



Southco Environmental Policy

Southco, Inc. and its affiliated companies (“Southco”) are committed to implementing environmentally sustainable best practices for our own operations.

Southco has embarked on an approach to managing and improving our environmental, social and governance (“ESG”) practices to help develop, integrate and streamline environmentally focused initiatives and activities that drive the greatest impact.

Through sustainable practices, Southco is taking action to reduce our impact on the environment. We strive to efficiently use resources, mitigate practices with environmental risks, and protect the environment.

Southco is committed to the environmental safety and health of its employees, customers, and neighbors, and to the protection of the environment. Southco is committed to an effective environmental management system designed to support our strategic business objectives.

The following principles drive all Southco business practices:

Conduct

Conduct business so that environmental challenges are managed as an integral part of current and changing business strategies.

Establish

Establishment of objectives and targets which consider environmental aspects and impacts as an integral part of our business decision-making process.

Recognize

Recognition that all Southco associates must be trained to perform their jobs in a safe and environmentally responsible manner.

Commit

Commitment to full compliance with applicable governmental requirements and Southco standards.

Dedicate

Dedication to prevention of pollution and continual improvement of our environmental management system.

Business Locations: Southco strives to pursue environmentally friendly practices in its selection of office, corporate, manufacturing and distribution center locations, evaluating whether the real estate features initiatives that help improve energy efficiency, conserve water, and reduce emissions and waste.

Disclosures: Southco seeks to disclose environmental information related to its corporate offices and operations in its annual sustainability reporting.

Oversight: Implementation of Southco’s environmental policy is the responsibility of Southco’s senior management and is overseen by Southco’s parent company. Southco is committed to creating environmental awareness and consulting with stakeholders with respect to environmental matters. We strive to extend these expectations to suppliers and vendors, where applicable, as well.

| Southco Quality Policy

By focusing on **customer satisfaction**, we strive to...

Design

Design our products to meet the needs of our customers.

Control

Control our processes using appropriate techniques.

Manufacture

Manufacture our products to be defect free.

Involve

Involve all employees in continuous improvement.

Deliver

Deliver our products in a timely manner.

Provide

Provide our customers with exceptional quality service.

Our success will be measured by the ultimate judge: our customers.



Thomas Mehler
President



Anthony Wood
Vice President of Operations



Shailesh Patel
Director of Global Quality