

THE NARMCO GROUP



Corporate Social Responsibility Report

2023

The NARMCO Group, as a private, family-held group of companies that, prided itself on a steadfast commitment to Social Responsibility in every facet of its operations. Recognizing the profound impact that industry activities can have on the environment, The NARMCO Group has integrated sustainable practices into its core values, reflecting a dedication to responsible business conduct and environmental stewardship.

Policy

The NARMCO Group as a tier 1 automotive supplier, our core values revolve around unwavering commitment to sustainability and ethical business practices. We are dedicated to integrating environmentally responsible initiatives, ensuring fair labor practices, and fostering transparent and equitable business conduct. Our management is committed to leading by example, continuously improving our operations to minimize environmental impact, and upholding the highest standards of integrity. By prioritizing these principles, we aim to not only meet regulatory requirements but exceed them, contributing to a sustainable and socially responsible automotive industry."

As we move forward, our dedication to social responsibility remains unwavering, and we actively seek continuous improvements and fostering diversity, inclusion, an employee satisfaction across all regions. As a privately held company The NARMCO Group does not make sales or salary numbers publicly available.

Supplying small to large stampings and assemblies, both steel and aluminum. Three operations (Canadian Electrocoating Ltd, Prince Metal Stampings and NARMX) have e-coat lines with one of those (NARMX)having an attached Powder coating capabilities. Customer base is primarily North America (Canada, US, and Mexico) with limited part shipped to Europe and Asia. Classed as 251010 Auto Components under Global Industry Standards (GICS).

This report marks the second comprehensive overview of The NARMCO Groups corporate activities during the calendar year from 2023 from January 1, 2023, to December 31, 2023. Please note that not all the 2023 data was available at the time of printing, the charts do however include the monthly averages for 2022 and 2022 used to establish a long-term trend going back to our original report. As part of our commitment to transparency and accountability, we aimed to publish these reports biannually unless significant organizational changes or shifts in material topic necessitate more frequent updates.

Through this reporting period The NARMCO Group has demonstrated an unwavering commitment to Social Responsibility, reflecting our dedication to fostering positive impacts in the community where we operate.

The reporting period line up with our NPRI and our CDP reporting periods and does not line up with our fiscal year. To line up with CDP approved calculation this report was prepared using UNEP guidelines last printed 10/25/00. Although the report was prepared in alignment with GRI reporting by Stephen Earl Corporate Quality and Environmental Manager, with a published date of 2021-01-20. There was not any outside verification of the data.

With Corporate Offices in Windsor, Ontario the NARMCO Group operates in three regions.

- Southern Ontario, Canada
- Alabama, US
- Queretaro, Mexico

NARMCO Canadian Divisions

- Central Stampings Ltd.
- Canadian Electrocoating Ltd.
- Prince Metal Products Ltd.
- Nartech Metal Products Ltd.
- Nartech Metal Products (Plant 2)

NARMCO USA Division

- Prince Metal Stampings USA Inc.

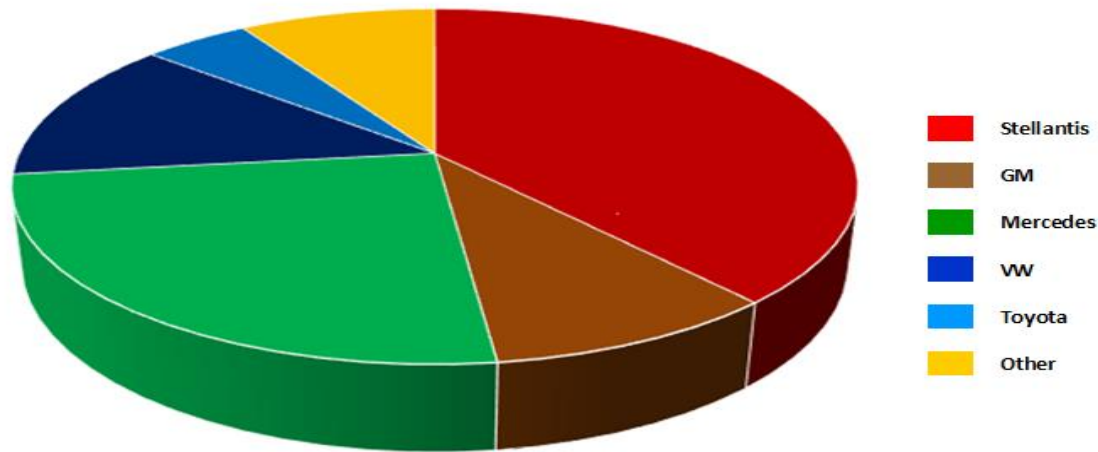
NARMCO Mexico division

- NARMX Queretaro SA DE CV

The predominant share of our products is shipped to an OEM manufacturer, underscoring the foundation of our business relationship. A minimal fraction is allocated for service distribution to rebuilders and service depots. This distribution strategy aligns with our commitment to maintaining strong, long-term associations with OEM partners, ensuring a steady supply chain, and reinforcing our dedication to product excellence and reliability.

From our 2021 report we have seen both Mercedes and VW pick up as a percentage of sales with Stellantis and GM dropping but still strong

Customer	2021	2022	2023	Projected 2024
STELLANTIS	55%	38%	33%	33%
GM	21%	10%	11%	22%
MERCEDES	5%	25%	29%	24%
VW	7%	13%	14%	10%
TOYOTA	3%	5%	6%	5%
OTHER	9%	9%	8%	5%



The supply chain, centred around steel and aluminum, operates efficiently by sourcing the primary components from warehouses or distributors with direct affiliations to mills. The emphasis on a consistent source is strategic in reducing variations in the final product. Notably, certain OEMs place stringent requirements for traceability, necessitating a clear connection back to the rolling mill for their specific products. This meticulous approach ensures a quality-driven and transparent supply chain, aligning with industry standards and meeting the demands of manufacturers who prioritize precision and accountability in their raw materials.

Additional bracketry, encompassing nuts, studs, etc., is produced through enduring contacts with a dedicated source. This strategic approach ensures a stable and reliable supply, aligning with their commitment to consistent sourcing and quality standards.

The cross application of fasteners across various platforms establishes enduring relationships with our supply network, largely composed of Tier 2 suppliers to other OEM's. The utilization of common fasteners is pivotal in reducing supply chain risks. The importance of "Procurement Practices, identified as a material topic, is further detailed in the dedicated section, reflecting our commitment to transparency and efficient sourcing standards, ensuring operational resilience, and minimizing disruptions in the dynamic manufacturing landscape.

By establishing those close ties, we bolster our agility in adapting to evolving manufacturing requirements, enhance our production capabilities, and continue to grow the vitality of our business ecosystem.

Building on our commitment to social responsibility, The NARMCO Group places a paramount emphasis on the well-being and inclusivity of our workforce. However, we still struggle with the heritage of the original company dated back to 1945. Over the years having manufacturing in this region has been predominantly male dominated and reflects the contribution of our long-term employees. As of October 31st, 2023, our employee count has dipped from the last report going from a total of 1216 to 1142. With that we have seen a slight improvement in gender neutrality with the percentage of female employees rising by 3%. The biggest change

being in our Mexico operation where the percentage of female employees has increased by 14% with an overall increase in employees of 30 people (11%).

Employment, much like many sectors in manufacturing, has been grappling with a shortage of staff across all levels. While consumer demand has surged, a significant portion of the workforce has opted out. New employees belong to a different generation with distinct expectations and values. In response, our methods and policies are evolving to attract fresh talent. In each geographic location, we've added dedicated recruiters to our staff. Despite these efforts, retention remains a challenge, prompting a shift from a passive to an active recruiting system. Utilizing social media to enhance job opportunity awareness and participating in job fairs have broadened our reach. These measures have shown limited success, retention remains a focal concern. In line with internal recommendations, our onboarding practices have been adjusted from a single-day session to two partial days for new hires. Training hours have not changed significantly from 2021, on a per-person perspective. The data does not consider new.

Employees that have left during their probation period. As such does not full account for the number of resources spent.

Training hours	Canada	US	Mexico
2021	119	274	195
2023	120	275	200

*Hours are per person

Despite our commitment to diversity, achieving gender neutrality remains a persistent challenge. Regrettably, the workforce now only includes 29% women, indicating minimal progress from the previous 26%. This struggle is exacerbated by ongoing challenges in recruiting and retaining staff. We recognize the need for more substantial efforts to create a truly inclusive environment within our organization and acknowledge the interconnected nature of this issue with broader staffing concerns.

Year	Female	Male	total
2021	29%	71%	1126
2023	26%	74%	1124

In contrast, our operations in the US and Mexico, being relatively newer, showcase a discernible shift towards fostering a more balanced and diverse workforce. Indicating positive trajectory towards achieving gender equality, which aligns with our commitment to creating an inclusive workplace culture. In our Mexico operation where the percentage of female employees has increased by 14% over 2021, with an overall increase in employees of 30 people (11%).

Moreover, it's critical we uphold a firm policy not to utilize workers who are not formal employees, ensure that our workforce is comprised solely of dedicated and fully recognized team members. This approach underscores our commitment to fair labour practices, employee's well-being, and creating an environment where every individual is valued and respected.

