	Corporate Social Responsibility Policy
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	Revision Date: March 15, 2024
	Authorized by: Brendan Whistler

Policy brief & purpose

Our Corporate Social Responsibility (CSR) company policy refers to our responsibility toward our environment. Our company's existence is not lonely. It's part of a bigger system of people, values, other organizations and nature. The social responsibility of a business is to give back to the world just as it gives to us.

What is corporate social responsibility?

Our Corporate Social Responsibility (CSR) company policy outlines our efforts to give back to the world as it gives to us.

Scope

This policy applies to our company. It may also refer to suppliers and partners.

Policy elements

We want to be a responsible business that meets the highest standards of ethics and professionalism.

Our company's social responsibility falls under two categories: **compliance** and **proactiveness**. Compliance refers to our company's commitment to legality and willingness to observe community values. Proactiveness is every initiative to promote human rights, help communities and protect our natural environment.


Compliance

Legality

Our company will:

- Respect the law
- Honor its internal policies
- Ensure that all its business operations are legitimate
- Keep every partnership and collaboration open and transparent

- Comply with trade-related laws and regulations of each country and region, and under no circumstances get involved in dealings that risk endangering world peace and safety and the maintenance of world order.

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- Acquire and protect intellectual property rights for our company, respect the intellectual property rights of other companies, and ensure we do not infringe upon the intellectual rights of other companies

Business ethics

We'll always conduct business with integrity and respect to human rights. We'll promote:


- Safety and fair dealing
- Respect toward the consumer
- Anti-bribery and anti-corruption practices
- Appropriate management and utilization of confidential information of the company
- Properly manage and efficiently utilize confidential information and personal information of your own and other companies, and always ensure that such information is obtained under lawful means.
- To maintain trust as company, we do not take a part in the buying and selling of stock shares with the aid of non-disclosed information obtained from our own or other companies (insider trading).
- We perform accounting procedures lawfully and properly according to accounting standards and tax laws, and strive for a high level of internal control.
- Exercise moderation and perform within the acceptable range of social norms and obey the laws and regulations of each country and region in regard to business entertainment, gifts, and invitations.

Examples of Corporate Social Responsibility

Protecting the environment

Our company recognizes the need to protect the natural environment. Keeping our environment clean and unpolluted is a benefit to all. We'll always follow best practices when disposing garbage and using chemical substances. Stewardship will also play an important role.

Protecting people

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We'll ensure that we:

- Don't risk the health and safety of our employees and community.
- Avoid harming the lives of local and indigenous people.
- Support diversity and inclusion.

Human rights

Our company is dedicated to protecting human rights. We are a committed equal opportunity employer and will abide by all fair labor practices including wages. We'll ensure that our activities do not directly or indirectly violate human rights in any country (e.g. forced labor, child labor or human trafficking). We verify all workers are allowed to work according to legal standards and applicable policies prior to commencing employment.

We respect individual human rights, diverse values, and working philosophies, and strive to build a workplace where people feel safe and free to work in their own way. In addition, observe both the letter and spirit of all labor laws and regulations of each country and region. This includes ensuring worker identity or immigration documents are not withheld from workers, prohibits the charging of recruitment fees or any commercial sex acts during the duration of the contract.

Proactiveness

Donations and aid

Our company may preserve a budget to make monetary donations. These donations will aim to:


- Advance the arts, education and community events.
- Alleviate those in need.

Volunteering

Our company will encourage its employees to volunteer. They can volunteer through programs organized internally or externally. Our company may sponsor volunteering events from other organizations.

Preserving the environment

Apart from legal obligations, our company will proactively protect the environment. Examples of relevant activities include:

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- Recycling
- Conserving energy
- Using environmentally-friendly technologies

Supporting the community

Our company may initiate and support community investment and educational programs. For example, it may begin partnerships with vendors for constructing public buildings. It can provide support to nonprofit organizations or movements to promote cultural and economic development of global and local communities.

Learning

We will actively invest in improvement. We will be open to suggestions and listen carefully to ideas. Our company will try to continuously improve the way it operates.

Our company is committed to the United Nations Global Compact. We'll readily act to promote our identity as a socially aware and responsible business. Management must communicate this policy on all levels. Managers are also responsible for resolving any CSR issues.

Reporting

Workers and agents may report, without fear of retaliation, any concerns about this policy to:

Brendan Whistler

S.B. Whistler & Sons Inc
Phinney Tool & Die
Manufacturer of Tooling, Dies & Press Lines
An ISO 9001.2015 Certified Company
Phone: 1-800-828-1010
Fax: 585-798-5612
bwhistler@sbwhistler.com

Any reported events will be thoroughly investigated using our non conformance system and provide or participate in remedy of adverse impact when required.