



At Maxcess, we are committed to conducting our business in a way that promotes environmental stewardship, safeguards the health and safety of our employees and communities, and supports sustainable development. As a global manufacturer, we recognize our responsibility to reduce our environmental footprint and drive continuous improvement across our operations and supply chain. We aim to integrate sustainability into all aspects of our operations, products, and services—balancing people, planet, and profit to create long-term value for our stakeholders and future generations.

This policy provides a framework for incorporating sustainability into our business strategy, daily operations, and long-term planning to support environmental stewardship, social well-being, and economic resilience. This policy applies to all employees, operations, facilities, and subsidiaries globally. Sustainability is a shared responsibility. Executive leadership sets the direction and allocates resources for the success of the organization. The site leaders, subject matter experts, and designated teammates lead implementations and monitor progress. All employees are expected to follow this policy and support initiatives. Suppliers and contractors are expected to align with our sustainability expectations and applicable initiatives.

We are committed to the environment by reducing greenhouse gas emissions and energy use. We promote waste reduction by reducing, reusing, recycling, and being intentional with our choices. We are committed to making intentional, forward-thinking choices that support a more sustainable future by integrating environmental, waste, and material saving considerations into New Product Development, Value Added, Value Engineering (VAVE) initiatives. We prioritize the repair and refurbishment of existing equipment to extend product life cycles and reduce waste. We are committed to protecting natural resources. We ensure compliance with environmental regulations globally.

We are committed to social practices by upholding human rights and labor standards as an equal opportunities employer. We foster diversity, equity, and inclusion. We support employee well-being and community engagement. We ensure safe and healthy working conditions. We promote a culture of safety for our employees, visitors, and contractors through facility/equipment design, continuous training, and communication. We address incidents and assess risks by identifying root causes and implementing corrective actions.

We are committed to governance by promoting ethical business practices. We establish accountability and transparency in reporting. We engage stakeholders in decision-making. We consider and incorporate sustainability criteria into procurement and investments. We encourage and support our partners to adopt responsible business policies, business ethics, and our Code of Conduct standards.

We are committed to setting measurable sustainability goals, reporting progress annually, and continuously improving our practices. Progress will be tracked through KPIs and disclosed in internal/external reports. This policy will be reviewed annually and updated as needed to reflect changes in legislation, organizational goals, or stakeholder expectations.

Andrew Dixon
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Maxcess
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