

Environmental Social & Governance (ESG) Statement

The Hallstar Company is committed to corporate social responsibility to protect both the environment and people where our businesses operate, or where we may have an impact. We are proud of our sustainable beliefs and the actions we have taken to continue to operate sustainably in all Hallstar locations. We expect that our suppliers, contractors, and others working for or on behalf of Hallstar also adhere to these principles.

We support the principles under the UN Global Compact, UN Universal Declaration of Human Rights, and the ILO Declaration on Fundamental Principles and Rights at work as well as other principles where we work and conduct business. We adhere to the Responsible Care[®] Principles, and align our actions with the UN Sustainable Development Goals. We commit to follow regulations where we do business.

This ESG Statement exemplifies our commitment in doing our part to make our operations and the world a more sustainable place. It is through these principles that we chose to run our business.

HUMAN RIGHTS AND LABOR RIGHTS

Hallstar respects all human and labor rights, and promotes a respectful and fair work environment.

Equality & Respect

Hallstar treats all workers with respect and dignity, and promotes a work environment that is free from harassment or discrimination. This includes freedom from discrimination in regard to race, creed, color, religion, gender, sex, age, sexual orientation, language, union membership, political opinion, health status, or other characteristic protected by law. We do not engage in physical, verbal, psychological, or sexual abuse or intimidation.

Forced Labor

Hallstar does not use and does not support forced or slave labor of any kind. This includes bonded labor, indentured labor, slave labor, or human trafficking. Labor is conducted on a voluntary basis. Workers are allowed to move around freely and leave their work environment at the end of each day.

Child Labor

Hallstar does not engage in, and condemns, child labor as described by the minimum age for full-time employment as recommended by the International Labour Organization or permitted by the law of that country.

Freedom of Association

Hallstar workers are allowed to freely associate, and collectively bargain, without intimidation in allowance with local laws governing this right.

Workers' Rights

Hallstar adheres to all local or national laws regarding wages, hours, overtime, and benefits. We pay our employees in accordance to contractually agreed upon wages, or in accordance with minimum wage

laws. We abide by local legal or contractually agreed upon work hours, and provide days off according to internal protocol or local regulation. We provide benefits to our employees that includes health, sick, and family leave, and compensation for education or career advancement.

ETHICAL BUSINESS

Hallstar will conduct business with integrity, and place the highest value on ethical business conduct. We will act lawfully and honestly in all operations of doing business in a compliance with applicable laws, rules, and regulations in the countries where we do business. We will model this behavior when doing business with all of our stakeholders.

Bribery and Corruption

Hallstar employees as well as its officers and directors will not engage in bribery, corruption, extortion, embezzlement, or other unethical or illegal actions either directly or with third parties. We have internal procedures in place to ensure compliance with laws including the US Foreign Corrupt Practices Act.

Financial Records and Money Laundering

All business operations will be kept with accurate books and records and use good accounting principles in accordance with the requirements. Hallstar employees should not attempt to, or participate in, money laundering.

Confidential Information and Security

Confidential information from employees, suppliers, customers, and other stakeholders will be kept confidential in compliance with the law and regulation. We will only use confidential information given to us for its intended purposed. Information will be kept secure under our internal processes and control with regard to access to the company networks and files.

HEALTH, SAFETY AND WELLNESS, AND ENVIRONMENTAL IMPACT

Health, Safety and Wellness

Hallstar will provide a safe and healthy work environment that meets or exceeds local regulation for all Hallstar employees. We seek to promote wellness in our employees through various programs implemented at our facilities.

We seek to prevent accidents, injuries, and illnesses through hazard minimization or mitigation at all of our sites. Employees are trained in health and safety practices, and are encouraged to participate in safety meetings, safety walks, and process safety evaluations.

Process safety hazard assessments are conducted, and steps are taken to eliminate or provide protections against the hazard through engineering controls, personal protective equipment, or other means. Injuries and illnesses are measured and reported. Facilities will be clean, and access will be given to toilet facilities and potable drinking water throughout the workday. Hallstar will provide security measures to promote a secure work environment.

We evaluate the hazardousness of our products, and communicate those hazards to our customers and other stakeholders.

Environmental Impact

Hallstar is committed to operate our facilities in accordance with local environmental regulations, and to have as minimal impact on the environment as possible. We will evaluate our actions on existing operations, changes to operations, and any new operations to determine the impacts and risks to the environment. Decisions are made based on these risks.

We are committed to reducing greenhouse gas emissions, natural gas and energy used, waste produced, and water consumed. We give priority to renewable energy over depleting options. We use a waste hierarchy of eliminate, reduce, reuse, recycle and seek alternative treatment methods other than disposal. We seek to understand the environmental footprint of our products during manufacture and ways to improve that footprint. We choose to develop products using Green Chemistry Principles and prefer biobased or natural feedstocks in that development.

We are committed to the protection of biodiversity.

For each of these principles, we review and evaluate what we do on a frequent basis and seek ways to continuously improve. We foster openness with our stakeholders to consider their inputs and concerns about our operations or products.

The Hallstar Company
November 2022