



Environmental, Social, and Governance (ESG) Policy Statement

Purpose

Cablecraft Motion Controls is committed to operating responsibly, ethically, and sustainably. As a manufacturing organization, we recognize our responsibility to minimize environmental impact, support our team members and communities, and maintain strong governance practices that build long-term value for our stakeholders.

Environmental Responsibility

We are committed to minimizing the environmental footprint of our operations through practical and measurable actions:

- **Resource Efficiency:** Continuously improve energy, water, and raw material usage across our facilities
- **Waste Reduction:** Minimize landfill waste through recycling, reuse, and process improvements
- **Compliance:** Meet or exceed all applicable environmental laws and regulations
- **Sustainable Sourcing:** Partner with suppliers that demonstrate responsible environmental practices when possible

Social Responsibility

We prioritize the safety, well-being, and development of our employees while supporting the communities in which we operate:

- **Health & Safety:** Maintain a zero-accident mindset supported by safety programs and continuous improvement initiatives
- **Workplace Culture:** Foster a respectful, inclusive, and harassment-free work environment
- **Employee Development:** Invest in training, skills development, and career advancement opportunities
- **Labor Practices:** Prohibit forced labor, child labor, and human trafficking within our operations and supply chain
- **Community Engagement:** Support local communities through employment and partnerships

Governance

We uphold strong governance practices to ensure accountability, transparency, and ethical conduct:

- **Ethical Conduct:** Adhere to a set of values governing business ethics, anti-corruption, and fair dealing
- **Compliance:** Maintain compliance with all applicable laws, including those related to labor, trade, and environmental standards



- Data & Cybersecurity: Protect company, customer, and employee information through appropriate safeguards
- Oversight: Senior leadership is responsible for ESG oversight, with regular review of key risks and initiatives
- Reporting: Track and periodically communicate ESG-related metrics and progress to the Board of Directors

Implementation & Accountability

- Leadership establishes goals and monitors performance against ESG priorities
- Employees are expected to uphold this policy and contribute to continuous improvement
- ESG considerations are integrated into business strategy and operational decision-making
- The policy is reviewed annually and updated as needed

Closing Statement

Cablecraft Motion Controls believes that responsible environmental stewardship, strong social practices, and sound governance are essential to sustainable growth and long-term success.