



## INDUSTRIAL SUPPLY ESG POLICY

*At Industrial Supply Company, we are committed to leading the way in responsible business practices across all aspects of our operations. Our ESG policy reflects our dedication to creating a sustainable future while delivering excellence in service and value to our stakeholders.*

### 1. ENVIRONMENTAL POLICY

*Objective: Minimize our environmental impact across the entire supply chain and operations.*

**Sustainable Operations:** Implement energy-efficient technologies and practices to reduce our carbon footprint.

**Waste Management:** Strive for zero waste by optimizing resource use, increasing recycling efforts, and minimizing landfill use.

**Sustainable Sourcing:** Prioritize suppliers who demonstrate strong environmental performance and adherence to sustainable practices.

**Product Stewardship:** Offer products that are environmentally friendly.

### 2. SOCIAL POLICY

*Objective: Foster a workplace that promotes employee welfare, diversity, and community.*

**Employee Health and Safety:** Ensure a safe working environment with ongoing training and strict safety protocols.

**Diversity and Inclusion:** Promote a diverse and inclusive culture where all employees feel valued and respected.

**Community Involvement:** Engage with local communities through giving back, sponsorships, and partnerships that contribute to social betterment.

**Labor Practices:** Uphold the highest standards of human rights within our company and across our supply chain ensuring all employment is voluntary and well-regulated.

### 3. GOVERNANCE

*Objective: Uphold the highest standards of ethical conduct and corporate governance.*

**Corporate Integrity:** Operate with integrity and transparency in all business dealings.

**Risk Management:** Implement comprehensive risk management procedures to identify, assess and mitigate environmental, social and governance risks.

**Stakeholder Engagement:** Maintain open communication with stakeholders to foster trust and accountability.

### 4. IMPLEMENTATION AND MONITORING

*Objective: The ESG Committee is responsible for the oversight, implementation and regular review of this policy.*

**Training and Awareness:** All employees will receive training on ESG principles and their specific responsibilities within this framework.

**Reporting and Transparency:** We will regularly report on our ESG performance and mission to ensure transparency and accountability, using metrics and benchmarks.

**Continuous Improvement:** Commit to continuous improvement in our ESG strategies by staying abreast of new developments stakeholder expectations and best practices.

*At Industrial Supply Company, we recognize that integrating ESG principles into our core business strategy is not just about risk management or compliance—it's about creating sustainable, long-term value. As a 108-year-old company in the industrial distribution sector, we understand the importance of adapting to changing market dynamics and stakeholder expectations.*