

Sustainability Policy

Ampacet is a sustainably-minded organization that has chosen not to participate in third party sustainability assessments. As a privately-held company, we have determined that some of the questions and areas of investigation are proprietary and we are under no obligation to disclose this information to the public. Although we have previously completed some of these assessments, we found that these scores do not accurately reflect our commitment to sustainability. This lack of disclosure resulted in an artificially lower score.

Since we have established our sustainability program on April 1, 2019, we have chosen to provide direct and accurate information about our sustainability initiative and activities to our key customers, potential customers, suppliers and other sustainably-focused organizations. The following information is currently available:

- 1) This written Statement of Sustainability Policy
- 2) An electronic presentation that provide the details our program

If needed, our Director of Sustainability is available to meet with key customers, potential customers and other sustainably-focused organizations to collaborate on mutual sustainable activities and provide additional information about Ampacet's R³ program.

Ampacet's R³ program meets or exceeds the Corporate Social Responsibility (CSR) criteria outlined by the Global Reporting Initiative (GRI) for all four areas including Environment Operations & Products, Labor & Human Rights Resources, Ethics and Sustainable Procurement.

Section I Operations & Products

I.1 Operations- Formalized procedure related to materials / chemicals management

- I.1.A Formalized procedure for storing raw materials & chemicals
- I.1.B Formalized procedure for handling raw materials & chemicals
- I.1.C Formalized procedure for transporting raw materials and chemicals
- I.1.D Full Certification of **ISO 9001:2015** for all Ampacet sites
- I.1.E Rayong Thailand Site is also **GMP and HACCP certified**

I.2 Operations- Formalized procedures related to waste management

I.2.A Formalized procedure related to waste management in manufacturing sites

I.2.B Formalized procedure related to waste management in administrative sites

I.2.C Formalized procedure related to waste management in laboratory/technical sites

I.3 Operations- Formalized procedures related to water & energy consumption

I.3.A KPI's & reporting for water consumption in all 25 international sites

I.3.B KPI's & reporting for power consumption in all 25 international sites

I.4 Operations- Formalized procedures related to local & accidental pollution

I.4.A Participation in and compliance to **Operation Clean Sweep: Zero Pellet Loss Initiative**

I.4.B Ampacet provides an **emissions summary table**: Application for Environmental Compliance Approval (AECA) for Canadian operations.

I.5 Products-Formalized procedures related to product use, disposal, customer health & safety

I.5.A Ampacet provides global distribution of **Material Safety Data Sheets (MSDS)** available for all products in all regions

I.5.B Ampacet provides a **Canada Toxics Substance Reduction Plan** based on the Toxics Reduction Act of 2009

I.5.C Ampacet provides global distribution of **Food Contact Compliance Certification**

I.5.D Ampacet provides global distribution of **Heavy Metals Declaration (CONEG, ROHS etc)**

I.5.E Ampacet provides global distribution of **SVHC-REACH Notifications**

I.5.F Ampacet provides global distribution of **Allergens Statements**

Section II Labor & Human Rights

II.1 Human Resources

II.1.A Employee Health & Safety- Working Conditions

II.1.A.1 Ampacet provides **monthly safety meetings** at all global manufacturing sites

II.1.A.2 Ampacet conducts **comprehensive safety audits** at all global manufacturing sites

II.1.A.3 Ampacet conducts **safety awareness training and audits** by local teams of all commercial sites

II.1.A.4 Ampacet offers online and in-person **reporting systems for safety violations & incidents**

II.1.A.5 Ampacet offers **comprehensive medical benefits** for all full-time employees that extend well beyond local regulations

II.1.A.6 Ampacet offers educational publications, programs and seminars to **encourage wellness & fitness**

II.1.B Career Management & Training

II.1.B.1 Ampacet has established a career path program (Halogen) which allows employees to set and align **goals to strengthen and plan their careers** within Ampacet

II.1.B.2 Ampacet has established **regional training and certification programs** to allow employees to progress in their careers

II.1.B.3 Ampacet offers **tuition reimbursement** for relevant degrees and certifications

II.2 Human Rights

II.2.A **Child Labor, forced labor and human trafficking**- as a condition of employment each employee is required to sign and acknowledge a statement based on the **United Nations Global Compact** which includes zero tolerance of child labor, forced labor, human trafficking, treating all employees with respect and dignity.

II.2.B **Diversity, Discrimination & Harassment**- as a condition of employment each employee is required to adhere to a policy that has **zero tolerance for any type of abuse, harassment or intimidation**.

II.2.C **Human Rights Training**- Ampacet provides **mandatory training** to reinforce their zero tolerance policy on an annual basis.

Section III Ethics

III.1 Corruption & Anti-competitive Practices

III.1.A Ampacet has a **zero tolerance** policy to all forms of **bribery, corruption, anti-competitive, extortion or embezzlement**

III.1.B **Bribery & Corruption Training**- Ampacet provides **mandatory training** to reinforce their zero tolerance policy on an annual basis.

Section IV Sustainable Procurement

IV.1 Supplier Environmental Practices

IV.1.A **Conflict Minerals Statement**- all suppliers must submit a **Conflict Minerals Statement** or complete the Conflict Minerals Reporting Template on the Ampacet website:
<https://www.ampacet.com/regulatory/>

V.1.B **Ampacet Supplier Sustainability Policy**- Ampacet requires all suppliers and business partners to conform to their Sustainability Policy which calls for sound **environmental stewardship, reduced, reusable or recyclable packaging, reduction of carbon footprint** in new and existing supplied products and supply products which maximize their **positive impact on the environment**.

Doreen C. Becker 2.13.20

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