



## ENVIRONMENT, SOCIAL AND GOVERNANCE POLICY STATEMENT

### **ESG: Creating a better world for tomorrow**

At DCM, we believe it's possible to be profitable *and* have a positive impact on the planet. In fact, we believe corporate responsibility isn't just the right thing to do—it also makes good business sense. Companies that hold themselves to strong environmental, social, and corporate governance guardrails are companies that win business and prosper.

Together, we are working to transform the way we do business to ensure strong ESG practices are ingrained into how we operate. Our platform focuses on three key areas:

- Reducing the impact our facilities have on our planet and ensuring they are safe places in which to work
- Improving quality of life for our people and society at large
- Holding ourselves to rigorous—and transparent—standards

### **DCM Commitments**

#### **Ensure company-wide compliance**

Across all our business units and in all our activities, we will identify, monitor, and comply with all applicable environmental, health, safety, and employment regulations.

#### **Help the circular economy flourish**

We will operate our business in a manner that prioritizes the use of materials within a circular economy. We will encourage our customers to design products to reduce waste in the manufacturing stage and at end of life. We will choose materials that can be reused or recycled back into the economy and encourage our customers to do the same. We will ask our suppliers to support us in implementing these objectives.

#### **Proactively lower carbon emissions—until we hit zero**

We will support the global community in achieving net zero carbon emissions by 2050. We will track our energy usage annually and implement measures to reduce our carbon footprint by 30% in 2030 (compared to 2020) and by 100% in 2050.

#### **Promote diversity, equity, and inclusion**

We will adhere to the principles of social responsibility. We will promote a diverse and inclusive supply chain; use fair labour practices; apply strict business and personal ethics rules; and encourage employee volunteerism in the communities in which we operate.

---



**Be transparent about our performance**

We will regularly share information about our sustainability programs with all internal and external stakeholders: our employees, our suppliers, our customers, our investors, and our community.

**Strive for continual improvement**

When it comes to ESG, change must be a constant. We are committed to having endless curiosity about how we can do better and changing the way we do business to become better stewards of the environment, our people, and the industries we serve. We will continually re-evaluate and challenge ourselves to find new avenues for improvement and set new goals to achieve.

A handwritten signature in black ink, appearing to read "Richard Kellam". The signature is stylized with long, sweeping strokes and is positioned above the printed name.

Richard Kellam  
President & Chief Executive Officer  
September 2022