Our journey embarked in late June 2021, with a dedicated committee to establishing 2021 as a foundation year for our reporting initiatives. This pivotal undertaking led to the formation of the Corporate Responsibilities Team CRT, strategically built around our internal IATF/EMS auditing department. Operating independently and reporting directly to the Director of Operations and General Counsel, this group became an indispensable building block for our comprehensive approach to Corporate Responsibility. The CRT was further fortified by the inclusion of individuals from diverse departments, encompassing Environmental, Human Resource/Health and Safety, Purchasing, Production Control, and Accounting. Together this multidisciplinary team bears crucial responsibility to effectively manage the social impacts of our operation, aligning with our overarching commitment to sustainability.

In preparation for this report, our Sustainability Committee, reports to the designated Sustainability Officer. The Committee's purpose extends beyond mere documentation; it serves as a dynamic platform for the generation of comprehensive insights and strategic approaches to sustainability.

At the helm of our reporting structure the Director of Operations and General Counsel holds a pivotal position. Reporting directly to the Chief Executive Officer and the Chief Operating Officer, this individual assumes a critical role of granting final approval for material topics and the ultimate Corporate Social Responsibility CSR report. This ensures that our report accuracy not only aligns with the industry standards but also reflects the values and commitment of our organization. This integrated and collaborative approach underscores our commitment to continuous movement in the cultivation of diversity, inclusion, and employee satisfaction across all regions.



Conflict of interest is rigorously managed through our Corporate Policy Manual, offering a comprehensive framework for business conduct and ethical behavior. Specifically detailed, the Code of Ethical Behavior addresses conflicts of interest. Our commitment to ethical practices extends to all individuals associated with The NARMCO Group, from full time and part time employees to temporary staff, volunteers, contract service providers, officers, and directors.

The responsibility to report areas of concern, whether critical or not, is shared by everyone. We've implemented Whistleblower policies, emphasizing the expectations that any issue will be brought forward to the highest level. This policy provides personal protection and applies universally to our entire workforce, ensuring the culture of transparency and accountability. Both a hotline phone number and e-mail address are readily accessible to all staff members via our SharePoint site, fostering an environment where concerns can be voiced without fear of reprisal.

Since 1980, Don and John Rodzik, Matthew, spearheaded leadership as CEO and CFO. Now, with a third-generation management team including Amber, Donald, Jeffrey, Jonathan, and Matthew collectively steering the organization. As engaging working partners across all corporate disciplines, this dynamic team fosters productivity, continuous improvement, and workforce quality. Their collaborative efforts establish a winning formula poised for organizational growth and robust succession planning, ensuring a legacy of effective leadership for years to come.

Management training and leadership:

In our vertical vertically training approach, management and leadership development are integral to our strategy. Internal growth opportunities arise with open positions, placing the onus on employees to display initiatives and drive for advancements. During the probation period, employees have the chance to explore and best approach, with internal mentoring as a valuable resource.

As a family-owned business, the third generation occupies director positions, with the 4th generation presently undergoing middle management training. Annual retirement surveys offer valuable insights. Admits to the opportunities and challenges present presented only 2023, both employees and employers have navigated A dynamic landscape, further shaping the ongoing commitment to talent retention.

As a family-owned business, the continuity of leadership is evident with the third generation currently holding director positions, while the 4th generation undergoes middle management training, continuing the legacy. Annual retirement surveys offer valuable insights into the workplace dynamics.

Executive performance reviews occur semi-annually, featuring a bonus program tied to the company's overall performance in the individuals' contributions. Remunerations packages remain private due to our status as a private company. Salaried staff undergoes semi-annual performance reviews for both bonuses and annual reviews for base rate increased, align with the company's health and individual contributions. Sign-on bonuses aren't typically in our hiring practices, and termination payments adhere to local and industrial norms. Claw backs not part of our business practice.

Being a private organization, salaries of top executives are not disclosed maintaining privacy in line with our business model. This approach underscores our commitment to a confidential compensation structure that aligns with industry standards and local regulations.

The NARMCO Group comprehends the intricate connection between ecosystem health and global sustainability. Guided by our Corporate Executive, our employment practices align with local legislation, ensuring the protection of human rights. Stringent policies are placed against corruption, bribery, solicitation, and extortion disseminated to internal stakeholders through our policies and procedures. His expectations extend to our supply base, helpline in our supplier manual and accessible on our website.

We hold our suppliers and business partners to high standards, expecting them to be cognizant of and in compliant with the United Nations Global Sustainable Development Goals UN-SDGs, as detailed in our supplier code of conduct. This integrated approach ensures that sustainability principles permeate our entire supply chain, fostering a collective commitment to responsible and ethical business practices.

The initial stages of our GHG reporting, Scope 2 and Scope 3 emissions were not fully accounted for. With the 2021 report we established a long-term strategy for GHG calculating using the UNEP guidelines, aligning with CDP

recommendations. As reiterated, we remain on track anticipating a more comprehensive understanding of scope 3 emissions by the 2024 report. It is conceivable that our gains may be offset by a more accurate accounting model, demonstrating our commitment to evolving and precise sustainability reporting.

The NARMCO Group is committed to translating the broad scope the United Nations Sustainable Development Goals SDG's into tangible actions that directly impact both our Local Community and by extension, the Global Community.

4 Quality of Education; expand higher education scholarships.



In essence, our focus on SDG 4 is not merely about expanding access to education; it's about enriching educational experiences at all levels and aligning them the broader goals of sustainable development. Through these initiatives, we plan to empower individuals with the knowledge and the skills needed to address global challenges and contribute meaningfully to a sustainable future.

Canada	US	Mexico
12 interns	2 Interns	2 Interns
11 Male (5892 hours)	1 male (127 hours)	1 Male (763 hours)
1 Female (108 hours)	1 Female (1022 hours)	1 Female (500 hours)

6 Clean water and Sanitation; Support local engagement in water and sanitation management.



In essence, are efforts towards SDG 6 by engaging with local communities, producing internal water usage, and sharing the responsible of water in our processes, the actively contribute to the global mission of achieving clean water and sanitation for all.

- All NARMCO facilities participated in a Water Usage Treasure Hunt that focused on areas at the plant, things such as taps leaking, toilets running, lube stations left running or overflowing, lawn sprinklers not working as designed were reviewed. Actions to any deficiencies found are currently being responded to.
- Our Mexico Facility installed a water irrigation system along the entire line of new trees to avoid waste and a better use of water.

11 Sustainable Cities and Communities; Reduce the environmental impacts of cities.



Whether expanding facilities or introducing new equipment, the decision-making process is rooted in commitment to minimizing environmental footprints. By making the environmental impact a pivotal consideration in our strategic decisions, we contribute from a broader mission of fostering sustainability, resilience, and eco conscious cities and communities.

Just coming off a major expansion to our US division in Alabama the 2023 calendar year seen an increase of 2,100 M² of manufacturing space. The expansion included both transparent panels which expanded our use of natural lighting and high efficiency LEDs as one method of energy reduction. At that same time trees were planted around the exterior of the building for shade, with the intent to help reduce the thermal load on the building.

13 Climate Action; Build knowledge and capacity to meet climate change.



The embracing SDG 13 climate action and prioritize the dissemination of information within our organization. Transparent communications, team to actively contribute to the fight against climate change comma aligning their actions with the global missions were more sustainable and resilient future.

Two NARMCO facilities have designated areas as natural habitats.

- Prince Metal Stampings – Alabama
- Canadian Electrocoating – Windsor - ON

15 Life on land; Ensure conservation of mountain ecosystems, protect biodiversity and natural habitats.



Invest in sequestration projects that are designed to protect ecological areas and natural habitats.

- The NARMCO Group facilities in Windsor participated in planting more than 1600 Tree's in the Detroit River Watershed. These trees will help fight climate change and sustain our regain as a place for Local Community
- 500 "Whorled Milkweed" seeds were planted at the Prince Metal Stamping Plant 3 facility in Central Alabama which is on the migratory path of the Monarch Butterfly, these milkweeds bloom later in the year when other flowers have died off and provide nourishment to the Butterfly's on the trip back to Mexico.
- 3 Bee colonies have been stationed at Canadian Electrocoating in Windsor, Ontario, by Local Beekeeper and Teacher – Kristina Markham. By acting as pollinators, bees promote biodiversity. They maintain balance in our ecosystems, but these little helpers are under pressure from a variety of forces.
- Tracking of areas reserved for Natural Habitat just started in 2023.
 - Canada – 267.7 m²
 - US – 683.26 m²

The CSR report prompts a thorough examination of how we can strengthen the connections between disciplines, all rooted in our core values. Policies are crafted and endorsed at the Director of Operation level, extending horizontally across all corporate disciplines. Each discipline assumes the responsibility to ensure seamless integration of these directives throughout the organization.

Policy commitments are structured to align with our fundamental business framework. Executive Management presents a summary of goals and objectives at the corporate level, with each discipline developing individual long and short-term plans under the guidance of Managers and Supervisors. Given our status as a privately held organization, our business plans and relationships are selectively disclosed to key stakeholders and Executive Management.

