

Wozniak Industries, Inc.

Engineered Solutions for a Global Market

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January 1, 2021

Supply Chain Sustainability Policy for Wozniak Industries, Inc. and its Divisions: Commercial Forged Products ("CFP"), GMP Metal Products ("GMP") and wholly owned subsidiary Trinity Machined Products, Inc. ("TMP")

Sustainability is integral to our procurement processes and supplier engagement. We have identified sustainability questions to be used in bids and performance indicators, and we will continue to enhance processes and engage our suppliers to identify and manage risks and increase productivity and efficiency within our supply chain. We are committed to support business opportunities and capacity building for local and diverse suppliers in our own operations and through our supply chain.

As we integrate sustainable development into our key business activities, suppliers play a significant role. We regularly engage our suppliers through Business Reviews, Supplier Relationship Management, Supplier Sustainability Forum and supplier audits to:

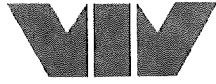
- Review the Wozniak Industries, Inc. and all above named Divisions and Subsidiary sustainability governance system and assess how we can work with suppliers.
- Identify sustainable development opportunities and risks in the extended supply chains of critical categories.
- Share best practices for building supplier capacity throughout the supply chain.

We conduct all contracting and procurement activities in an ethical manner in accordance with applicable laws. We require suppliers to comply with certain requirements as a condition of business and to be guided by the principles and standards set forth in the Wozniak Industries, Inc. and all above named Divisions and Subsidiary policies and their own ethics and conduct policies. Our policies provide additional clarity to our suppliers regarding our expectations in these areas:

- **Health, Safety, and Environment:** suppliers must comply with applicable environmental laws and regulations, and conduct business with respect and care for the environment.
- **Labor and Human Rights:** We conduct our business consistently with the human rights philosophy expressed in the Universal Declaration of Human Rights and the International Labour Organization Declaration on Fundamental Principles and Rights at Work and expect suppliers and contractors working on our behalf to be guided by these principles.

Additionally, our contract templates have contractual requirements for ethics, anti-bribery, export compliance, and sustainability. By collaborating with suppliers, we can identify activities in their operations and extended supply chains that have environmental and social impacts and guide how they manage those impacts.

We emphasize promoting supplier capacity building in our procurement, and we expect our suppliers to do the same. We also place a high priority on purchasing goods and services locally and are committed to giving local contractors and suppliers the opportunity to participate in projects and operating requirements, generally through a competitive bidding process. We also seek opportunities to develop local suppliers and promote local hiring as appropriate to meet business needs. We expect to do business with qualified suppliers that share our values, whether minority-owned, women-owned, small business enterprises, or global, local or Indigenous suppliers around the world. In the U.S., we do business with diverse companies and continue to give them access to business opportunities.



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Health, Safety, and Environment Policy

The safety of our workforce and the protection of our environment are of primary importance to Wozniak Industries, Inc. and its Divisions: Commercial Forged Products ("CFP"), GMP Metal Products ("GMP") and wholly owned subsidiary Trinity Machined Products, Inc. ("TMP"). To protect our employees, the environment, and our property, we are committed to: providing a safe and healthy working environment as a prerequisite to our operations; continuous improvement in minimizing our environmental impacts, preventing pollution, and limiting depletion of natural resources; and the on-going reduction of risks at our operating sites.

Wozniak Industries, Inc. and all above named Divisions and Subsidiary will comply with applicable environmental, health and safety laws, directives, regulations and other requirements as a baseline for doing business, not as a goal. We believe compliance is owned by all employees, and will monitor such compliance through regular self-assessments and audits of our operations, take corrective actions as warranted, and include compliance sustainability as a routine part of operations.

We will periodically identify those aspects of our operations on a local level which have the most significant environmental, health and safety impact, and establish objectives and targets for continuous improvement in these areas. In particular, we will work to advance the following aspects within our operations:

- Considering sustainability in the development and adoption of site operations and practices
- Minimizing the generation of solid and hazardous waste, and recycling wastes where feasible
- Optimizing energy and resource use with a goal of reducing green house gas emissions
- Communicating each employee's ownership of ensuring safe practices and conditions
- Reducing workplace injuries and incidents
- Reducing ergonomic and manual handling risks in the workplace
- Reducing physical and natural disaster risks

Environmental, health and safety targets and objectives will be set by senior management, communicated to employees, measured, and tracked on a regular basis, and revised as needed to reflect current conditions. To facilitate this, Wozniak Industries, Inc. and above named Divisions and Subsidiary will provide appropriate training and resources for employees to use responsible environmental, health and safety practices.

We require our employees to make sound environmental, health and safety management an integral part of their job. Management will demonstrate environmental, health and safety leadership and help build a culture across the company where all employees embrace this policy and these guiding principles as their responsibility.