

Social Responsibility Policy

Calvary Industries, Inc. recognizes its responsibility to serve our employees, customers, suppliers, and community as a model of quality, integrity, and stewardship.

Calvary is committed to conducting its business in a responsible and ethical manner. We recognize the importance of integrating social, environmental, and ethical principles into our operations, thereby ensuring the well-being of our employees, the community, and the environment. This policy outlines our commitments and practices concerning Labor and Human Rights, Ethics, and Sustainable Procurement.

Applicability

This Policy applies to everyone at Calvary, at every level, and every location. Calvary expects everyone, including sales representatives, distributors, contractors, and suppliers, to act in a manner consistent with our principles and values when performing business on behalf of Calvary.

Policy Governance Roles and Responsibilities

Calvary Senior Leadership provides policy governance and oversight. Senior Leadership is chaired by the President of Calvary and includes the Director level of management. Additional guidance may be provided by the CEO and Senior Consultant when appropriate.

Senior Leadership meets twice a year, or as required, to review compliance and commitment status and provide policy direction.

Quality and Compliance Manager is responsible for ensuring regulatory compliance through self-assessment and maintaining compliance records.

Ensuring Employee Health and Safety

Calvary is unwavering in its commitment to the highest standards of labor practices and the protection of human rights across all facets of our business. Our dedication is reflected in our comprehensive approach to ensuring the well-being and safety of our employees.

- **Safety as Our Top Priority:**
Calvary is committed to the principle that every employee deserves to work in a safe environment and return home safely at the end of each day. Our safety protocols are designed to protect our workforce, fostering a culture where health and safety are paramount.
- **Cultivating a Culture of Safety and Responsibility:**
We believe that safety is a collective responsibility. To this end, Calvary promotes a culture where open communication and accountability are key components of our safety strategy. Each member of our team plays a critical role in identifying and addressing safety concerns, contributing to a safer workplace for all.

- **Risk Management and Mitigation:**

At Calvary, we proactively identify, assess, and manage workplace risks. By employing a systematic approach to risk evaluation, we aim to eliminate or, where not possible, minimize exposure to hazards. This commitment extends to continuous improvement in our risk management practices, ensuring the health and safety of our employees are always at the forefront.

- **Compliance with Health and Safety Standards:**

Adherence to health and safety regulations and the adoption of best practices are foundational to our operations. Calvary ensures that all workplace environments comply with relevant health and safety laws, guidelines, and standards, thereby securing a healthy and safe working conditions for our employees.

Through these measures, Calvary Industries, Inc. reinforces its commitment to upholding labor rights and human dignity. We recognize that our employees are our most valuable asset, and we are dedicated to maintaining a workplace that not only meets but exceeds health and safety standards, ensuring the well-being of our workforce.

Child Labor, Forced Labor, and Human Trafficking

Calvary upholds the fundamental rights of every individual, ensuring our operations and supply chains are free from child labor, forced labor, and human trafficking. Our commitment is rooted in adherence to international standards and national laws, including the International Labour Organization's Conventions and the United States' Fair Labor Standards Act, among others.

- **Child Labor Avoidance:**

Calvary is dedicated to protecting children from exploitation and hazardous work that could affect their education, health, or development. In alignment with the principles of the ILO Convention No. 138 on the Minimum Age for Admission to Employment and the United States Fair Labor Standards Act, we strictly prohibit the use of child labor in our operations and by our business partners. We implement rigorous verification processes to ensure compliance throughout our supply chain, fostering environments where children's rights and well-being are prioritized.

- **Eradication of Forced Labor:**

Our stance against forced or compulsory labor is unequivocal. Calvary's commitments align with ILO Convention No. 29 concerning Forced or Compulsory Labor, ensuring that all employment is voluntary. Our policies forbid any form of forced labor, including debt bondage, trafficking, and other means of coercion. We mandate that our suppliers do not require workers to surrender government-issued identification, travel documents, or any other personal property as a condition of employment. This policy extends to prohibiting the retention of employees' documents or deposits to secure employment.

- **Combating Human Trafficking:**

Human trafficking for labor exploitation is a violation of human rights that Calvary actively works to prevent. In compliance with the Trafficking Victims Protection Act, our efforts include thorough due diligence of our suppliers and contractors to ensure they do not engage in or support human trafficking.

- **Ongoing Compliance and Improvement:**

To ensure these commitments are more than policy deep, Calvary engages in continuous monitoring, training, and improvement of our practices. We conduct regular audits and assessments to verify adherence to these policies, both internally and among our suppliers.

Through these measures, Calvary demonstrates its unwavering commitment to upholding human rights and fostering an ethical, compliant, and socially responsible operational and supply chain environment.

Diversity, Inclusion, and Workplace Respect

At Calvary, we are committed to fostering a workplace environment that is inclusive, respectful, and free from discrimination and harassment. Our commitment extends beyond compliance with legal standards to embody our core value as a model of integrity.