The evolving legislative landscape and customer-specific demands shape our operational environment. Much of this evolution stems from customer notifications and legal compliance audits. Monthly training sessions aim to comprehensively cover all relevant aspects of our organization and industry annually.

Recognizing the significance of training, it has been identified as a material topic, with detailed information available in the dedicated section. This emphasizes our commitment to staying abreast of industry changes, ensuring legal compliance, and meeting the specific requirements of our valued customers.

We have a longstanding commitment to an informal Open Door Policy, encouraging all employees and contractors, irrespective of their level, to freely voice their concerns to any hierarchy level. This open communication culture extends to various aspects, including but not limited to.

- Human rights.
- Business practices.
- Environmental concerns.
- Health and safety.
- Supplier relationships.

- Community concerns.
- Interpersonal relationships.
- Conflicts of Interest

This approach fosters transparency, accountability, and a collaborative environment where diverse perspectives contribute to the betterment of our organization.

Whistleblowing policy, enforced by the Executive level with input from internal stakeholders, ensures protection from retaliation and was last reviewed in March of 2023. It applies universally to all The NARMCO Group, encompassing full-time, part-time, and temporary employees, volunteers, contract service providers, officers, and directors. The policy outlines a process where violations are scrutinized by Hunman Resources/Labour Relations Council and presented to Executive Management, within an email address and phone number provided to reporting.

Community -related concerns fall within the purview of our environment policies. Concern with odour could not be definitively traced to CEL operation. Still the risk was their, an investigation by the MOE did lead to several follow up question that were responded to and closed.

Sence our 2021 reported we have formalized our documentation to line up with UN Guiding Principles 31. The gap identified with the last report “tracking of grievances, apart from and environmental concerns” is still vague.

While our role may not be prominent, we actively support several industry associations, including.

- AAMA (Alabama Auto Manufacturing Association)
- AIAG (Automotive Industry Action Group)
- APMA (Automotive Parts Manufacturing Association)
- OESA (Original Equipment Suppliers Association)
- PMA (Precision Manufacturing Association)
- CTM (Canadian tooling)

Reporting is done through.

- CDP (Carbon Disclosure Project)
- NQC-SAQ (Self Assurance Questionnaire)
- Eco-Vadis
- M2030

Our engagement with these association underscores our commitment to collaboration, knowledge-sharing, and staying aligned with industry developments and best practices. Through these affiliations, we contribute to the collective strengths and advancements of the automotive manufacturing sector.

Approach to stakeholder engagement

Our Social Responsibility Committee Team (SCR) highly values the perspectives and involvement of our stakeholders:

- Shareholders: Discussion on reporting and identifying topic significance occur at the highest level, involving our CEO and/or other board members.
- Employees: The Corporate Responsibility Team (CRT) relies on our Internal Auditing program for feedback gathered from team members, including union members, concerning environmental, social, and risk management-related topics.
- Customers: Although not strictly focused on sustainability topics, our customers consistently provide positive feedback, aligning with the collaborative spirit.
- Local Government: and Community Leaders: The approval of any business expansions involves consultation and scrutiny through the lens of environmental, social, and risk management-related topics, with consideration for vulnerable groups.
- Supplier” Recognizing an area for improvement, our Purchasing team is actively working on developing a formal process to engage our supply base.

This comprehensive engagement approach underscores our commitment to transparent and inclusive decision-making, ensuring that various perspectives are considered in our sustainability initiatives, including the critical aspect of human rights.

Collective bargaining agreements.

The NARMCO Group operates both union and non-union facilities. In this reporting period, 30% of our employees are covered by a collective bargaining arrangement, up 4% from last year. The remaining workforce, while not covered under a bargaining arrangement, operates under similar employment agreements that articulate the same level of commitment from both sides. We affirm and actively support the principles of freedom of association and collective bargaining. These fundamental rights are essential for fostering open communication, fair representation, and constructive collaboration between employees and the management, reinforcing our commitment to a harmonious and equitable work environment for all.

In the absence of a sector standard (Metal Processing being #10 on the list published on November 19, 2020), In determining materiality, we engage stakeholders, assess environmental and social impacts, benchmark against industry standards, and consider regulatory requirements. Our approach includes evaluating both our impact on sustainability and external factors influencing us (double materiality). We prioritize aspects based on significance and stakeholder interest, presenting a comprehensive view in our materiality matrix. Continuous monitoring ensures adaptability to changing conditions. This process guides our commitment to transparent reporting, ethical practices, and sustainable business.

This approach, in line with GRI Topic Standards, ensures a targeted and comprehensive report. Striving for a carbon-neutral society by 2050, we focus on short-term (under two years) and mid-term actions with lasting impacts. In the absence of a sector standard, our guiding pillars are Economy, Environment, and People.

The Social Responsibility Committee (SRC) thoroughly reviewed the results before presenting them to the Director of Operation for final approval. The list was accepted without any changes or recommendations. Despite the absence of a larger group, our emphasis remains on areas where we can exert the most positive or negative impact.

- Training and Education 404
- Supplier environmental assessment 308
- Water and Effluents 303
- Procurement Practices 204
- Supplier Social Assessment 414
- Waste 306
- Energy 302
- Emissions 305
- Cyber Security

Supplier Environmental assessment is a critical aspect of our commitment to both environmental stewardship and economic sustainability. Recognizing the imperative for diligence, we acknowledge the importance of this area. Our supply base is broken down into four categories. (Our previous report only identified three)

Material Resource Planning (MRP) 204 (3-3)

- Suppliers are directed by the end customer, does not allow much in terms of vendor selection. The advantage is that as approved OEM sub tier suppliers they are bound by OEM contract to the same Quality, Environmental standards.
- As OEM approved suppliers, they are bound to report any risk associated with “Conflict Minerals”. None have been reported.

Material Repair Operation (MRO)

- Material required to maintain the facilities and equipment allow more freedom of selection. With that comes the responsibility to control/manage their environmental impacts.

Service Suppliers

- These are suppliers that are mostly on site, facilities, or equipment repair/calibration. Like MRO we have some option and responsibility.

Equipment and Customer Owned Tooling

- Although Dies and Fixtures are customer owned it is our responsibility to manage their build. Like the MRO and Service Suppliers we are allowed some input into supplier selection.

From our last report we identified opportunities to better track supplier performance/response. In conjunction with the Internal Auditing Team, Purchasing pulled all our suppliers into one data base. With the results in one spot were able to focus our efforts to what we can get the best results. Using the Parato principle, we started with the top twenty (by dollar) in each category across the three geographic locations.

1. Social Responsibility
2. Environmental
3. Quality

4. Health and Safety

Suppliers were rated based on customer surveys and Internet searches of their Web Pages. As we expected the performance of MRP (supported by OEM requirements) showed the best.

Percentage of suppliers with some commitment to ESG				
Category	Canada	United States	Mexico	Average
MRO	66%	54%	81%	65%
MRP	20%	1%	78%	39%
Service	81%	25%	93%	55%
MISC	80%	0%	4%	46%

Service being the lowest category also provides the best opportunity. Looking at the data for local suppliers in both Canada and Mexico we can see how sourcing decision to support local provide us some leverage/opportunity. The 2023 calendar year has seen all new Service suppliers' rates on Social Responsibility.

To our knowledge there have been no negative social impacts in the supply chain, as such no action has been taken

Percentage of local sourcing				
Location	MRO	MRP	Service	Equipment /Tooling
Canada	60%	80%	30%	25%
United States	20%	67%	20%	60%
Mexico	10%	65%	0%	50%

- *The definition of a local supplier in Canada is by Postal Code with "N" being Southern Ontario. In the United States we used the Zip codes associated with the State of Alabama. Mexico followed the same formal with 76*** being Queretaro.*

The overall percentage does show a significant improvement over our last report. A large portion of that may be a more consistent tracking/reporting system. Going forward this will be the method as we develop our KPI's.

Percentage of Local Suppliers		
Category	2021	2023
MRO	10%	65%
MRP	8%	39%
Service	1%	55%
MISC	not tracked	46%

Relying on a controlled supplier list ensures stability and positive impacts, providing clarity about our known suppliers. However, this approach has its limitations as it confines our knowledge to known entities. To counterbalance this, we actively engage in customer-driven suppliers' events, notably Toyota's Opportunity Exchange.

Our procurement policies, available on our website, emphasize viewing these relationships as a partnership with shared goals. We recognize the economic importance of good stewardship and are committed to supplier partners who understand the sustainability principles.

Our onboarding process requires new suppliers to complete a self assessment that includes Sustainability, Health and Safety, Environmental and Quality commitments. For 2023 all new service suppliers were rated to Environmental and Sustainability.

Management of material topics

Waste Management is a crucial aspect of our sustainability efforts, and we have identified six distinct waste streams within our operations:

Steel/Aluminum (Raw material) Off fall: Off fall represents extraneous material generated during the stamping process. Despite efforts to minimize it, occasional extra material is required, leading to potential contamination in open-top bins. Signage and training have proven effective, but heightened awareness is essential. To align with our sustainability goals, material scrap is meticulously tracked based on sales dollars.

