

ENVIRONMENTAL, HEALTH & SAFETY (EHS) POLICY



For more than a century Parker has viewed its ability to make a positive impact by improving the lives of team members, protecting the environment and supporting local communities as a key measure of the company's success. Doing so not only reflects Parker's values, but contributes to the company's strong financial performance and generates positive results for customers and shareholders.

Parker's EHS goals are simple: achieving a zero-incident workplace, reduction of the environmental impact of manufacturing operations and maintaining compliance with legal requirements. Aligned with this perspective, Parker's EHS Policy establishes the following commitments:

Health and Safety

- Parker is committed to safety and making sure team members return home to their families, friends and communities after each work day. Parker sets forth expectations for operational safety excellence and provides team members the tools and training to identify and reduce hazards in the work environment.
- All team members have a voice in Parker's safety culture. By establishing High Performance Teams focused on safety, Parker strives to engage team members in driving safety performance, avoiding at-risk behaviors and learning from everyday experiences. Parker will continue to promote a culture of engagement, ownership, recognition and accountability.

Environmental Stewardship

- By simplifying complex manufacturing processes and implementing systems for operational control and performance, Parker delivers products and solutions to help solve engineering challenges for its customers while safeguarding the environment.

- Parker recognizes the importance of acting responsibly with the planet's natural resources. As such, the company will continue to explore and implement solutions to reduce production waste, emissions and the consumption of resources such as energy, water and raw materials.

Compliance

- Parker is committed to compliance with all applicable environmental, health and safety regulations in regions where the company operates and will periodically review its management systems and EHS performance to identify opportunities for improvement.
- Parker shares our passion regarding EHS performance with our customers, suppliers and community partners. The company will obtain and respond to community and stakeholder feedback regarding environmental, health and safety issues.

Strategies to fulfill these commitments are embedded into the Win Strategy, Parker's business system, and the company has global EHS Directives which describe minimum expectations for management and operational performance related to environmental, health and safety measures. Within all aspects of its business, the company will strive for continuous improvement as a means of identifying new opportunities to drive better performance, reduce risks and make a positive impact on the lives of team members, the environment and the communities that we serve.

A handwritten signature in cursive script, appearing to read "Tom Williams".

Tom Williams
Chairman and Chief Executive Officer

A handwritten signature in cursive script, appearing to read "Rick Taylor".

Rick Taylor
Vice President - Environmental, Health & Safety

Date: 9/16/2019