

PROTECTING TODAY TO **LIVE ON TOMORROW**



MICROBAN[®] 

CORPORATE SUSTAINABILITY & SOCIAL RESPONSIBILITY POLICY

MICROBAN INTERNATIONAL LTD.



HEALTH AND SAFETY POLICIES

We are committed to health and safety as a precondition to how we operate our business. Our commitments here are:

- Active support and participation in the Wellness Begins with Me total wellness programs to create and advocate for a healthy and safe culture at all levels within the Company. This commitment includes sponsorship from the Senior Leadership Team and the company Safety Committee, as well as individual responsibility for health and safety at all levels, by every employee-owner around the world.
- Provide and maintain a safe and healthy working environment in all our facilities and maintain safe systems of work to protect all employee-owners and visitors (vendors, suppliers, contractors, and customers) in so far as they encounter our facilities and personnel. All safety related incidents in Microban facilities are tracked and reported with a company goal of zero incidents.
- Provide all employees with the information, instruction, training, and supervision that they require to work safely and efficiently. Provide initial training during the onboarding process and provide annual re-training to ensure that employees understand and retain the knowledge. This is integrated into our company training process and archived in employee training files.
- Control the activity of all outside contractors when on the Company's premises in so much that these individuals are not attuned to certain aspects of working within our sites. We commit to escorting and supervising the activities of contractors and visitors to our sites, as well as reviewing copies of the Safety Policies for any new contractors during our vendor review and selection processes.
- Review the details of this Policy on at least an annual basis during our annual Management Review, or at any time where an applicable legal, regulatory, or legislative change occurs which would impact the span of the Policy.
- Establish a safety objective which is part of the measured competency evaluation of every single employee in the organization during both mid-year and year-end evaluations.



ETHICAL
TRADING



HEALTH
& SAFETY



EMPLOYEE
RELATIONS



COMBATTING
SLAVERY &
HUMAN
TRAFFICKING



ENVIRONMENTAL
SUSTAINABILITY



At Microban Products Company (Microban), Corporate Sustainability and Social Responsibility is vitally important to who we are as a company. Sustainability and Social Responsibility is embraced to ensure that we equally consider environmental responsibility alongside social and financial responsibility in all aspects of our business. Our policies ensure that we rigorously adhere to the highest standards in principled behavior guided by our Values and our Code of Global Business Conduct and Ethics.





CODE OF BUSINESS CONDUCT AND ETHICS



Our global Code of Business Conduct and Ethics sets a high standard for behavioral conduct in areas that include workplace health, safety and environment, human rights, harassment and discrimination, conflicts of interest and gifts and entertainment. Every team member is familiarized with the Code during onboarding and encouraged to report all suspected violations by contacting our Legal and Human Resources, without any concern of retaliation. Annual re-training

on the Code is a requirement for every associate within our organization to ensure that employees understand and retain the knowledge.

Microban maintains a third-party ethics hotline as a mechanism that is available internally for all employees to report inappropriate behavior such as fraud, waste, abuse, misconduct or violations of organization policies or any laws or regulations.

EMPLOYEE RELATIONS/ RESPECTFUL WORKPLACE



We know that the people who make up our team are the most important ingredient to our business success and impact. The cornerstones of our commitment to our employee-owners include:

- Provide equal opportunities for the selection, development, and promotion of all current and potential employee-owners, regardless of sex, race, disability, sexual orientation, religion or belief, age, gender assignment, marriage or civil partnership, pregnancy and maternity or paternity.
- Ensure that all employee-owners are treated fairly, with dignity and consideration for their goals and aspirations and honor for the unique diversity they represent.
- Provide a framework for all employee-owners to receive regular, transparent, and documented performance feedback, at a frequency of at least twice per annum.
- Apply fair labor practices while respecting the national and local laws of the countries and communities we operate in. We are committed to zero tolerance of any unlawful workplace conduct including discrimination, intimidation, or harassment.
- Provide suitable working environments in all company facilities in accordance with our health and safety policies.
- Maintain and enforce robust disciplinary procedures to ensure the fair treatment of all employee-owners.
- Maintain robust procedures about grievances and whistleblowing and promote the appropriate use of such procedures in an open and fair manner, free of any threat of retaliation.
- Provide market-based competitive remuneration and benefits for every employee-owner.
- Provide appropriate support for associates requiring assistance with physical and/or mental health conditions and assist with managing their return to work when appropriately cleared to do so.
- Ensure all employees are aware of their responsibilities regarding health, safety, quality, environment, and all other procedures.
- Provide training for managers to ensure that all employees are treated fairly and in accordance with the company's policies.
- Ensure that the company values are understood and adopted by all.