Paint Line Waste: Waste generated from the painting process, particularly waste oil skimmings' and sludges, requires licensed disposal. Recent improvements in paint formulation and pre-treatment chemicals, along with reduced oven temperatures, have positively impacted greenhouse gas emissions. While paint usage is tracked relative to sales, defects related to painting are documented under COPQ.

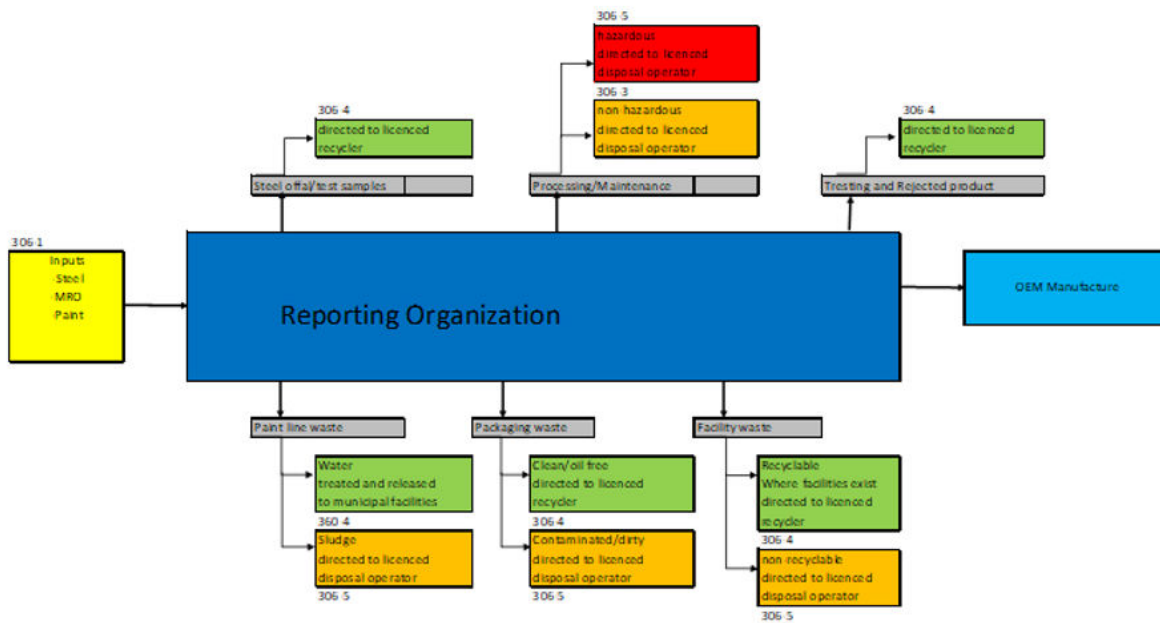
Packaging waste: typically, cardboard, and wooden pallets, arises from the necessity to protect product integrity, especially in cases where non-returnable options are unavailable. When recycling facilities are present, efforts are made to segregate and track products for recycling. However, in the absence of such facilities, this waste is directed to landfills. Clean cardboard is separated for potential reuse as internal packaging separators, showcasing a sustainable measure. Large cardboard boxes are assessed for structural integrity and often repurposed. To enhance sustainability practices, data on recycled and landfill materials is meticulously tracked and reported to the Social Responsibility Committee.

Facilities Waste: Primarily composed of food-related waste, facilities waste includes non-recycled items, except for plastic bottles and aluminum drink containers. It also encompasses office wastepaper, influenced by employee numbers rather than direct business relationships. In locations with recycling facilities, employees are encouraged to separate recyclables. The effectiveness varies by site, with smaller operations often leading despite normalization by employee numbers. COVID-related travel restrictions have slowed the dissemination of successful practices across locations. The report aims to highlight issues and opportunities, serving as a catalyst for improvement.

Processing and Maintenance Waste: This category involves drawing compound and die lubricant from the stamping process, combined with oils from equipment maintenance. Approved waste handlers collect and dispose of these materials off-site. Reduction strategies focus on controlling the application point of processing lubricant. Monthly tracking of oils and lubricants against a trend line enables environmental measurement. Analyzing data trends has led to initiatives and technologies that, once successful, are applied to other product lines and facilities, fostering continual improvement.

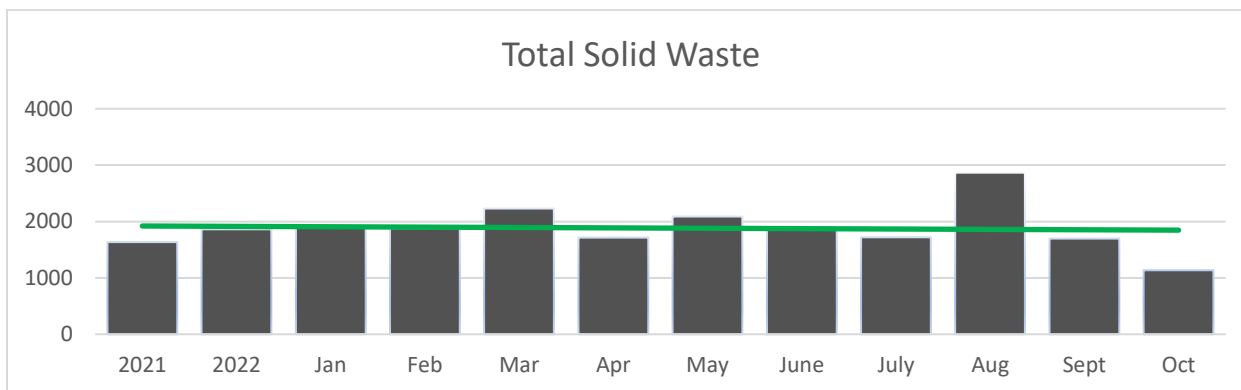
Testing and Rejected Product: Product testing can result in items being removed from the processing stream. Non-destructive technologies enable the return of tested products to the production line. Any out-of-

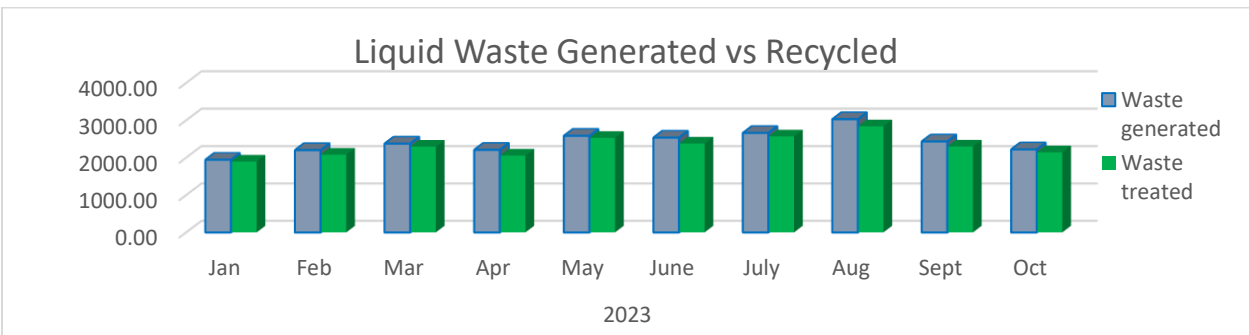
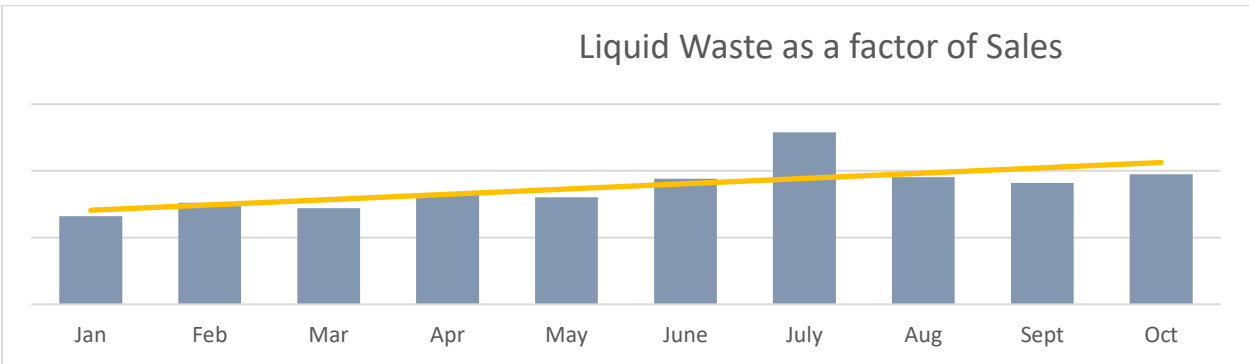
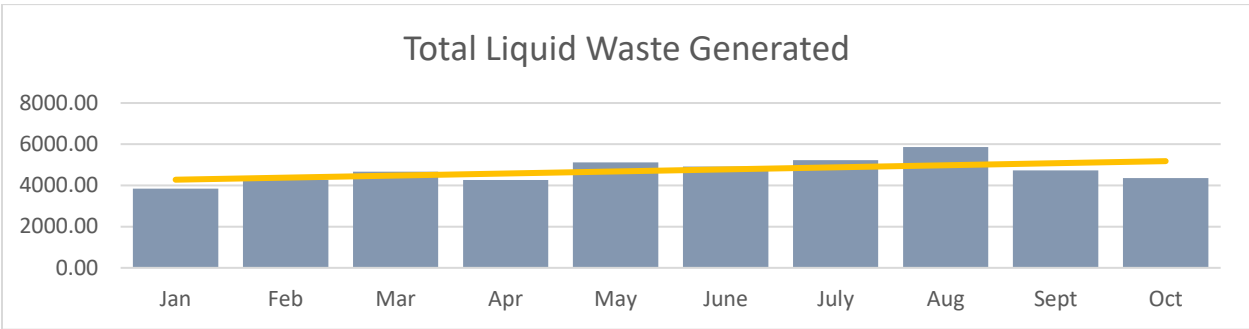
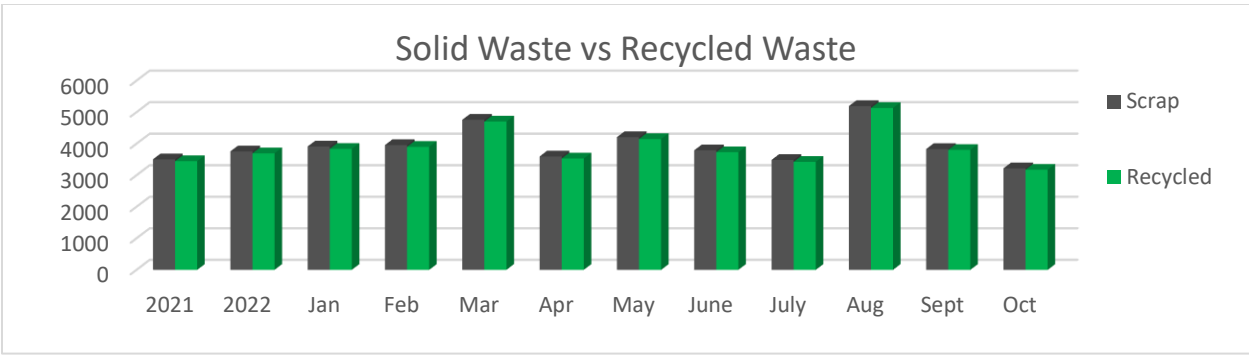
specification materials are segregated and may be scrapped, with both sources monitored under the Cost of Poor Quality (COPQ), reported monthly.



