



# Environment, Social and Governance (ESG) Policy

## General Purpose

Tecomet (the “Company”) is committed to ensuring that all its business activities are conducted in an environmentally sustainable and socially responsible way. To us, this means that Tecomet is committed to:

- Conducting business with integrity and in compliance with all applicable laws and regulations
- Complying with all applicable environmental, health and safety legal requirements and providing each employee with a safe and healthful work environment
- Ensuring our data and that of our employees and customers is protected and that data privacy laws and regulations are enforced
- Recognizing human rights and labor principles throughout our global organization and that of our suppliers
- Preventing the use of child labor and forced or involuntary labor
- Complying with all applicable wage and hour laws, including minimum wages, overtime, maximum hour rules, meal and rest periods, and to provide legally mandated benefits
- Providing all employees with a working environment free from unlawful forms of discrimination and harassment
- Preventing bribery, corruption, and conflicts of interest
- Reduce the environmental impacts and carbon footprint of our operation
- Giving back to the communities in which we operate