

ESG POLICY STATEMENTS

Data Protection

Data is one of our most valuable and most vulnerable assets. We impress upon our team members that they are our first line of security by providing training on all aspects of cybersecurity. Additionally, we continue to improve our compliance processes to deal with data requests.

Conflict of Interest

We provide training to team members to help them avoid all situations that might lead to a real or apparent material conflict between their self-interest and their duties and responsibilities as a team member, officer, or director of the Company. We make clear that disclosures of real or apparent conflicts should be made to Corporate Counsel.

Human Rights

Our Company is committed to promoting and respecting human rights. Our commitment extends beyond our facilities and holds our suppliers and vendors to the same zero-tolerance policy. We encourage team members and vendors to report any such violations.

Sexual Harassment

Our team members have the right to expect a workplace that is free of conduct that is of a harassing or abusive nature. Sexual harassment, including unwelcome advances or other verbal or physical conduct of a sexual nature, has no place in our Company. We encourage team members to report any such harassment through the proper channels so that leadership may properly address and eradicate such behavior.

Political Spending

No Company funds will be expended to support individual candidates. Nor may any employee contribute company funds or other company assets for political purposes, except as approved by the Chief Executive Officer, the Chief Financial Officer, or the Corporate Counsel. We do, however, encourage team members to exercise their right to vote and participate in political activities that occur outside normal business hours, with no use of the Company's name, facilities, or corporate

funds, except as approved by the Chief Executive Officer, the Chief Financial Officer, or the Corporate Counsel.

Corruption, Fraud, Anti-Bribery

Under no circumstances will the Company tolerate bribes or quid pro quo payments that are designed to procure business for the Company. Our Company encourages team members to report instances of corruption, fraud, and bribery, as these behaviors do not align with our core values. All employees must comply with the Company's Anti-Bribery and Anti-Corruption Laws policy.

Social Media

Social media is an area of growth for the company. We are committed to maintaining and expanding our social media footprint.

Discrimination, Diversity and Inclusion

We comply with applicable labor and employment laws and strive to provide a safe workplace that respects diversity and personal needs. Recently, we have supported the growth of Employee Resource Groups to demonstrate our commitment to creating a workplace environment that is accepting and supportive of all identities. We encourage team members to actively participate in and take responsibility for the creation of a diverse and friendly workplace.

***Asset Protection**

We are committed to protecting our assets, both tangible and intangible. We review our business operations to address gaps in compliance and anticipate threats to our Company.

***International Trade and Export Control**

We comply with all applicable laws and regulations.

Health & Safety

We are committed to providing a safe and healthy workplace and to protecting the environment. Our commitment is demonstrated by operating in full compliance with laws and regulations designed to safeguard health and safety and protect the environment. Additionally, these safeguards are taken into consideration when designing our plants and equipment. We continue to reflect on our environmental impact and find ways to minimize the creation of waste—particularly hazardous waste.

Antitrust

We are committed to operating in a competitive environment in compliance with antitrust laws. We understand that violation of these laws can damage our reputation and result in significant civil and criminal penalties. Our team members are trained to consider legal implications when engaging distributors, joint sales of more than one product, or unusual dealing arrangements. All team members receive, and must comply with, the Company's Antitrust Compliance Policy Guide. We also make clear our standards around pricing and promotional programs. Our team members are encouraged to seek further guidance from the Corporate Counsel.