For the 2023 period our percentage of recycled waste has increased to 99%, just over the 98% for 2022 and 2021. The improvement is mostly through awareness in Canada and Mexico, Alabama does not currently have recycling opportunities commercially available. The solid waste numbers include our steel off fall.

Tracking on Liquid Waste did not start in earnest until January of 2023 with the addition of a meter at our CEL paint line. Our average for the chart above is 95% recycled. Going into 2024 our plan is to expand our waste treatment operations to pick up the final 5%.

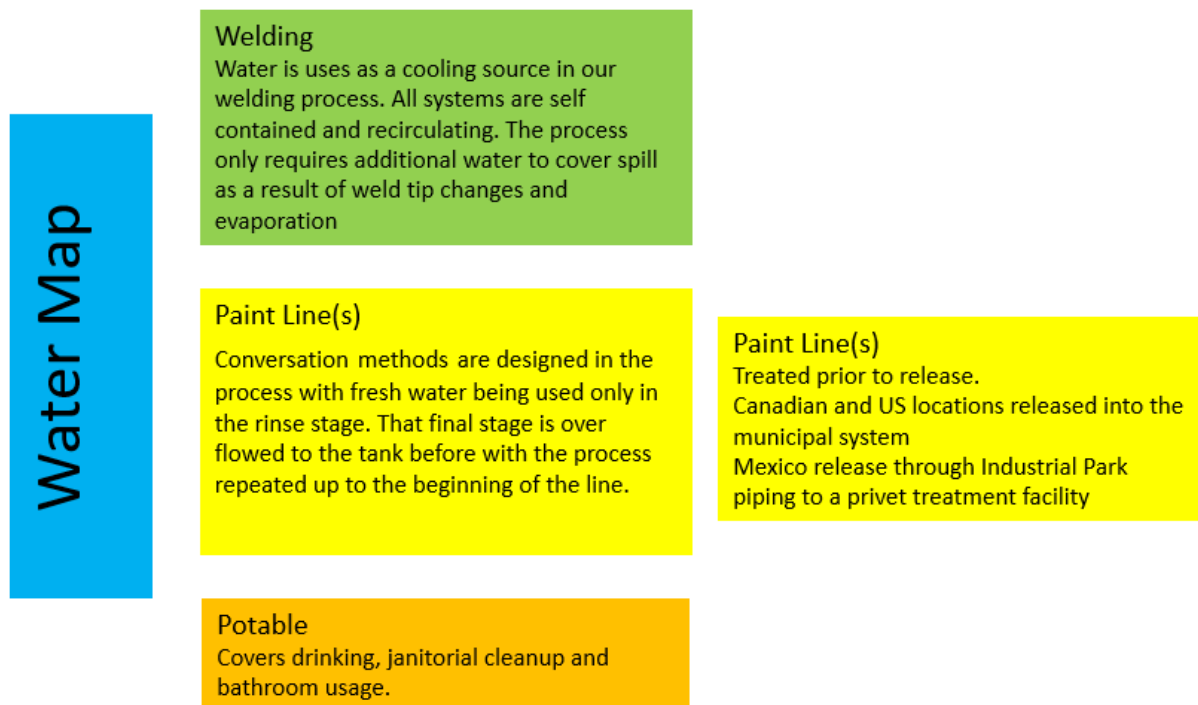




The NARMCO Group has consistently submitted to CDP since 2017, progressing from a D to a C score in 2022. (2023 data will not be available until after the published date), culminating in a final rating breakdown of Management (42%), Awareness (27%), Disclosure (9%), and Leadership (21%).

The changes in the 2021 reporting year were carried over to 2022 following GHG emissions calculations based on the UNEP Guidelines, enhancing methodology for tracking both Scope 2 and Scope 3. Our expanded Environmental Management System (EMS) now tracks data monthly, and the UNEP Guidelines also guide normalization based on Staffing and Sales. This data normalization provides valuable insights into emission trends, aiding stakeholders in evaluating reduction initiatives and effectiveness amid industry shifts across product lines.

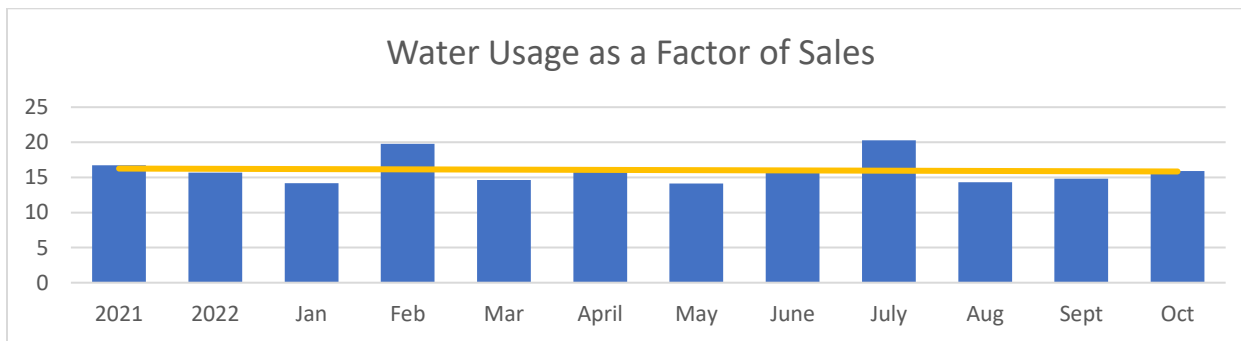
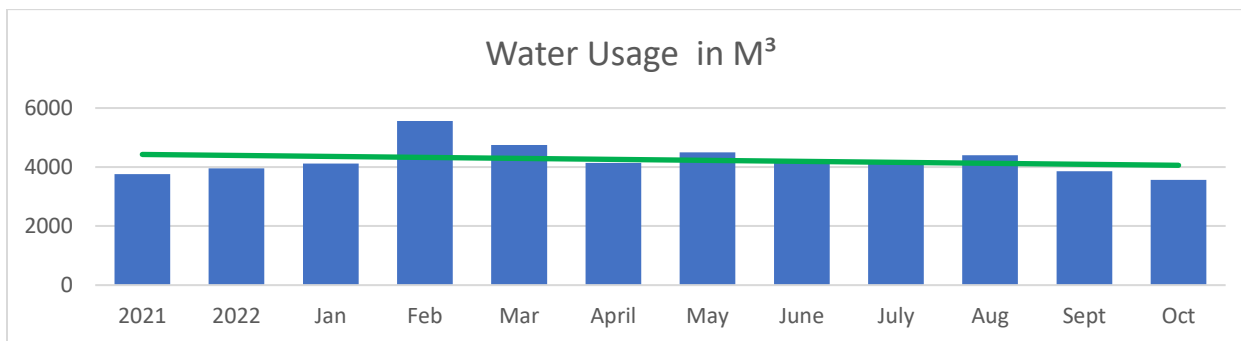
Additionally, in our commitment to robust legal compliance with environmental legislation across all levels of government, we engage external experts to verify our practices. This strategic approach ensures an objective evaluation of our adherence to environmental laws and regulations, contributing to the transparency and credibility of our sustainability efforts. These external experts bring specialized knowledge and insights, reinforcing our dedication to not only meeting but exceeding legal standards in environmental stewardship.



