Sustainable Development Policy

Company: Altium International, Inc.

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Approval Date: January 6th, 2025

About the company

Altium International, Inc. is a U.S.-registered corporation engaged in *laboratory equipment sales distribution and technical support*, as well as any other lawful business activities. The company's fiscal year ends on December 31, and its principal office and registered office are located at One Beacon Street, 15th Floor, Boston, MA 02108.

Company Scope

All policies applies to all operations, facilities, and employees of Altium International Inc. a distribution company operating within the United States and Canada.

Purpose

The purpose of this document is to embed environmental, social, and governance (ESG) principles into the core of our operations, aligning our business with the United Nations Sustainable Development Goals (UN SDGs), the U.S. Environmental Protection Agency (EPA) guidelines, and Canada's Federal Sustainable Development Strategy.

We believe this approach not only supports regulatory compliance and corporate responsibility but also builds long-term business resilience and stakeholder trust. This document is reviewed every 12 months and updated based on evolving legislation, market practices, and stakeholder feedback.

Environmental responsibility

- Reducing GHG emissions: We strive to reduce greenhouse gas emissions by optimizing energy use in our operations and offices, collaborating with carriers that use low-emission or electric vehicles.

- Waste minimization: We aim to reduce landfill waste through responsible packaging, reusable or recyclable materials.

- Water and Energy Conservation: We implement programs to raise employee awareness of water and energy efficiency.

- Employee Transportation: We offer remote/hybrid work flexibility, prefer online meeting options, reduce travel to a reasonable extent, and choose transportation with the least environmental impact.

- Regulatory Compliance: Our sustainability efforts are consistent with applicable U.S. and Canadian environmental laws and reporting frameworks.

Ethical and Sustainable Procurement

- We ensure our suppliers meet rigorous standards on labor rights, environmental responsibility, and safety. We prioritize vendors certified under ISO 14001, EcoVadis, or equivalent frameworks.

- We will not engage with suppliers who violate human rights, including the use of child labor or unsafe working conditions, and require declarations or certifications confirming ethical practices.

Health, Safety, and Environment - HSE Policy

This document outlines the Health, Safety, and Environment (HSE) Policy of Altium International, Inc. It underscores our commitment to ensuring a safe and healthy workplace for all employees, contractors, and visitors, and to protecting the environment in which we operate. We commit to comply with all applicable laws and strive for continuous improvement in our HSE performance.

Responsibilities

- Management provides necessary resources to implement and maintain HSE measures.

- Management regularly reviews the effectiveness of HSE policies and procedures.

- Employees adhere to all safety guidelines and procedures established.

- Employee reports any unsafe conditions or incidents to management without delay.

Health and Safety

- Risk management: Implement and maintain a risk management process to identify, assess, and control health and safety risks.

- Training and awareness: Conduct regular training sessions to ensure employees are aware of safety practices and procedures.

- Emergency preparedness: Develop and maintain emergency plans including evacuation procedures and first aid.

Monitoring

- Reporting and review: HSE performance will be regularly reviewed and reported to ensure continuous improvement.

- Feedback mechanism: Feedback from all stakeholders will be encouraged to enhance HSE practices.

Risk Assessment

- Identify hazards: Risks associated with physical, chemical, biological and environmental hazards are identified, including who could be harmed and how. It is assessed how employees, contractors, visitors and the local community could be affected.

Equity, Diversity, and Inclusion (EDI) Policy

Altium International, Inc. is committed to building and maintaining a workplace culture grounded in equity, diversity, and inclusion (EDI). We recognize that diverse teams enhance creativity, innovation, and performance.

Objectives

- Ensure equitable access to employment, development, and advancement opportunities for all individuals regardless of gender, race, ethnicity, age, sexual orientation, disability, or cultural background.

- Foster a culture of inclusion where all employees feel respected, valued, and empowered to contribute fully.

- Identify and eliminate systemic barriers to inclusion through data-driven assessments and policy updates.

Implementation

- Recruitment: We utilize inclusive language in job postings, seek diverse candidate pools, and provide bias awareness training for hiring managers.

- Development: We offer mentoring and leadership programs to support career growth for underrepresented groups.

- Culture: Regular EDI training is delivered to all staff, with special focus on unconscious bias, inclusive communication, and allyship.

- Governance: A designated EDI Officer or Committee monitors progress and reports annually to leadership.

Employee Engagement and Community Investment

- Engagement: Sustainability training is provided to employees annually. We promote equity, diversity, and inclusion through fair hiring practices and internal advancement opportunities.

- Volunteering and Local Engagement: We encourage employee participation in local environmental initiatives.

Accountability and Review

This EDI policy complies with relevant U.S. and Canadian legislation and will be reviewed and updated annually in consultation with employees and external EDI experts if necessary. We will track key metrics, including workforce demographics, promotion rates, and employee engagement, to ensure continuous improvement.

This document has been approved by:

Selen Oztunaoglu