

The Flinchbaugh Company, Inc.

CORPORATE SOCIAL RESPONSIBILITY (CSR) POLICY

December 22, 2022

Conducting business in a responsible and sustainable manner is important to The Flinchbaugh Company, Inc. In addition to running our business in alignment with ownership expectations, we also see corporate responsibility as a cultural discipline to help manage risks and maximize opportunities. Our CSR Policy is intended to provide a framework for the responsibilities of every Stakeholder - Owner, Manager, Employee, Supplier and Vendor.

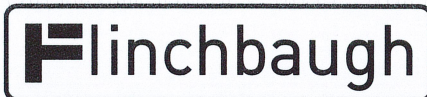
We are committed to understanding, monitoring and managing our social, environmental and economic impact to enable us to contribute to society's sustainable development. This commitment is embedded in our Core Values, Code of Conduct and all other Policies and Procedures, and we aim to demonstrate these responsibilities through our actions in conducting business on a day to day basis.

At The Flinchbaugh Company, Inc., we define Corporate Social Responsibility as follows:

- Conducting business in a Socially Responsible and Ethical manner.
- Protecting the Environment and the Safety of people.
- Supporting Human Rights and the Communities and Cultures within where we work.

In alignment with our Core Values of "Teamwork-Respect-Improvement-Passion" (T.R.I.P.), The Flinchbaugh Company, Inc. will ensure that all matters of CSR are considered and supported in how we conduct business, and are consistent with the Key Measures of the business as well as the best interest of all Stakeholders. This policy applies to activities undertaken by, with or on behalf of The Flinchbaugh Company, Inc.

All Flinchbaugh Company, Inc employees, suppliers, vendors and contractors are to adopt the CSR considerations described in this policy into their day-to-day work activities. Flinchbaugh Company leaders are to act as role models by incorporating these considerations into decision-making in all business activities. Flinchbaugh Company leaders will also ensure the appropriate organizational structures are in place to effectively manage CSR issues and performance relevant to our business.



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This CSR policy is built upon these four fundamental areas:

Business Ethics and Transparency

One of our Core Values states “We will treat everyone with RESPECT to inspire the best in others with openness, honesty and fairness in everything we do.”

Therefore, we will conduct business in an open, honest and ethical manner. We recognize the importance of respecting and protecting all human, financial, physical, informational, social, environmental and reputational assets. We will advise our partners, contractors, suppliers and vendors of our CSR Policy.

Environment, Health & Safety

A second Core Value states “We will seek IMPROVEMENT continuously by challenging past practice, by investing in people and technology and by exploring new methods and processes.”

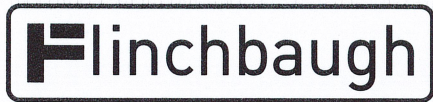
In this manner, Flinchbaugh Company is committed to continuously improving and protecting the health and safety of all individuals affected by our activities including employees, contractors, vendors, suppliers and the public. We will provide a safe and healthy work environment, and will not compromise the health and safety of individuals. Our goal is no accidents while also mitigating environmental impacts to promote responsible environmental practices. Our Certified Safety Committee takes the lead in this effort.

We are committed to environmental protection and stewardship. We recognize that pollution reductions and resource conservation are key to sustainable environments and we will make decisions that align with these concepts regarding energy consumption and waste elimination including recycling programs.

All employees, contractors, suppliers and vendors are responsible and accountable for contributing to a safe working environment, for fostering safe working attitudes, and for operating in an environmentally responsible manner.

We will conserve our environment by managing and mitigating the impact of harmful substances. We will select environmentally friendlier substances where available, we will require safe handling and the use of all harmful substances and our waste streams will be tightly managed per applicable laws and industry standards.

We will exercise due diligence in our supply chain to assure that metals used in our products are “DRC Conflict-Free”, not sourced from mines in conflict areas of DRC which are controlled by non-governmental military groups, or unlawful factions.



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Stakeholder Relations

A third Core Value states “We will utilize a TEAMWORK approach filled with enthusiasm, determination, collaboration, involvement and support for each other.”

In support of this teamwork core value, we are proud of our commitment to all stakeholders in applying fair labor practices and in providing equal opportunity in all aspects of employment and business. We do not engage in or tolerate unlawful workplace conduct, including discrimination, intimidation or harassment.

We will operate in full compliance with applicable laws and regulations related to Ethical, Corporate Governance, labor, health and safety and the environment.

Flinchbaugh Company insists our contractors, suppliers and vendors treat their people fairly and with respect, maintaining safe working conditions in an environmentally responsible manner. We do not tolerate human rights abuses, child or forced labor, trafficking or slavery and will not engage or be complicit in any activity that solicits or encourages human rights abuse.

Community Involvement

The fourth and final Core Value of Flinchbaugh Company states “We will demonstrate PASSION by our level of energy and enjoyment in all we do.”

We believe passion must spread beyond the work place and into the family, friendship networks and the community. We respect and support the laws of the community where we operate as well as where our employees live. We encourage and support our employees to participate in family, church, civic, school and all other community interests in the form of time and energy and leadership. This commitment is also visible in our contributions of financial and volunteer support.

A handwritten signature in blue ink, appearing to read 'Gregory D. Jenkins'.

Gregory D. Jenkins

President and Owner