

## Environmental, Social, & Governance (ESG) Policy Statement

At Iron Bow, we are committed to conducting our business operations strongly emphasizing Environmental, Social, and Governance (ESG) principles. We recognize the importance of integrating sustainability into our business strategy and daily practices to create long-term value for our stakeholders, including customers, employees, partners, and the communities in which we operate. Through the continuous evolution of our business, led by passionate and responsible leadership, we aim to deliver sustainable value to our stakeholders, contributing positively to the environment and a sustainable future for society at large.

### Our ESG Mission Statement

Our mission is to enhance sustainability across our value chain by promoting eco-friendly practices, fostering a diverse and inclusive workplace, and upholding ethical standards in all our business practices. Motivated by our tagline, “What we do matters”, we firmly believe everything we do, whether big or small, makes an impact. Our team members are passionate about setting an example through sustainable and responsible business activities where we can make a positive difference.

### Our ESG Purpose

We aim to act responsibly to promote a safe, inclusive, and environmentally conscious workforce and workplace.

### Our Commitments to ESG

#### Environmental Commitment

**Resource Efficiency:** We strive to minimize our environmental footprint by promoting energy efficiency, reducing waste generation, and conserving resources across our operations.

**Sustainable Products:** We prioritize using products and solutions that are environmentally friendly and energy-efficient, and that promote sustainability throughout their lifecycle.

**Carbon Footprint:** We are committed to measuring and reducing our greenhouse gas emissions, aiming to contribute to carbon neutrality within our operations.

## Social Responsibility

**Employee Wellbeing:** We prioritize the health, safety, and wellbeing of our employees by fostering a supportive and inclusive workplace culture.

**Diversity and Inclusion:** We believe diversity means full acceptance, respect and inclusion of all people regardless of background, characteristics and perspectives.

**Community Engagement:** We actively engage with local communities, supporting initiatives that contribute to social welfare, education, and economic development.

## Governance Practices

**Ethical Business Conduct:** We uphold the highest standards of ethical behavior, integrity, and transparency in all our business dealings.

**Compliance:** We comply with all relevant laws, regulations, and industry standards, integrating best practices into our governance framework.

**Stakeholder Engagement:** We value open communication and constructive engagement with our stakeholders, seeking feedback and integrating it into our decision-making processes.

## Continuous Improvement

We are committed to continually improving our ESG performance by setting measurable goals, monitoring our progress, and regularly reviewing and updating our policies and practices to reflect evolving best practices and stakeholder expectations.

## Leadership Commitment

Our leadership team is dedicated to championing ESG initiatives and embedding sustainability into our corporate strategy, ensuring alignment with our business objectives, and fostering a culture of responsibility and accountability throughout our organization.

## 2024 Corporate Sustainability Objectives

A carbon audit will be performed by midyear 2025 with a commitment to be net zero by 2050

We will reduce plastic bottle consumption by 25% by 2026.