Prioritizing water as a finite resource, maintaining a reliable and uncontaminated water supply is paramount for the efficiency of our painting and washing processes. Our facilities in Canada and the US depend on municipal water sources, drawing from nearby freshwater reservoirs, rivers, and lakes. Post-treatment to meet local standards, we responsibly discharge used water back into the sewer system, recognizing the importance of sustainable water management in our operational practices.

Situated in a water-stressed region, our plant in Mexico sources water from two wells within the Industrial Park where it operates. To adhere to regulations, annual maximum consumption is contracted with a government-authorized private well owner. After undergoing chemical-mechanical water treatment, the water is discharged through the Industrial Park piping, ultimately reaching a primary private water treatment plant for subsequent reuse.

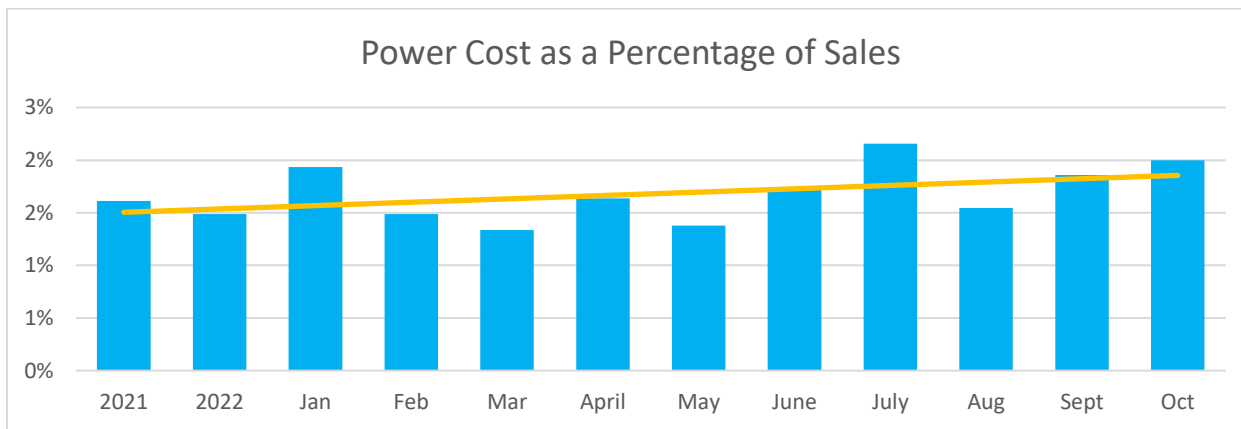
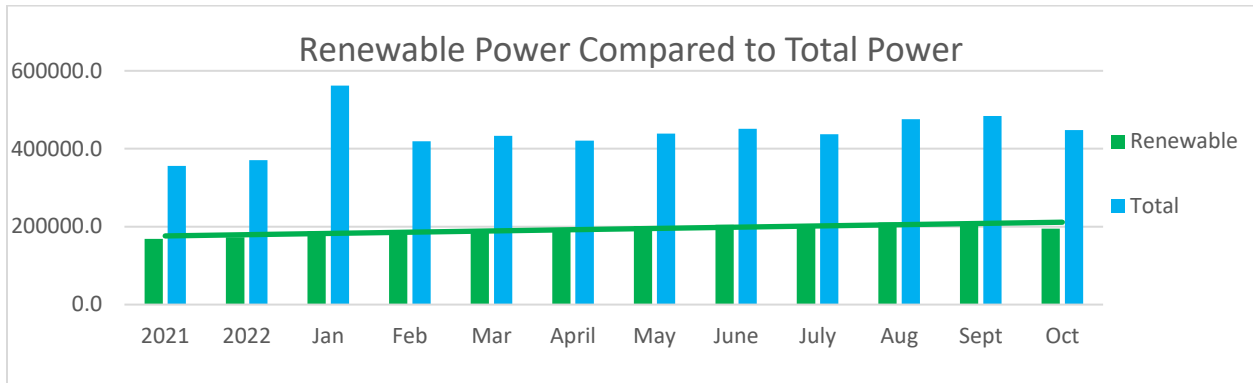
Water and Effluents CDP Rating: The NARMCO Group has consistently submitted water reporting to CDP since 2017, progressing from a C- to a C score, resulting in a final rating breakdown of Management (63%), Awareness (19%), and Leadership (19%). During this period, we identified significant opportunities for water management in upgrading washrooms to the latest low flush technology. From the two charts below the first shows our trend in water consumption to be steady with a slight rise. However, when we look at the data when normalized over sales the trend is down. Indicating an overall improvement in operating efficiency.



Our prior report indicated a lack of wastewater tracking. We have since added tracking methods at our Canadian Electro Coating operation with the intention to expand across the other two painting operations. Over the next reporting period our primary focus will still be on our painting operations as being our largest water consumer.

The adverse effects of Greenhouse Gas (GHG) emissions on climate change are widely acknowledged. As an industry-wide commitment aims for carbon neutrality by 2050, our organization has transitioned to a comprehensive reporting structure aligned with CDP-approved collection methods, we have adopted the UNEP

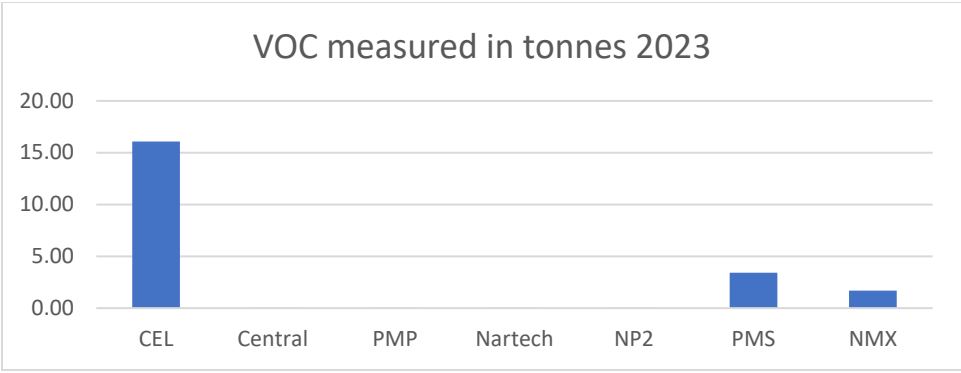
guidelines for GHG identification from scope 1 through scope 3. Reporting from our base line year of 2021 the charts show a reduction in both overall and as a percentage of sales.



Thank you to our Sustainability Team for your good work.

On going projects include an expansion of our Power Monitoring system that is designed to promote awareness of the cost of high power equipment left running. The launch phase at our NP2 facility has already show a reduciton in power usage equating to reduce GHG emmisions an overall operating cost.

VOC was added as a measurable for 2022 for Canadian operations and added for all manufacturing sites in 2023. Looking at the Canadian data the contrubution from welding is minimal, with that both US and Mexico the data is based only on paint line usage.



Green House Gas Emissions (Metric Tonnes) by Year – Reduction Target 3% Y.O.Y starting in 2023

PLANT	2021	2022	% increase /reduction	2023 Target 3% Reduction	2023 Scope 1 Reduction %	2023 Scope 2 Reduction %	2023 Scope 3 Reduction %
CEL	1797.95	1694.29	-5.76%	1643.46	0.25	2.5	0.25
PMP	577.40	346.05	-40.07%	335.67	0.25	2.5	0.25
CSL	995.87	1144.42	+13.00 (1)	1108.15	0.25	2.5	0.25
NMP	369.43	478.75	+29.59% (2)	464.41	0.25	2.5	0.25
NMP2	607.72	752.04	+23.56% (3)	729.537	0.25	2.5	0.25
PMS1	501.48	442.34	-11.79%	429.157	0.25	2.5	0.25
PMS3	705.51	649.90	-7.88%	630.73	0.25	2.5	0.25
NMX	732.22	780.26	+7.0% (4)	753.53	0.25	2.5	0.25
NARMCO	6287.6	6288.05	+0.0001% (5)	6094.644	0.25	2.5	0.25

Increases can be attributed to:

