

## **Environmental, Health, and Safety Policy & Management System Framework**

### **1.0 Purpose**

This Policy and Management System Framework sets forth the foundation for compliance, continual improvement, and systematic management of environmental, health, and safety ("EHS") expectations across Comcast Cable and Comcast Corporate (collectively, "we," "Comcast," or the "Company").

The Comcast EHS Management System Framework consists of:

- A Policy (section 2.1, below) that describes the Company's overall commitments regarding EHS management and compliance, workforce safety and wellbeing, and the environment;
- Principles for Continuous Improvement (section 2.2, below) that align with ISO 14001 and ISO 45001 Management System elements and describe what we expect our employees to know and do in support of the Policy;
- An Environmental Playbook and a Health & Safety Playbook that summarize the EHS programs, requirements, and training that are relevant for EHS Professionals and other employees with EHS responsibilities across Comcast operations;
- EHS Standards that provide requirements for the consistent management of EHS compliance obligations and internal requirements; and
- Implementation documents such as site-specific plans, inspections, and hazard assessments that include key tools and guidance that support the Principles and enable day-to-day execution by Comcast employees of business activities that have EHS consequences.

### **2.0 Policy and Principles**

#### **2.1 Policy**

Comcast is committed to carrying out all business activities in a manner that minimizes adverse impacts to the environment and the communities in which we operate and ensures the health and safety of our workforce. In support of this commitment, we will:

- Ensure that our operations comply with all applicable EHS regulations, internal standards, contractual commitments (including any collective bargaining agreements), and other obligations;
- Optimize energy and resource use to prevent pollution and reduce environmental and climate impacts;
- Implement programs to maintain a safe working environment, strive to eliminate workplace risks, and promote the health and wellbeing of our workforce;
- Assess and consider EHS impacts and risks before initiating significant activities and projects or launching new or modified products; and
- Continuously improve our EHS performance by setting goals, conducting periodic assessments, promoting employee awareness and engagement, and measuring progress.

It is the responsibility of our employees to conduct business in a manner consistent with our Policy.

#### **2.2 Principles for Continual Improvement**

The following principles support our Policy's goal of continually improving our EHS performance:

## **2.2.1 Leadership and Accountability**

Comcast's leadership establishes a robust culture of EHS responsibility by setting clear expectations; holding managers accountable for their teams' EHS performance, compliance, and behaviors; consulting employees; and, encouraging employee participation in EHS program management.

## **2.2.2 Activity Assessment**

We identify and manage business activities with EHS consequences (e.g., risk to facilities, personnel or reputation, environment, safety and health).

## **2.2.3 Compliance Obligations**

We identify EHS compliance obligations and puts in place processes to maintain ongoing compliance with all requirements.

## **2.2.4 Objectives and Metrics**

We establish EHS objectives designed to continually improve our EHS programs and performance.

## **2.2.5 Operational Control**

We implement processes necessary to meet the commitments of our Policy. Changes in business activities and operations are managed to minimize EHS impacts and maintain compliance. Per our Code of Conduct for Suppliers and Business Partners (<https://corporate.comcast.com/suppliers>) we expect that our suppliers and business partners will share our EHS commitments by minimizing or controlling EHS impacts of their activities and by complying with EHS laws and regulations applicable to their business.

## **2.2.6 Incidents and Emergencies**

We have processes to prevent, respond to, investigate, and report EHS incidents and emergencies.

## **2.2.7 Training, Resources, and Communication**

We provide our employees with appropriate information, training, and resources to ensure awareness and compliance with EHS requirements. We also communicate our EHS performance so our leaders can incorporate EHS results into decision-making. This Framework is publicly available on our website.

## **2.2.8 Documentation and Records**

We use systems to create and maintain EHS program documentation, including records to demonstrate compliance with regulatory and internal requirements.

## **2.2.9 Performance Evaluation**

We use tracking tools to measure EHS performance and adjust programs, as needed. We conduct audits and assessments to evaluate compliance and identify improvement opportunities.

## **2.2.10 Corrective Action and Improvement**

We ensure corrective and preventive action processes to address findings from audits, reviews, assessments, inspections, or whenever EHS performance results are not meeting expectations and use the results to foster continual improvement of our EHS programs.