

Plastic Design Company ESG Policy

February 15, 2024

ESG Approach

Plastic Design Company (PDC) holds its core mission and purpose as to improve lives through the delivery of precision injection molded components for its medical device and life sciences customers. PDC believes that incorporating fundamental principles of environmental, social, and governance into its leadership and strategy decisions creates continued value to its community, customers, and stakeholders. This ESG policy outlines PDC's core tenets for responsible production of key technical components for its customers.

ESG Core Tenets:

PDC considered a number of industry standards and policies when preparing this ESG Policy, including the United Nations Global Compact, the International Sustainability Standards Board (ISSB), the Climate Disclosure Standards Board (CDSB), and the Global Reporting Initiative (GRI). The firm seeks to adhere to the following principles when producing products for its medical device and life sciences customers:

- PDC supports and respects the protection of internationally proclaimed human rights and will ensure that PDC is not complicit in human rights abuses
- PDC upholds the freedom of association and the effective recognition of the right to collective bargaining
- PDC supports the elimination of all forms of forced and compulsory labor, the effective abolition of child labor, and the elimination of discrimination in respect of employment and occupation
- PDC supports a precautionary approach to environmental challenges, and undertakes initiatives to promote greater environmental responsibility and encourages the development and diffusion of environmentally friendly technologies
- PDC works against corruption in all its forms, including extortion and bribery

ESG Procedures

PDC sets responsibility of the management and oversight of ESG reporting with PDC's ESG Committee, who has responsibility for this Policy. The ESG Committee ensures that this Policy is shared with all employees, and training is provided, as appropriate. PDC's ESG Committee is also responsible for all improvement actions and reporting. The ESG committee meets on an ad hoc basis and is comprised of the CEO, CFO, and Director of Quality.

ESG Reporting

PDC will annually review and report its ESG Score Card and share its results, as requested to its customers and other stakeholders and investors. PDC will also participate ad hoc in additional ESG reporting to its customers on an as-requested basis.

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Other Considerations

Ethical Business Practices

PDC prohibits all forms of corruption, misrepresentation, extortion or bribery. Employees are expected to comply with all applicable anti-corruption and anti-bribery laws including, but not limited to, the Foreign Corrupt Practices Act of 1977, as amended. Employees must never pay or accept bribes or other improper inducements in any business or government interaction. All financial books and business records maintained by PDC must be truthful, accurate and complete and are audited by an independent third party. PDC employees are expected to avoid all conflicts of interest, whether actual or perceived. PDC employees must never provide inducements or favors to customers or to those working on behalf of PDC to secure an improper advantage or to obtain or retain business.

Human Rights, Fair Labor and Employment

PDC respects the human rights of all workers and will not tolerate any form of human rights or labor abuses in its supply chain.

Prohibition Against Involuntary Labor, Child Labor, Human Trafficking

PDC shall not use, support, or permit slavery, forced labor, child labor or trafficking of any kind within its operations. PDC ensures all workers are of legal age for employment in their local country or the country in which work is performed, whichever is the highest. PDC maintains official and verifiable documentation of each employee's date of birth, or lacking this documentation, has a legally recognizable means of confirming each employee's age.

Non-Discrimination

PDC values diversity, inclusion and belonging and condemns discrimination of any kind, including but not limited to, discrimination on the basis of age, race, gender, disability or religion. PDC employees are prohibited from engaging in any form of unlawful workplace discrimination.

Fair Wages and Benefits

Wages paid by PDC complies with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. Working Hours and Overtime Suppliers shall comply with applicable laws on regular working hours and overtime. Overtime hours should entitle employees to receive overtime pay, at a rate higher than the employee's regular wage.

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Safe and Healthy Workplace

We are committed to promoting environmental excellence in our operations and communities, and to providing a safe and healthy workplace for our employees. Achieving these goals requires more than just complying with applicable regulations in the regions where we operate and with medical device industry standards. It also includes embracing a responsible supply chain, maintaining a focus on product stewardship, implementing our own results-driven Environmental, Health, and Safety (EHS) programs, and respecting the EHS programs of our customers and stakeholders. PDC has an EHS team that tracks KPIs for workplace reportable incidents, with a goal of zero incidents per year. PDC's EHS team also tracks preventative safety projects, with a KPI goal of at least 12 improvement projects per year.

Environmental Responsibility

Environmental responsibility is integral to delivering world class products that create patient, stakeholder and community value. PDC complies with all applicable environmental laws and regulations, including but not limited to: obtaining and adhering to permitting requirements and approvals; management and disposal of hazardous materials; releases of contaminants to the air, soil and water; protection of natural resources; prohibition or restriction of specific substances; and recycling of materials. PDC strives to eliminate or reduce waste of all types, including waste of materials, water and energy, by appropriate means (for example, by recycling and conserving material). All hazardous materials and chemicals, including wastewater and solid waste generated from operations, must be disposed of using environmentally responsible practices. PDC also expects its Suppliers to demonstrate a commitment to responsible environmental stewardship by implementing environmental management systems and continuously monitoring and improving their environmental performance. Management systems should track "key performance indicators" and establish meaningful short- and long-term improvement targets.

Supplier Compliance with Laws and Regulations

PDC's Suppliers are required to operate in full compliance with all laws, rules and regulations that apply to their operations globally, including but not limited to laws regarding ethical business practices, human rights, labor and employment, environmental protection, and health and safety. Suppliers are expected to follow generally accepted industry standards and to obtain and maintain in good standing all necessary permits, approvals, licenses and registrations from relevant regulatory bodies.