- **Inclusive Diversity:**

We embrace diversity as a cornerstone of our business, recognizing the value and strength that differences in race, ethnicity, gender, religion, age, or disability bring to our organization. Calvary actively promotes a culture of inclusivity where all employees can thrive and contribute to their fullest potential.

- **Zero Tolerance for Discrimination and Harassment:**

Upholding the highest standards of integrity and respect, Calvary maintains a zero-tolerance policy against any form of discrimination or harassment in the workplace. This policy is rigorously enforced among all employees, including management, and extends to our dealings with business partners, suppliers, and contractors.

- **Ensuring Fair and Equal Opportunities:**

Calvary is dedicated to providing an environment where everyone has access to fair and equal opportunities for development and advancement. We implement policies and practices designed to eliminate barriers and ensure equity in hiring, training, promotions, and career development, regardless of an individual's background or characteristics.

- **Reporting and Resolution:**

To support these commitments, Calvary has established clear channels for reporting any concerns or incidents of discrimination or harassment. We ensure that all reports are taken seriously, thoroughly investigated, and addressed promptly to maintain a workplace where everyone feels valued and respected.

Through these initiatives and practices, Calvary reaffirms its dedication to creating a work environment that respects diversity, fosters inclusion, and ensures equality and respect for all employees and stakeholders.

Ethics

Calvary is steadfast in its commitment to ethical business conduct and unwavering integrity across all operations and interactions. Our ethical framework is designed to ensure compliance with both the letter and spirit of laws and regulations in the jurisdictions where we operate, and to foster trust and respect among our employees, partners, and the communities we serve.

- **Zero Tolerance for Corruption:**
Integrity is at the core of Calvary's ethos. We have instituted a strict zero-tolerance policy against all forms of corruption, including bribery, extortion, embezzlement, and any other corrupt practices. This policy applies universally across our operations, from our internal processes to our external engagements with suppliers, contractors, and business partners. Calvary is committed to conducting due diligence and implementing robust controls to prevent, identify, and address any acts of corruption.
- **Lawful and Ethical Business Practices:**
Respect for the law is fundamental to our business. Calvary requires all business practices to comply with applicable local, national, and international laws and regulations. This includes adherence to laws governing competition, such as avoiding anticompetitive behavior, price fixing, market sharing, bid rigging, and any unlawful customer or market allocation practices.
- **Conflict of Interest and Transparency:**
We maintain rigorous policies to prevent conflicts of interest and to promote transparency in all our business dealings. Calvary expects all employees and business partners to disclose any potential conflicts of interest, ensuring that our business decisions are made in the best interests of our stakeholders without undue influence from personal or external interests.
- **Responsible Information Management**
Protecting the confidentiality, integrity, and availability of our information and that of our stakeholders is paramount. Calvary adheres to stringent information security and data protection practices, safeguarding sensitive information against unauthorized access, disclosure, alteration, or destruction.

Through these principles and practices, Calvary underscores its dedication to maintaining the highest standards of ethical conduct and integrity. We believe that ethical business is not only a legal obligation but a fundamental component of our long-term success and sustainability. Regular training, audits, and reviews are part of our commitment to continually improve our ethical standards and practices, ensuring that we not only meet but exceed our ethical responsibilities.



Advancing Sustainable Sourcing

At Calvary, we are acutely aware of the critical role sustainable procurement plays in reducing our environmental impact and fostering social prosperity. Our approach to sustainable sourcing is comprehensive, focusing on both environmental stewardship and social responsibility.

- **Environmental Stewardship in Supply Chain:**
We are committed to minimizing resource use throughout our operations and supply chain. This includes working with our partners to lower the consumption of energy, water, and raw materials, thereby reducing waste and pollution. Calvary is dedicated to collaborating with suppliers who are equally committed to sustainable practices, aiming to enhance the environmental sustainability of our products and operations along the entire value chain.
- **Conflict Mineral Policy:**
Calvary adheres strictly to laws and regulations concerning the sourcing of conflict minerals. We are dedicated to ensuring that the goods we procure comply with these regulations, particularly those minerals sourced from regions at high risk of conflict where mining revenues may fund armed groups implicated in human rights abuses. Our commitment extends to transparency and diligence in our sourcing practices to avoid contributing to conflict or human rights violations.
- **Social Responsibility Among Suppliers:**
It is imperative for our suppliers to share our commitment to human rights and labor standards. Calvary expects all suppliers to maintain workplace practices that respect human dignity and rights, mirroring our own policies and values in this area.

Through these initiatives, Calvary reaffirms its dedication to leading by example in sustainable procurement, striving to create a more sustainable and equitable world through responsible business practices.

Ongoing Commitment to Improvement

Calvary is not only committed to adhering to these principles but also to the continuous improvement of our social responsibility and environmental stewardship efforts. We believe that our dedication to human rights, ethical conduct, and environmental and social responsibilities are not just foundational to our business success but are also vital for the well-being of the local and global communities we serve.

Endorsed by:

A handwritten signature in black ink, appearing to read "Austin Morelock".

Austin C. Morelock, President

4/12/2024