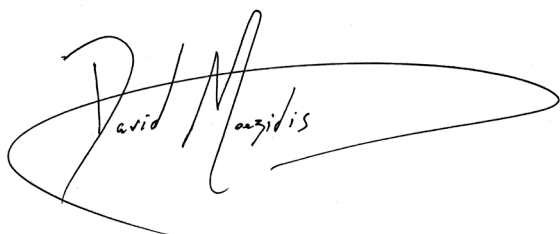


Sustainability Policy

We are committed to providing a safe and respectful workplace for our employees and conducting business in a socially responsible and sustainable way.

We engage our employees in striving to accomplish this by:

- Ensuring ethical organizational governance in compliance with applicable legal requirements
- Upholding the principle of human rights and treating people fairly and with dignity within our organization and our supply chain
- Ensuring our business practices support diversity and inclusion to further build an innovative workforce and ensure our organization reflects the complexion of our customers and suppliers
- Observing fair labor practices
- Protecting the environment
- Practicing fair and transparent operating practices
- Actively participating in the development of our surrounding community while continuing to provide value to our shareholders
- Developing, implementing, and continually improving sustainability efforts



David A. Moezidis

President & CEO