



Company Culture

R-E-D Industrial Products company culture promotes a cohesive and healthy work environment, and this drives the way that we treat each other and how interact with others. Our company culture is what sets us apart in our industry and what defines who we are and what we stand for. This is also apparent with our employees and personnel who work for R-E-D. We believe that our company is like family, and this is clear in how employees, personnel, and leadership interact with one another, how we treat each other, and our sincere care and concern for one another. Together as a team, we build our business strategy, implement our steps, and take ownership of our responsibility in our roles and the success of the company. Caring for our employees, personnel, customers, and our company is at the root of our company culture, and below is how we CARE:

Commitment: Each person that works for R-E-D Industrial Products has the same goal – the overall success of the company. We believe that overall success begins with the individual and setting each other up for success. Personnel consistently rise to the challenge and thrive on individual success leading to a greater outcome for the company. Work can be difficult and can lead to burnout, and we provide a positive work environment to combat the stress that we all face, which may include providing lunch outside of the office, leaving early, going to sporting events, social dinners, and other ways to connect and decompress.

Accountability: Each individual is accountable for their own work. This work adds to the whole of the team and creates the building blocks for success. We celebrate our successes together and help each other navigate difficulties and problems when they occur. Accountability means acknowledging when mistakes happen and taking responsibility to correct them. We are a team and can solve any problems or issues together through support and being committed to each other. When one wins – we all win.

Respect: A productive, positive, and successful work environment can't exist without respect – respect for each other and for the company. Thoughts, ideas, issues, and perspectives are welcome and encouraged as differences help to create stronger and more distinct outcomes. We provide that space to share different opinions and viewpoints. We foster an environment where we build each other up, offer support, and work together.

Encouragement: Leadership realizes that life happens, and circumstances can change without notice. Taking care of urgent concerns is something that may take immediate priority and our leadership understands. Employees are encouraged to take care of those pressing problems and are asked just to keep in communication with leadership. Being flexible helps employees resolve outside issues, so when they are at work, they are present and focused on the task at hand and not concentrating on pressing problems outside of work.

Corporate Social Responsibility (CSR) Overview



Economics

Company growth occurs when there is a sound economic plan, realistic budget, effective procurement policy, and consideration of operating costs. Financial gains are reinvested into the business to allow for further growth and expansion, in rewarding our employees and personnel, and reallocated to other important areas in our social and environmental efforts. R-E-D does this by the following:

- ✓ Our economic performance – operating costs, procurement policy, wages & benefits, capital payments, and community investments.
- ✓ Our market presence – employee compensation, local employment, fair and equitable wages for all employees.
- ✓ Our tax strategy – paying all required taxes in every area of our business.
- ✓ Our viability of the company – Focus and strategy on company growth, communication, and transparency through quarterly board meetings.
 - These standards and more can be found in the R-E-D Industrial Products Economic Policies.



Labor/Ethics

The fair and equitable treatment of all company personnel is part of who we are, and this approach extends to customers, vendors, partners, and always when we represent R-E-D Industrial Products. We take an ethical approach in all aspects of our business and expect all personnel to conduct themselves in the same manner. R-E-D does this by the following:

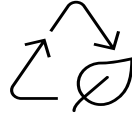
- ✓ Our ethical standards – how we conduct our business, policy on corruption, conflicts of interest, and commitment to always doing the right thing.
- ✓ Our employment standards – treating our personnel in a fair and equitable manner, compliance with all federal and state labor laws, following all federal, state, and local occupational and health laws, providing opportunities for furthering education and training, promoting diversity and equal opportunity, and creating a safe environment free from discrimination and harassment.
- ✓ Our health and safety practices – ensuring that our personnel and our supply chain partners take the necessary safety measures to protect their health and well-being when handling our products.
- ✓ Our proprietary and customer security practices – protecting our proprietary information, securing customer data, obtaining non-disclosure agreements to protect both R-E-D and those with who we discuss business, and safeguarding our proprietary systems.
- ✓ Our company culture – following our company culture, doing what we say, treating each other fairly and with respect, and being accountable in all areas pertaining to labor and ethics.
 - These standards and more can be found in the R-E-D Industrial Products Labor/Ethics Policies.



Social

R-E-D Industrial Products never takes our success for granted. Our success allows us to give back to our communities, provide charitable contributions, participate in volunteerism, support international human rights, promote education, collaborate with others in the industry, and advocate for change and equality where the opportunity exists. R-E-D does this by the following:

- ✓ Our pledge to – monetarily contribute and partner with organizations that provide for international human rights, forced child labor, forced labor, and modern slavery.
- ✓ Our declaration to – aid local and community-based organizations monetarily and through volunteerism that support the growth of communities, the pursuit of goals and aspirations, community engagement, hospital charitable programs, and organizations that work to prevent illness and provide care to others.
- ✓ Our contribution to – places of learning where we supply samples and products at no cost to further education, expand knowledge, gain experience, and help identify ways to have a positive impact on the environment and more sustainable nationwide infrastructure.
- ✓ Our membership with – leading organizations within our field that help advance the growth of the industry, provide knowledge and training, explore ways to reduce waste, and help build a more sustainable future.
 - These standards and more can be found in the R-E-D Industrial Products Social Policies.



Environmental

Environmental concerns are something that we share with the international community. R-E-D understands that we have a responsibility to do our part for the environment, not only where we live and conduct business, but to have a positive impact globally. We do this in the way that we conduct our business, support organizations that work in making a difference in various areas of the environment, recycling, energy use, and careful consideration of the materials that we use for our products. R-E-D does this by the following:

- ✓ Our energy use – using energy in a responsible way, being mindful of waste and unnecessary consumption, and creating initiatives to reduce our greenhouse gas emissions under Scope 2 emissions.
- ✓ Our recycling and waste – following policies and procedures on office recycling, responsible industrial recycling, reclaiming, and landfill use for unused products, and use of recycled materials when available.
- ✓ Our environmental partnerships – opportunities to partner with organizations to combat environmental pollution and promote climate change, such as being on the Environmental Defense Fund Leadership Council.
- ✓ Our supplier chain assessment – reviewing and assessing supplier chain compliance with environmental laws, standards, and regulations, proliferation guidelines, and responsible sourcing of materials used for packaging, transportation, and storage.
 - These standards and more can be found in the R-E-D Industrial Products Environmental Policies.

* R-E-D Industrial Products reserves the right to amend/make changes to this document without prior notice. All information contained in this document is the proprietary information of R-E-D Industrial Products.