

## Environmental Stewardship Statement

At Symbiote, we care deeply about our planet. We believe protecting natural resources helps protect people, animals, and future generations. That's why we make thoughtful, responsible choices in all we do.

### Our Commitments:

- **Follow the rules:** We meet all corporate, local, state, and federal environmental laws, along with any additional requirements that apply to our work.
- **Reduce our impact:** We work to lower our environmental footprint by preventing pollution, saving resources, and recycling whenever possible.
- **Think green at every step:** We consider environmental, health, and safety impacts in our business decisions—from how we design and make our products to how they are used and recycled at the end of their life.
- **Fix issues and keep improving:** When environmental concerns come up, we address them quickly and look for better ways to do things.
- **Support our people:** We educate and encourage our employees to take personal responsibility for caring for the environment and maintaining a safe, healthy workplace.

### Specific Green Initiatives

- **Reduced energy use:** Our facility uses LED lighting throughout, along with sensors and timers to reduce unnecessary energy use.
- **Smarter equipment:** We continue to invest in newer machines and equipment that use energy more efficiently.
- **Recycling commitment:** We recycle cardboard, paper, batteries, and all scrap steel, carefully sorted by type. Our steel products are 100% recyclable, and some are made from 100% recycled material.
- **Eco-friendly finishes:** Painted products are usually powder-coated. We work with responsible suppliers and use environmentally sound paint processes.
- **Greenhouse gas accountability:** Symbiote was Carbon Neutral Certified from 2021 through mid-2024 and remains committed to responsible emissions management. We continue to measure and manage our greenhouse gas emissions following the Greenhouse Gas Protocol, including Scope 1, Scope 2, and relevant Scope 3 emissions.
- **Safe materials:** Each year, we review our materials and supply chain to help avoid Red List chemicals and to check the responsible sourcing of minerals, including conflict minerals. This supports safer products and ethical supply practices.
- **Indoor Air Quality:** Our products are evaluated to meet Federal, California, and industry indoor air quality standards. Since 2022, our products have been MAS Certified Green and are reviewed annually to meet strict emissions requirements.
- **Health and Safety:** We maintain a strong health and safety program and have an internal Safety Committee.
- **Sustainability in action:** Our in-house Sustainability Team looks for new ways to reduce our environmental footprint by saving electricity, water, and gas, and by reducing non-recyclable waste. We also encourage employees to recycle and support community efforts that promote a cleaner, more sustainable environment.

**In summary,** Symbiote strives to go beyond environmental standards by building high-quality products that serve people well while helping protect our planet for the future.



Barrett Randolph, President

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