

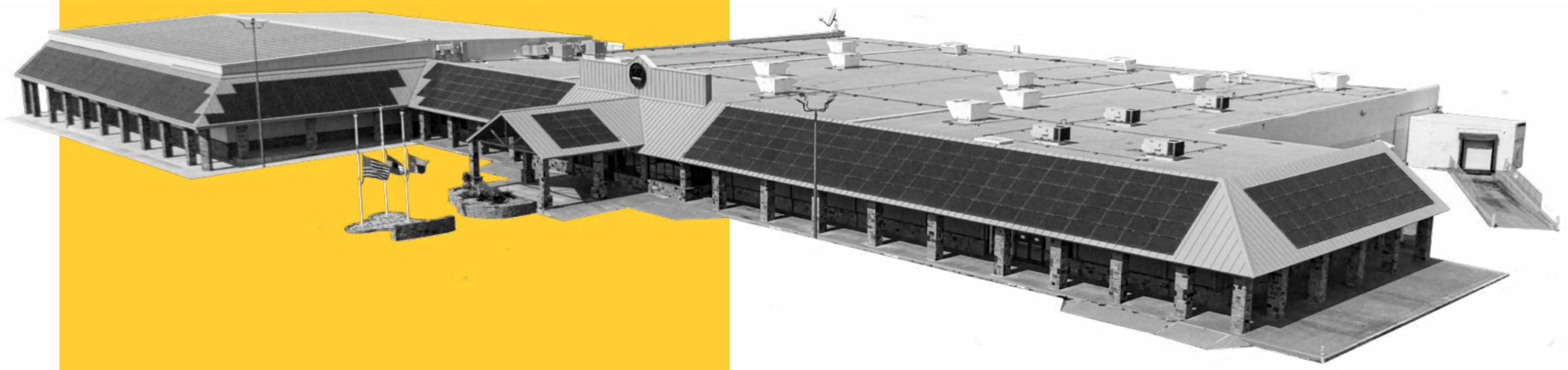


**S-5!®**  
*The Right Way*

**ENVIRONMENTAL,  
SOCIAL &  
GOVERNANCE**



S-5! Manufacturing Facility  
Iowa Park, Texas



# ESG OUTLINE

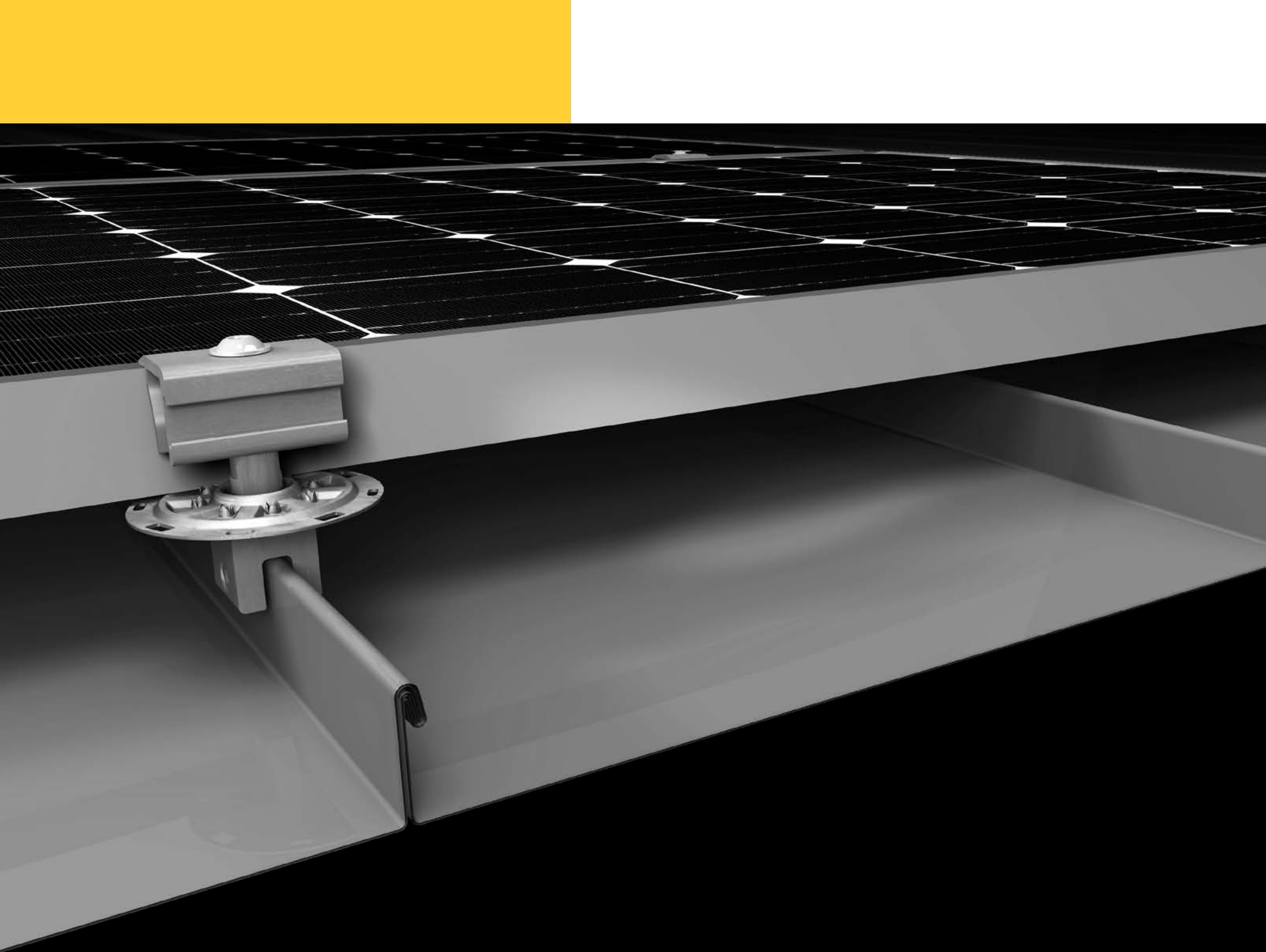
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Established in 1992 by renowned industry expert, CEO and Founder Rob Haddock, S-5!® is the world's leading authority on metal roof attachment solutions. Based just outside of Colorado Springs in Black Forest, Colorado, the company's continued success resulted in the establishment of a second location in 2011, a dedicated manufacturing facility in Iowa Park, Texas. Made in the USA, the S-5! manufacturing plant represents state-of-the-art equipment and automation, certified to ISO 9001:15 quality assurance standards.

The company uses only certified raw material and is regularly audited by UL, FM, ICC, TÜV and Intertek. S-5! is proud to work primarily with U.S.-based vendors, allowing the company to tightly control its quality input and supply chain reliability.

S-5! has been an innovative leader since its inception, founded on principles of listening, understanding, collaborative troubleshooting, robust engineering and certified testing. As a global leader, S-5! also recognizes the need to be responsive in the areas of Environmental, Social and Governance.





# POLICY STATEMENT

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S-5! is committed to the inclusion of environmental sustainability, social responsibility and effective corporate governance in all aspects of business. This outline of practices reflects the commitment to improving how business decisions

and policies impact opportunities for sustainability. The expectation is for this policy statement to be upheld by all employees, including executives, officers and directors of the company. S-5! will continue to be transparent and remain focused on expanding sustainability efforts via regular review and updates.





# ENVIRONMENTAL



## RESOURCE EFFICIENCY

- **Energy Usage** – Reductions in energy consumption and improvements in energy efficiency in manufacturing processes take place as part of our continuous improvement efforts. Recent changes include the addition of solar panels and an energy management system (EMS) to minimize our strain/impact on the local grid.
- **Materials Used** – More than 95% of our products' total material content is aluminum, aligning

closely with our aluminum suppliers and in particular the Aluminum Extruders Council (AEC) and its reported Environmental Product Declarations (EPDs) outcomes. The AEC's EPDs highlight aluminum sustainability, emphasizing its recyclability and the high percentage of post-consumption recycled content in products they provide to S-5!, all of which significantly reduce the environmental impact compared to primary/virgin aluminum production.