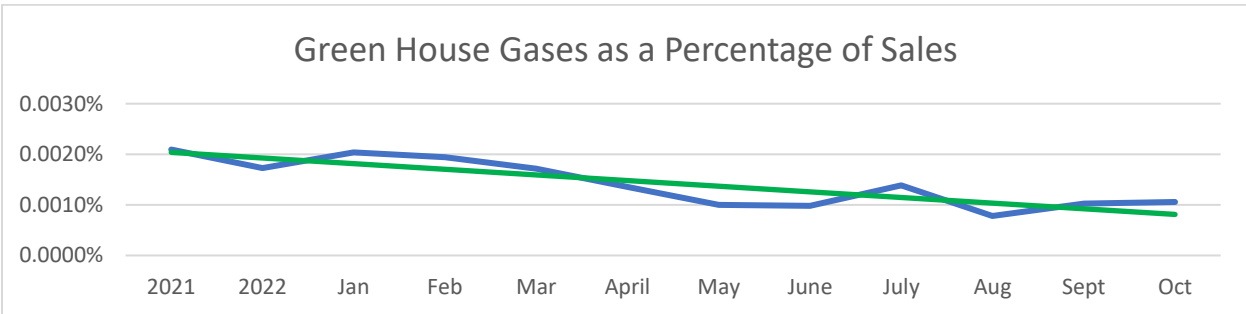
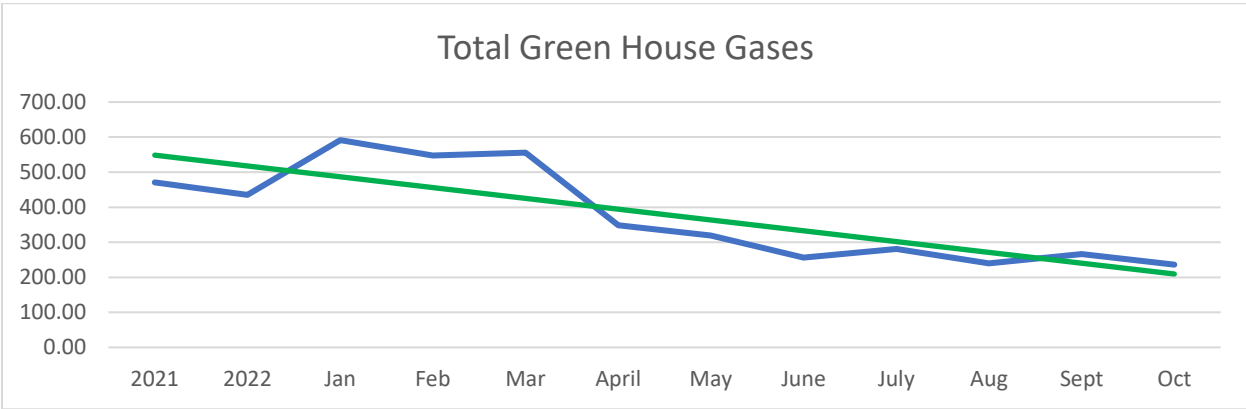
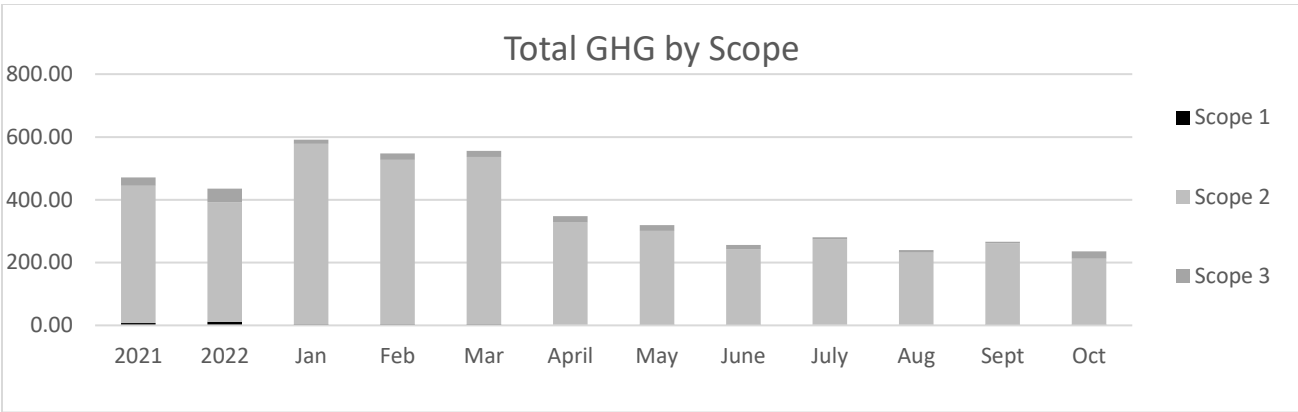
- (1) **CSL**
Scope 2 Increased Forming lube usage increase in 2022 - Production Increase on jobs that require forming lube use in 2022
- (2) **NMP**
Scope 2 Natural Gas usage increased in 2022 - Estimate caused increase in gas usage.
- (3) **NMP2**
Scope 2 Natural Gas usage increased in 2022 - Bay doors left open due to renovations in the building
- (4) **NMX**
Scope 2 Natural Gas usage increased in 2022 - Significant production increase compared to 2021 - Faint line.
- (5) **NARMCO**
As a whole NARMCO remained stable. Reasons above caused slight increase in overall GHG emissions.

Significant Action in 2023 to reduce Emissions - Energy Treasure Hunts

Note: For Canadian facilities GHG emissions were calculated for both GHG programs using Canada's Greenhouse Gas Quantification Requirements (GGQR). This is calculated by RIVDI Air. For Mexico and Alabama facilities assumptions were made based on similar commodities produced and used at these facilities in comparison to Canadian Facilities. Alabama facilities calculated based on sales. PMS had 16% more sales than CEL in 2020. Carbon emissions in tonnes for CEL/PMP were used +16%. PMS1 given 30% of total GHG for PMS as they are similar to PMP. PMS3 given 70% of total GHG for PMS as they are similar to CEL. Mexico facility similar commodity to CEL however less sales. Applied a 46% reduction to GHG to NMX.

For more accurate tracking: 2021 and 2022 data is developed using UN EP Guidelines for all facilities tracking with full implementation of this process end of 2022.
2021 data GHG emissions were increased based on 2022 data. Due to Covid19 Shutdowns.

Our first report suggested a goal of carbon-neutral by 2030 which was in line with some of our customer expectations. On further we determine a more realistic timeline would be 2050, we focus on short-term (under two years) and mid-term actions with lasting impacts.



Recognizing the growing significance of cybersecurity in sound business practices, we have taken proactive measures to enhance our security posture. In collaboration with our major customer, Prince Metal Stamping locations embarked on the journey to achieve and successfully obtained second-party certification from the "Trusted Information Security Assessment Exchange" (TISAX) during the last quarter of 2021. In January 2024, The NARMCO Group including all 7 facilities has successfully obtained the TISAX label scope ID STMZV5. TISAX employs a VDA-based approach, offering a standardized security assessment framework widely adopted by European automotive companies. Unlike the broader scope of ISO 27001, TISAX specifically tailors its criteria to the automotive industry, providing a more industry-centric and finely tuned definition of security. This

certification underscores our commitment to aligning with stringent cybersecurity standards, particularly within the automotive sector, as we continuously strive to uphold the highest levels of information security across our operations.

This report has been developed in alignment with Global Reporting Industry Standards and is planned to be registered with them in the next Quarter.

GRI content index

Statement of use	The NARMCO Group has reported in accordance with the GRI Standards for the period [reporting period start and end dates].
GRI 1 used	GRI 1: Foundation 2023
Applicable GRI Sector Standard(s)	GRI Foundation

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION		
General disclosures							
GRI 2: General Disclosures 2021	2-1 Organizational details	1	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.				
	2-2 Entities included in the organization's sustainability reporting	1					
	2-3 Reporting period, frequency and contact point	1					
	2-4 Restatements of information	6					
	2-5 External assurance	1					
	2-6 Activities, value chain and other business relationships	3					
	2-7 Employees	3,4					
	2-8 Workers who are not employees	4					
	2-9 Governance structure and composition	1					
	2-10 Nomination and selection of the highest governance body	5					
	2-11 Chair of the highest governance body	5					
	2-12 Role of the highest governance body in overseeing the management of impacts	5					
	2-13 Delegation of responsibility for managing impacts	5					
	2-14 Role of the highest governance body in sustainability reporting	1,5					
	2-15 Conflicts of interest	10					
	2-16 Communication of critical concerns	5					
	2-17 Collective knowledge of the highest governance body	5					
	2-18 Evaluation of the performance of the highest governance body	5					
	2-19 Remuneration policies	1					
	2-20 Process to determine remuneration			Private Family owned	Confidentiality constraints		
	2-21 Annual total compensation ratio			Private Family owned	Confidentiality constraints		
	2-22 Statement on sustainable development strategy	5					
	2-23 Policy commitments	1					
	2-24 Embedding policy commitments	1					
	2-25 Processes to remediate negative impacts	5					
	2-26 Mechanisms for seeking advice and raising concerns	5,9					
	2-27 Compliance with laws and regulations	6					
	2-28 Membership associations	10					
	2-29 Approach to stakeholder engagement			Private Family owned	Confidentiality constraints		
	2-30 Collective bargaining agreements	11					
Material topics							
GRI 3: Material Topics 2021	3-1 Process to determine material topics	11	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.				
	3-2 List of material topics	11,12					
Economic performance							
GRI 3: Material Topics 2021	3-3 Management of material topics	12	not considered material	Not applicable			

GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed		not considered material	Not applicable		
	201-2 Financial implications and other risks and opportunities due to climate change		not considered material	Not applicable		
	201-3 Defined benefit plan obligations and other retirement plans		not considered material	Not applicable		
	201-4 Financial assistance received from government		not considered material	Not applicable		
Market presence						
GRI 3: Material Topics 2021	3-3 Management of material topics		not considered material	Confidentiality constraints		
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage		not considered material	Confidentiality constraints		
	202-2 Proportion of senior management hired from the local community		not considered material	Confidentiality constraints		
Indirect economic impacts						
GRI 3: Material Topics 2021	3-3 Management of material topics		not considered material	Not applicable		
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported		not considered material	Not applicable		
	203-2 Significant indirect economic impacts		not considered material	Not applicable		
Procurement practices						
GRI 3: Material Topics 2021	3-3 Management of material topics	3, 12-14				
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	14				
Anti-corruption						
GRI 3: Material Topics 2021	3-3 Management of material topics		not considered material	Not applicable		
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption		not considered material	Not applicable		
	205-2 Communication and training about anti-corruption policies and procedures		not considered material	Not applicable		
	205-3 Confirmed incidents of corruption and actions taken		not considered material	Not applicable		
Anti-competitive behavior						
GRI 3: Material Topics 2021	3-3 Management of material topics	3				
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		not considered material	Not applicable		
Tax						
GRI 3: Material Topics 2021	3-3 Management of material topics		not considered material	Not applicable		
GRI 207: Tax 2019	207-1 Approach to tax		not considered material	Not applicable		
	207-2 Tax governance, control, and risk management		not considered material	Not applicable		
	207-3 Stakeholder engagement and management of concerns related to tax		not considered material	Not applicable		
	207-4 Country-by-country reporting		not considered material	Not applicable		
Materials						
GRI 3: Material Topics 2021	3-3 Management of material topics	17	not considered material	Not applicable		
GRI 301: Materials 2016	301-1 Materials used by weight or volume		not considered material	Not applicable		
	301-2 Recycled input materials used		not considered material	Not applicable		
	301-3 Reclaimed products and their packaging materials		not considered material	Not applicable		
Energy						
GRI 3: Material Topics 2021	3-3 Management of material topics	8				
GRI 302: Energy 2016	302-1 Energy consumption within the organization	19				
	302-2 Energy consumption outside of the organization		Not tracked	Information unavailable/incomplete		
	302-3 Energy intensity	22				

	302-4 Reduction of energy consumption	8				
	302-5 Reductions in energy requirements of products and services		Not tracked	Information unavailable/incomplete		
Water and effluents						
GRI 3: Material Topics 2021	3-3 Management of material topics	17				
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	17				
	303-2 Management of water discharge-related impacts	17				
	303-3 Water withdrawal	17				
	303-4 Water discharge	17				
	303-5 Water consumption	18				
Biodiversity						
GRI 3: Material Topics 2021	3-3 Management of material topics		not considered material	Not applicable		
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		not considered material	Not applicable		
	304-2 Significant impacts of activities, products and services on biodiversity		not considered material	Not applicable		
	304-3 Habitats protected or restored		not considered material	Not applicable		
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations		not considered material	Not applicable		
Emissions						
GRI 3: Material Topics 2021	3-3 Management of material topics	20				
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	20				
	305-2 Energy indirect (Scope 2) GHG emissions	20				
	305-3 Other indirect (Scope 3) GHG emissions	20				
	305-4 GHG emissions intensity	21				
	305-5 Reduction of GHG emissions	20				
	305-6 Emissions of ozone-depleting substances (ODS)	20				
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	19				
Waste						
GRI 3: Material Topics 2021	3-3 Management of material topics	14				
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	14				
	306-2 Management of significant waste-related impacts	14				
	306-3 Waste generated	15				
	306-4 Waste diverted from disposal	15,16				
	306-5 Waste directed to disposal	16				
Supplier environmental assessment						
GRI 3: Material Topics 2021	3-3 Management of material topics	12				
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	14				
	308-2 Negative environmental impacts in the supply chain and actions taken	13,14				
Employment						
GRI 3: Material Topics 2021	3-3 Management of material topics		not considered material	Not applicable		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover		not considered material	Not applicable		
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees		not considered material	Not applicable		

	401-3 Parental leave		not considered material	Not applicable		
Labor/management relations						
GRI 3: Material Topics 2021	3-3 Management of material topics		not considered material	Not applicable		
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	7				
Occupational health and safety						
GRI 3: Material Topics 2021	3-3 Management of material topics		not considered material	Not applicable		
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system		not considered material	Not applicable		
	403-2 Hazard identification, risk assessment, and incident investigation		not considered material	Not applicable		
	403-3 Occupational health services		not considered material	Not applicable		
	403-4 Worker participation, consultation, and communication on occupational health and safety		not considered material	Not applicable		
	403-5 Worker training on occupational health and safety		not considered material	Not applicable		
	403-6 Promotion of worker health		not considered material	Not applicable		
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		not considered material	Not applicable		
	403-8 Workers covered by an occupational health and safety management system		not considered material	Not applicable		
	403-9 Work-related injuries		not considered material	Not applicable		
	403-10 Work-related ill health		not considered material	Not applicable		
Training and education						
GRI 3: Material Topics 2021	3-3 Management of material topics	7				
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	6		Information unavailable/incomplete	Training is not tracked at the individual level	
	404-2 Programs for upgrading employee skills and transition assistance programs	6		Information unavailable/incomplete	Training is not tracked at the individual level	
	404-3 Percentage of employees receiving regular performance and career development reviews	7				
Diversity and equal opportunity						
GRI 3: Material Topics 2021	3-3 Management of material topics		not considered material	Not applicable		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees		Omitted	Confidentiality constraints	Privately Family Owned Company	
	405-2 Ratio of basic salary and remuneration of women to men		not considered material	Not applicable		
Non-discrimination						
GRI 3: Material Topics 2021	3-3 Management of material topics		not considered material	Not applicable		
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken		not considered material	Not applicable		
Freedom of association and collective bargaining						
GRI 3: Material Topics 2021	3-3 Management of material topics		not considered material	Not applicable		
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		not considered material	Not applicable		
Child labor						
GRI 3: Material Topics 2021	3-3 Management of material topics		not considered material	Not applicable		
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor		not considered material	Not applicable		
Forced or compulsory labor						
GRI 3: Material Topics 2021	3-3 Management of material topics		not considered material	Not applicable		

GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor		not considered material	Not applicable		
Security practices						
GRI 3: Material Topics 2021	3-3 Management of material topics		not considered material	Not applicable		
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures		not considered material	Not applicable		
Rights of indigenous peoples						
GRI 3: Material Topics 2021	3-3 Management of material topics		not considered material	Not applicable		
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples		not considered material	Not applicable		
Local communities						
GRI 3: Material Topics 2021	3-3 Management of material topics		not considered material	Not applicable		
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs		not considered material	Not applicable		
	413-2 Operations with significant actual and potential negative impacts on local communities		not considered material	Not applicable		
Supplier social assessment						
GRI 3: Material Topics 2021	3-3 Management of material topics	12				
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	12,13				
	414-2 Negative social impacts in the supply chain and actions taken		Only tracked as conflict material	Information unavailable/incomplete		
Public policy						
GRI 3: Material Topics 2021	3-3 Management of material topics		not considered material	Not applicable		
GRI 415: Public Policy 2016	415-1 Political contributions		not considered material	Not applicable		
Customer health and safety						
GRI 3: Material Topics 2021	3-3 Management of material topics		not considered material	Not applicable		
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories		not considered material	Not applicable		
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services		not considered material	Not applicable		
Marketing and labeling						
GRI 3: Material Topics 2021	3-3 Management of material topics		not considered material	Not applicable		
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling		not considered material	Not applicable		
	417-2 Incidents of non-compliance concerning product and service information and labeling		not considered material	Not applicable		
	417-3 Incidents of non-compliance concerning marketing communications		not considered material	Not applicable		
Customer privacy						
GRI 3: Material Topics 2021	3-3 Management of material topics		not considered material	Not applicable		
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	21	TISX certification	Information unavailable/incomplete		

Topics in the applicable GRI Sector Standards determined as not material

TOPIC	EXPLANATION
GRI 205: Anti-corruption 2016	Not considered as material
GRI 207: Tax 2019	Not considered as material
GRI 301: Materials 2016	Not considered as material
GRI 304: Biodiversity 2016	Not considered as material
GRI 401: Employment 2016	Not considered as material
GRI 402: Labor/Management Relations 2016	Not considered as material
GRI 403: Occupational Health and Safety 2018	Not considered as material
GRI 405: Diversity and Equal Opportunity 2016	Not considered as material
GRI 406: Non-discrimination 2016	Not considered as material
GRI 407: Freedom of Association and Collective Bargaining 2016	Not considered as material

GRI 408: Child Labor 2016	Not considered as material
GRI 409: Forced or Compulsory Labor 2016	Not considered as material
GRI 410: Security Practices 2016	Not considered as material
GRI 411: Rights of Indigenous Peoples 2016	Not considered as material
GRI 413: Local Communities 2016	Not considered as material
GRI 415: Public Policy 2016	Not considered as material
GRI 416: Customer Health and Safety 2016	Not considered as material
GRI 417: Marketing and Labeling 2016	Not considered as material
	Not considered as material