

# Man & Machine Environmental, Social and Governance Program

February 21, 2025

## Dear customers, partners, and friends,

For more than 40 years, Man & Machine, Inc. has maintained a robust environmental, social and governance (ESG) program with a focus on the ethical treatment of our employees and within our supply chain, and a commitment to operating in an environmentally and responsible manner. Man & Machine is successful because of its dedicated employees and partnerships that we have formed to deliver quality solutions that meet or exceed our customers exacting requirements.

#### Social Responsibility Strategy

At Man & Machine, we take our social responsibility seriously, ensuring that all aspects of our operations are aligned with human rights and ethical standards. Our commitment includes:

- Protecting Human Rights: We respect and follow all internationally recognized human rights standards, ensuring fair treatment for everyone we work with.
- No Complicity in Human Rights Abuses: We make sure that none of our operations, directly or indirectly, contribute to human rights violations.
- No Forced or Child Labor: We guarantee that forced or compulsory labor, as well as child labor, are not present in our operations or supply chain.
- Anti-Discrimination: We ensure equal employment opportunities and prohibit discrimination based on gender, age, race, religion, or other personal characteristics.
- Anti-Corruption: We have a zero-tolerance policy for corruption, bribery, and extortion, both within our company and our supply chain.

#### Whistleblowing Procedure

We encourage transparency and accountability within Man & Machine, and for this reason, we have set up a Whistleblowing Procedure to report concerns or violations related to our social responsibility principles.

- Confidential Reporting Channels: Employees, suppliers, or anyone associated with our company can report concerns via email, phone, or in person.
- Confidentiality: We respect the privacy of whistleblowers and protect their identity to prevent any retaliation.
- Non-Retaliation: We have a strict policy against retaliation. No one will be punished or treated unfairly for reporting a concern in good faith.















Investigation: Every report will be taken seriously and investigated promptly to ensure that proper action is taken.

### **Sustainability Strategy**

Man & Machine is dedicated to sustainability, and we focus on the following key area to ensure we operate in an environmentally responsible and sustainable way:

- Precautionary Approach to Environmental Challenges: We proactively evaluate and address potential environmental risks associated with our operations. By identifying risks early, we can take steps to avoid negative environmental impacts, ensuring long-term sustainability.
- Compliance with Environmental Regulations: We ensure full compliance with all local environmental regulations, and we regularly review our practices to stay up to date with evolving environmental standards.

We are proud of our coworkers and the paths that we have taken to safeguard our future and build on achievements to continually enhance the value that we deliver.

The Management Team,

Clifton Broumand, The Big Cheese

Lenny Merryman The Real Boss

Natasha Vandross, King of the World

Geraldien de Louwere Schasfoort, Euro Chief