such as waste handling and maintenance.

7 Responsible sourcing and business conduct

CW communicates relevant environmental and responsible sourcing expectations to suppliers and contractors. Its Responsible Minerals Sourcing Policy addresses risk-based due diligence for tin, tantalum, tungsten and gold and other minerals when applicable, using relevant OECD guidance and Responsible Minerals Initiative reporting tools.

CW recognizes the **Responsible Business Alliance (RBA) Code of Conduct** as the current successor framework to the former Electronic Industry Citizenship Coalition (EICC) Code of Conduct. CW incorporates applicable principles concerning environmental responsibility, ethical business conduct, labor and health and safety into its internal expectations and supplier communications. This statement does not imply RBA membership, certification or third-party audit approval.

8 Competence, communication and emergency preparedness

Employees and relevant contractors receive instruction or training appropriate to their environmental responsibilities. CW maintains channels for reporting environmental concerns and for communicating applicable operating requirements and customer information.

Facilities and process owners assess credible environmental emergencies and establish response arrangements appropriate to the risks. Emergency information, safe response responsibilities and periodic reviews or exercises are addressed through applicable site procedures. Personal safety takes priority in any incident.

9 Performance evaluation and improvement

The environmental program calls for monitoring selected resource and waste information, reviewing applicable obligations, conducting risk-based internal evaluations and addressing deficiencies through corrective action. Management reviews environmental priorities, performance information, risks, resources and improvement opportunities at planned intervals.

Internal assessments, implementation activities and corrective actions may remain open while records and operating effectiveness are verified. Publication of this public manual does not indicate that every internal transition action or ISO 14001 requirement has been independently assessed as complete.

10 Public environmental information

CW provides environmental and product-material information based on the scope and evidence available for the specific request. Where relevant, disclosures identify the reporting period, boundary, supporting records, assumptions and limitations. Customer-specific declarations are reviewed before release.

11 Established corporate environmental statements

CW reports that its manufacturing operations have been CFC-free since 1994; that it offers products designed to meet applicable RoHS requirements; and that it has not incurred environmental regulatory fines or penalties. These are CW management-verified corporate statements supplied for publication, not independently audited findings in this manual. Product compliance statements apply to the identified product and evidence, not automatically to every CW product.

CW commits to meeting applicable local, state and federal environmental requirements and maintaining programs to reduce unnecessary use of energy, water and materials. Specific legal applicability and compliance evaluations are maintained through CW's internal controls.

12 Related documents and contact

CW-ENV-001: Environmental Policy and Program Summary, Revision 1.

CW-ENV-002: Internal Environmental Management Manual, controlled separately.

CW-RM-001: Responsible Minerals Sourcing Policy, Revision 1.

For environmental or product-material inquiries, contact your Connor-Winfield representative or **sales@conwin.com**.

Document control: CW-ENV-003, Revision 1. Public-facing program description. Internal instructions, site-specific requirements and records take precedence for operational implementation.