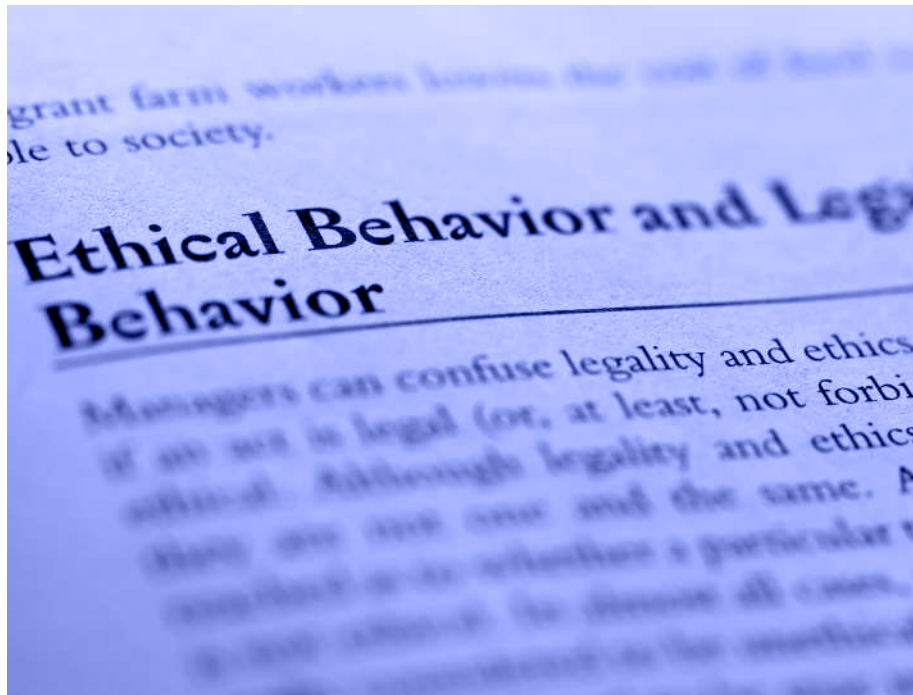
ETHICAL TRADING



Microban is committed to trading in a fair and ethical manner with all our customers, suppliers, and contractors. We take our approach to fair trade seriously and work hard to prevent any anti-competitive behaviors. This commitment includes:

- We pursue fair and honest dealings with all colleagues, shareholders, customers, suppliers, and competitors.
- We commit to remaining compliant with laws, rules, and regulations including antitrust laws, environmental laws, discrimination laws, political process, relations with government officials, integrity of records, and compliance with accounting principles.
- We avoid any relationship, activity, or ownership that might create a conflict between personal interests and the interests of the company.

- We explicitly avoid taking any business opportunity discovered because of employment with the company for personal benefit.
- We are committed to preventing acts of bribery and do not tolerate any corrupt practices in our business dealings, as set about explicitly in our Code of Conduct and through ongoing training for associates.
- We Protect & Preserve the company assets and resources to ensure their efficient and proper use, and only use them for legitimate business purposes.
- We protect all confidential information from unauthorized disclosure, including customer, supplier, business partner, contractor, and employee data.



COMBATING SLAVERY AND HUMAN TRAFFICKING



Microban International is committed to a zero-tolerance policy to combat slavery or the trafficking of persons for any purpose. Microban prohibits trafficking-related activities, and we require every one of our suppliers and contractors to uphold these important principles, as well. We are committed to protecting communities

and individuals from the crime of modern slavery anywhere within our supply chain. Microban requires the reporting of any suspected violations to our Legal and Human Resources teams, and our policies forbid any form of retaliation for fulfilling this obligation.