## 1 RESOURCE EFFICIENCY CONTINUED

- **Supply Chain Alignment** – The AEC supplies S-5! with its EPDs to provide a comprehensive overview of its environmental impact throughout the raw materials life cycle. One of the standout sustainability features of aluminum is its high rate of recyclability. Unlike many materials, aluminum can be recycled indefinitely without losing its properties. This means that once aluminum is produced, it can be continually reused, significantly reducing the need for energy-intensive primary/virgin aluminum production. It is estimated that use of recycled content offers a 95% savings in energy.

*Source = <https://www.aluminum.org/aluminum-carbon-footprint-cut-half-over-30-years>*

Moreover, a significant proportion of aluminum in use today contains

a high percentage of post-consumer recycled content. This recycled aluminum uses only about 5% of the energy required to produce new aluminum from bauxite ore, leading to substantial reductions in greenhouse gas (GHG) emissions and energy consumption. By focusing on recycling and utilizing post-consumer aluminum, the industry supports a circular economy, minimizes waste and conserves natural resources, enhancing the overall sustainability of aluminum products.

- **Waste Reduction** – S-5! uses a sorting process to capture all scrap to increase post-manufacturing recycling and reduce waste. Recycling extends to cardboard and other dunnage as a standard process, minimizing the impact on landfills. S-5! implements water conservation measures and treatment of wastewater before disposal and further optimizes raw material use by reducing material waste via use of net-near-finished extrusions to limit machining time, reduce waste and scrap.



## 2 POLLUTION & EMISSION CONTROL EFFORTS

### ■ **Emission Reduction**

**Strategies** – S-5! implements emission reduction strategies for air and water pollution and monitors and reports on GHG emissions and other pollutants. This includes tracking the displacement of incoming energy/electric power by offsetting use of installed solar systems. The warehouse area is climate controlled, using optimal tools and heat outputs from equipment and machinery that are used internally for heat in the winter months rather than

venting to the exterior.

Refer to report “GHG - Greenhouse Gas Reduction Initiative Report for S-5! - July 10 2024.pdf.” As of July 2024, S-5! is offsetting ~7.2 metric tons of CO2 per month.

■ **Renewable Energy** – S-5! invests in cleaner technology and renewable energy sources, including solar panels, recirculation systems and EMSs. Further, S-5! assesses its prior energy consumption versus its current consumption and has installed solar energy systems on all corporate facilities.



# 3 WASTE MANAGEMENT OVERVIEW

■ **Reduce and Recycle** – S-5! reduces waste generation through recycling and reusing materials. The company properly manages hazardous waste and complies with regulations. This includes using cutting oils that are water soluble and are recycled using

reputable vendors. S-5! develops strategies for end-of-life product disposal and recycling, notably that ~85% of all aluminum products are recycled both internally and by end users in our segment.

For further details, refer to the AEC EPDs.

# BIODIVERSITY AND ECOSYSTEM AWARENESS EFFORTS 4

■ **Conservation** – S-5! evaluates the impact of its manufacturing process on local ecosystems and minimizes habitat disruption to support conservation initiatives. For example, the company uses a vegetative swale in both corporate

locations, returning rainfall on buildings back to groundwater sources. S-5! integrates biodiversity protection measures into site planning and operations.

