

Justrite Safety Group's ESG Statement

JSG I, Inc., d/b/a Justrite Safety Group and each of its subsidiaries and affiliates (collectively, "Justrite Safety Group" or the "Company") is committed to conducting our business in a socially responsible and environmentally sustainable manner. We believe that integrating ESG principles into our operations is not only the right thing to do, but it also benefits our stakeholders, our communities, and our planet.

Environmental

- Incorporate approximately 95% of plastic scrap from manufacturing processes back into our production at the Eagle Facility, creating sustainable products for our customers and keeping approximately 45 tons of plastic out of landfills
- Recycle approximately 5,000 wooden pallets keeping approximately 45,000 pounds of CO₂ from being released into the environment
- Utilize energy efficiency tools in our facilities – LED lights, energy efficient motors and air compressors, variable speed drives, and programmable logic controllers
- Recycle 2.6 million pounds of steel scrap keeping approximately 2,100 pounds of CO₂ from being released into the environment
- Utilize approximately 3.6 million pounds of recycled rubber (~180,000 tires kept out of landfills) keeping approximately 449,000 pounds of CO₂ from being released into the environment

Social

- Institute a strong safety culture that not only protects our employees, but also enhanced productivity and overall business success
- Committed to producing safety products that enable other companies to protect their staff and create a safe working environment
- Engage with our employees at each site to identify opportunities for community involvement and create meaningful partnerships that benefit both our company and the communities we serve
- Deploy a Diversity, Equity, and Inclusion (DEI) roadmap that focuses on five key areas of the business with metrics and KPIs to track progress and effectiveness
- Assess and evaluate the sustainability practices of our key vendors in make supply chain choices

Governance

- Manage and operate our Company with an independent board member that brings valuable perspective, experience, and expertise to the Company, ensuring that our company is able to make well-informed and impartial decisions
- Prioritize transparency and accountability in our financial reporting practices in order to provide the accurate and timely financial information to our stakeholders
- Pursue continuous improvement as we serve our customers, invest in and protect our employees, and advance the well-being of the communities we operate

Our Approach to ESG

We focus on our core values of developing self and others, teamwork, drive for results and customer focus in order to be empowered to drive change. We do so by taking feedback and direction from the independent JSG ESG Board. The JSG ESG Board recommends ESG goals that consider the three ESG pillars.

Our three ESG pillars – Products, Planet and People – encompass the areas of focus most important to Justrite Safety Group. The pillars are supported by a strong foundation of Governance, Ethics and Integrity.