



ENVIRONMENTAL, SOCIAL, AND GOVERNANCE POLICY

Industrial Electric Manufacturing (the “Company”) is committed to building environmental sustainability, social responsibility, and effective corporate governance (“ESG”) in all aspects of its business. Corporate integrity, responsible product sourcing, and the safety and wellbeing of workers across the Company and its supply chain are of paramount importance to the Company. The following provides an overview of the Company’s current policies and practices it has implemented in an effort to be a responsible corporate steward.

Environmental Sustainability

The Company is the largest independent full-line manufacturer of electrical distribution and control systems in North America. The Company has developed one of the most sophisticated electrical product manufacturing systems in the world and has cultivated partnerships with leading component suppliers resulting in optimal solutions to customer problems. All components of the Company’s equipment come from the best manufacturers in the world and are tested beyond accepted standards. The Company, in keeping with its commitment to environmental sustainability, ensures its facility and the facilities in its supply chain are in compliance with all environmental laws, including laws and international treaties relating to:

- waste disposal;
- emissions
- discharges; and
- hazardous and toxic material handling.

Social Responsibility

The Company is committed to being a socially responsible employer through fair and ethical treatment of its employees, suppliers, customers, and the communities it operates in. In this regard, the Company has implemented several policies, including, but not limited to:

- **Diversity, equity and inclusion (DEI):** The Company is committed to a workplace culture that values and promotes diversity, inclusion, equal employment opportunities, and a work environment free of harassment and hostility.



- **Anti-Human Trafficking:** The Company maintains a strict policy prohibiting human trafficking of any kind in the workplace, including sex trafficking, by any employee or supervisor and by any third parties such as suppliers, contractors, guests or vendors.
- **Safety & Injury Reporting:** It is the Company's goal to maintain a safe and healthy workplace. All employees are responsible for following and complying with all safety policies and procedures.

Governance

The Company strives to conduct itself according to the highest standards of lawful and ethical conduct and to comply with all relevant laws, regulations, and industry standards. The Company has several policies and practices in place to ensure its employees, customers, and business partners adhere to this standard, including, but limited to:

- **Employee Standards of Conduct:** Employees are expected to conduct themselves in a manner that positively promotes the Company's business objectives.
- **Anti-Corruption Policy:** This Policy contains information intended to reduce the risk of corruption and bribery from occurring in the Company's activities.
- **Whistleblower Protection:** No employee is ever expected, encouraged or allowed to violate any law when conducting Company business and the Company's hotline makes it easy for employees or third parties to report any suspicious or known activities
- **Employee Code of Ethics/Conflicts of Interest Policy:** The Company expects its employees to conduct their business according to the highest ethical standards of conduct and to comply with all applicable laws.
- **ISO 9001 Certified for its Quality Management System**
- **UL or CSA Listed; Meets ANSI, IEEE, and NEMA Standards**

In addition, the Company regularly engages its employees, customers, and suppliers to understand their perspectives and incorporates their feedback into decision-making processes.