



ENVIRONMENTAL, SOCIAL & GOVERNANCE (ESG) POLICY STATEMENT

KAM Plastics Corp is committed to building environmental sustainability, social responsibility, and effective corporate governance into all aspects of our business. This ESG policy statement reflects our commitment to improving how our business decisions and policies address opportunities for sustainability. We expect this policy statement to be upheld by all employees, including executives, officers of the Company as well as suppliers. As we look ahead to the future, we will continue to be transparent and remain focused on expanding our sustainability efforts.

ENVIRONMENTAL SUSTAINABILITY

We are committed to operating in an environmentally responsible manner to prevent pollution, minimize negative environmental impacts, conserve natural resources, and operate in compliance with all applicable environmental regulations.

- **Energy Efficiency** – Making conscious efforts to purchase and install more energy-efficient equipment and technologies when replacing or upgrading machinery and facility systems. We continually evaluate opportunities to reduce energy consumption across operations.
- **Renewable Energy** – Utilizing renewable energy sources, which currently account for approximately 15% of our total energy usage and seeking opportunities to increase renewable energy adoption where feasible.
- **Water Quality & Consumption Management** – Managing water usage responsibly by monitoring consumption, protecting water quality, complying with all wastewater and discharge regulations, and pursuing conservation opportunities to reduce overall water impact.
- **Air Quality** – KAM has operational practices to reduce air pollutants and improve overall air quality.
- **Responsible Chemical Management** – Managing chemicals and hazardous substances responsibly through proper handling, storage, labeling, usage, and disposal practices in accordance with regulatory requirements and industry best practices.
- **Waste Reduction, Reuse & Recycling** – Reducing waste generation at the source, promoting reuse of materials when possible, and maintaining recycling programs to divert materials from landfill. We continually evaluate opportunities to improve waste minimization efforts.
- **GHG Emissions** - KAM Plastics Corp will work to reduce greenhouse gas (GHG) emissions from operations where feasible.
- **Decarbonization** - We will support efforts to reduce carbon emissions through energy efficiency and increased use of renewable energy where practical.
- **Biodiversity, Land Use & Deforestation** - KAM Plastics Corp seeks to minimize environmental impact and does not support illegal deforestation or harmful land use practices.
- **Soil Quality** - We will prevent soil contamination through proper handling and disposal of chemicals and waste.
- **Noise Emissions** - We will manage noise from operations to meet regulatory requirements and reduce impact where possible.

SOCIAL RESPONSIBILITY

We are committed to being a socially responsible employer by fostering a safe employment environment free of violence, discrimination, and harassment. We are dedicated to maintaining safe working conditions, complying with applicable labor and employment laws, and promoting equal opportunity and fair treatment for all employees.

KAM Plastics Corp supports fundamental human rights and maintains zero tolerance for forced labor, child labor, human trafficking, bribery, corruption, or unethical business practices. We expect all employees and suppliers to uphold these standards.

KAM Plastics Corp respects land and resource rights and prohibits involvement in forced eviction. We expect the same from our suppliers.

We encourage open communication and prohibit retaliation against individuals who report concerns in good faith. More detailed information can be found in KAM's Employee Handbook and the Code of Ethics and Business Conduct.

CORPORATE GOVERNANCE

We are committed to building a culture dedicated to ethical business behavior and responsible corporate activity through transparency, accountability, and effective leadership oversight aligned with KAM's One Page Plan.

KAM Plastics Corp operates in compliance with all applicable laws and regulations and maintains standards addressing conflicts of interest, anti-bribery and anti-corruption, fair competition, and protection of confidential information. We promote responsible decision-making supported by appropriate internal controls and risk management practices.

We encourage employees and stakeholders to report concerns regarding unethical or unlawful conduct and prohibit retaliation against individuals who raise concerns in good faith.

As an Employee Stock Ownership Plan (ESOP) company, we believe strong corporate governance is foundational to protecting employee ownership value and delivering on our long-term commitments.

More detailed information can be found in KAM's Quality Manual, Supplier Quality Manual, and Code of Ethics and Business Conduct.

Revision History		
Date	Change	Responsibility
9/12/2023	Released	KAM Leadership Team
7/31/2024 - REV A	Soc Resp – Added Code of Ethics & Conduct reference	Eric Olson
2/27/2026 - REV B	Updated - Expanded on sections	Todd Schauder
3/17/2026 - REV C	Expanded Environmental Sustainability & Social Responsibility sections	Todd Schauder