



APPENDIX D – CARR MACHINE & TOOL, INC. SUSTAINABILITY POLICY

CARR Machine & Tool, Inc. is an ISO 9001:2008 company that is working to attain its ISO 14001 and OHSAS 18001 certifications. We publicly proclaim the following Sustainability Policy that recognizes the need to promote economic success, societal responsibility and good environmental practices in order to succeed in business and protect the needs of future generations.

COMMITMENT TO SUSTAINABILITY

1. ECONOMIC SUCCESS: PROSPERITY:

CARR Machine & Tool, Inc. will conduct business in an ethical and legal manner that enables our company to survive and prosper economically. As we continually grow and prosper, we will adhere to ethical, legal and good business practices that will benefit not only ourselves, but our Employees, our Community, our Customers, our Suppliers and Subcontractors, and our Investors and Owners so that they, too, can enjoy economic success.

2. SOCIETAL RESPONSIBILITY: RESPECT FOR PEOPLE

a. **OUR EMPLOYEES:** CARR Machine & Tool, Inc. will treat all employees with dignity in a non-discriminatory manner. We promise a nurturing work environment where employees can train for and develop their unique talents and be justly compensated for them. We will encourage a constructive dialogue environment with our employees that values their input and suggestions. We will provide a safe working environment that takes into consideration a healthy work-life balance and that adheres to all Federal, State and Local safety regulations associated with our industry. We will respect and protect their personal privacy.

b. **OUR CUSTOMERS:** We will conduct all business with our Customers in an ethical and legal manner. We will produce quality products that comply with all customer-agreed upon requirements while adhering to our societal and environmental responsibilities. We will respect and protect our Customer's privacy.

c. **OUR SUPPLIERS AND SUBCONTRACTORS:** We will treat our Suppliers and Subcontractors in an ethical and legal manner so that the needs of our Customers are met. We recognize the right of our Suppliers and Subcontractors to have financial success in their dealings with us. We will conduct all business with Suppliers and Subcontractors in a manner that recognizes and protects our societal and environmental concerns while protecting their right to privacy.

d. **OUR INVESTORS AND OWNERS:** We will conduct our business in an ethical and legal manner so that our Investors and Owners will make an equitable return on their investments while recognizing and protecting our societal and environmental responsibilities. We will protect their right to privacy.

3. ENVIRONMENTAL RESPONSIBILITY:

We are committed to conducting our business in a manner that promotes energy and natural resource efficiency. We will train our employees to promote environmental responsibility in the workplace and beyond by our adherence to all Federal, State and Local environmental laws. We will periodically conduct audits to measure our employees' and facilities' environmental performances and take corrective measures to ensure energy and natural resource efficiency. We will encourage our Customers, Subcontractors and Suppliers to adopt and maintain environmentally friendly business practices. We will cooperate with all initiatives supported by our Community to ensure sound environmental practices such as energy and natural resource conservation and waste and pollution prevention.



JAMES R. CARR, PRESIDENT