DATA SECURITY AND PRIVACY



Protecting the privacy of our customers, suppliers, contractors, and employees is critical to our ability to maintain their trust. Microban fully understands how the risks related to Information Security and Privacy affect our business operations.

We take precautions to safeguard sensitive information, to include customer data and personally identifiable information, to ensure a safe and secure online environment.





Microban recognizes that the long-term health of our business is directly connected to the health of the planet and local communities. We support environmental and sustainability concerns in the following areas:



Products and Technology

At the core of our technological offerings, Microban is a sustainability-solutions focused company. Our technologies contribute to sustainability by extending the useful life of products through:

- Committed development of technologies that are naturally derived, generally recognized as safe (GRAS), non-heavy metal based, and have a non-toxic profile.
- Committed development of antimicrobial technologies that extend the useful life of products to support efforts to decrease landfill loading and increase frequency between costly replacement.
- Committed development of technologies that allow for more environmentally friendly water-based formulas in lieu of solvent-based formulas, which minimizes hazardous air pollutants and VOC emissions during production.
- Committed development of technologies for use in textile materials that enable garments to be worn longer between laundering, resulting in less energy consumption, less water usage, less labor demands, and a longer product life for the garment. These technologies also enable lower total chemicals consumption and discharge (detergents, bleach) as well as less discharge of microfibers/ microplastics that are inevitably generated during laundering processes.



Operations and Supply Chain Sustainability

Microban’s operations and supply chain structure continually seek optimization in reducing environmental impact and promoting sustainability by:

- Compliance with or exceeding the requirements of all relevant environmental legislation and codes of practice and compliance obligations.
- Commitment to a continual improvement process in environmental management by developing solutions that improve our eco-footprint globally throughout the value chains in which we operate.
- Evaluation of environmental impacts of Microban supply chain, including choosing and using packaging products, operations, and facilities with a commitment to minimize impacts and improving our own eco-footprint through using energy and raw materials efficiently and renewable resources where possible.
- Efficient use of natural resources to minimize waste generation through efforts that include recycling, innovation, and environmental conservation at all our global sites.
- Integration of environmental responsibilities and considerations into daily operations and business decision-making processes.
- Commitment to emergency preparedness and response to minimize any potential environmental impacts resulting from day-to-day operations.
- Assess the environmental impact of any new equipment, process, or product we intend to introduce in advance.
- Promotion of effective environmental management by our suppliers and contractors.





Compliance to Laws and Regulations

As an organization, Microban is committed to compliance with applicable and relevant laws and regulations. Microban

- Ensures compliance with all applicable environmental laws and regulations. Specifically, all products manufactured and distributed are subject to local, state, and federal regulations within the jurisdiction of manufacture and/or distribution. To comply, we perform safety testing, meet labeling requirements of international regulatory agencies, and adhere to applicable regulations for all ingredients and ingredient formulations that make up our products.
- Ensures its products classified as antimicrobials or disinfectants/sanitizers are registered with the applicable regulatory agencies prior to being marketed or sold. Formulations undergo thorough regulatory reviews which include evaluation of the physical-chemical, toxicological and efficacy characteristics before registration and approval for sale

in each geographical area where Microban products are offered. Labeling and packaging of these products are strictly governed by international regulatory agencies (including, but not limited to, the US Environmental Protection Agency (EPA)'s Federal Insecticide Fungicide and Rodenticide Act (FIFRA) and Toxic Substances Control Act (TSCA), the EU and GB Biocidal Products Regulations (BPR) and Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH), and the Canadian Pest Control Products Act (PCPA) and Domestic and Non-Domestic Substances Lists under the Canadian Environmental Protection Act (CEPA)).

- Monitors applicable international regulations through its Regulatory department to identify and action any changes that impact product labels and packaging.
- Addresses complaints about any breach of our Environmental Policy promptly and to the satisfaction of all interested parties.





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