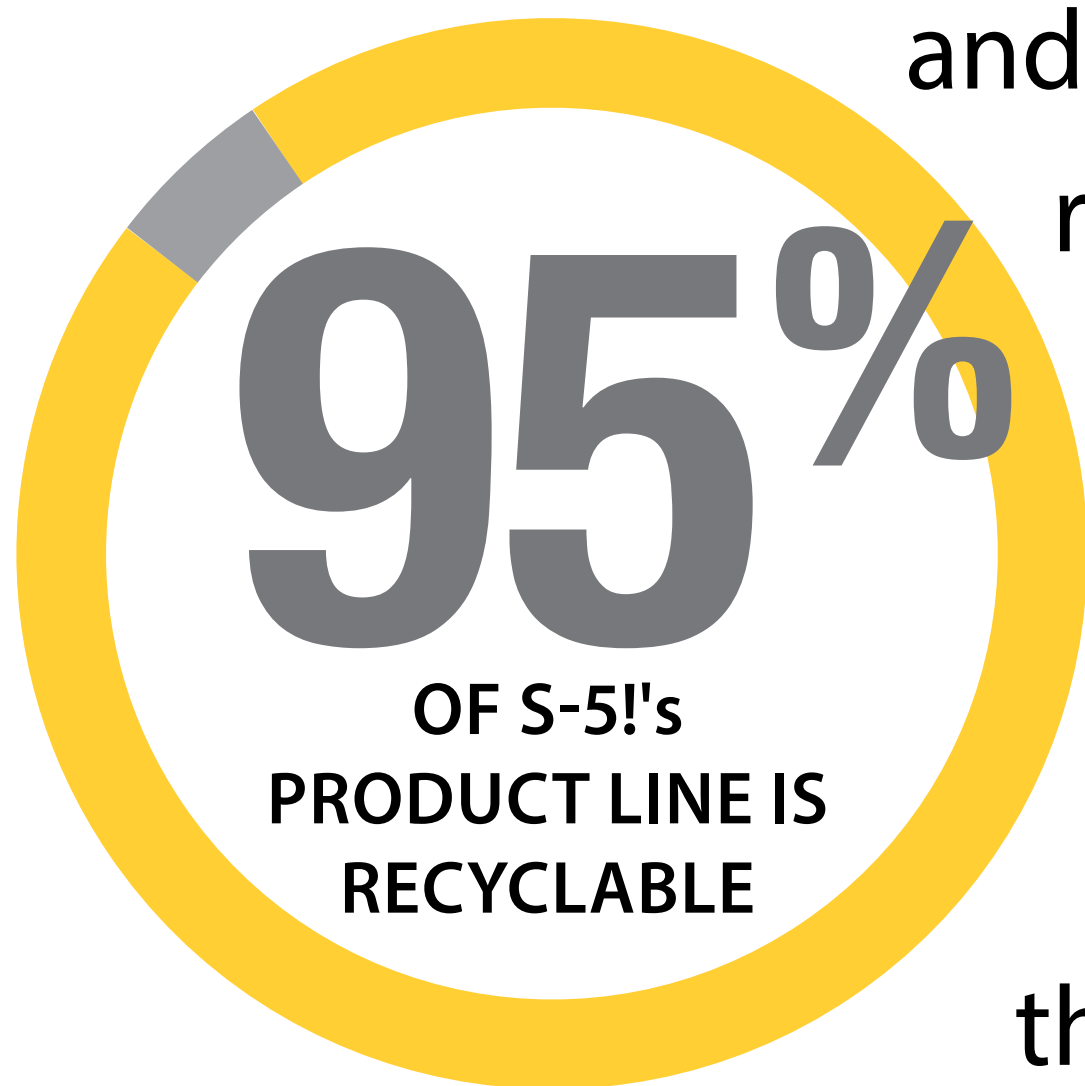
For further details, refer to the AEC EPDs.



## 5 SUSTAINABLE PRODUCT DESIGN

### ■ **Recyclability and Life Cycle**

**Analysis** – S-5! designs products with a focus on sustainability and life cycle analysis. Products are designed and engineered to withstand the life of the roofs they are installed on, and all designs take into consideration the minimal use of raw materials and their potential recyclability. At S-5!, 95% of its product line is recyclable at the end of the service life of the roof (~60+ years).



■ **Optimized Products** – S-5! develops products that are energy efficient or have a low environmental impact. The company's products are designed and engineered to optimize raw material usages, which aids in product costs and shipping weight, and minimizes the



number of raw materials needed. S-5!'s proprietary PVKIT® rail-less solar solution saves a great deal of weight and savings on raw materials usage and transportation costs throughout the supply chain. This 85% weight savings combined with a recorded 35% labor savings further enhances our segment. The labor savings, if redirected properly to other areas of construction, may reduce the current labor shortage of trades and help increase the production of more housing nationally.





## SOCIAL

# 6 HEALTH & SAFETY

■ **Safe Working Conditions – S-5!** places an importance on ensuring safe working conditions for all employees and contractors. All are provided with the appropriate personal protective equipment (PPE) needed to comply with

laws, regulations and internal requirements. Noise level testing is conducted at regular intervals with any issues found leading to corrective actions as suggested by experts. Lockout/tagout processes are also in place.



## 6 HEALTH & SAFETY CONTINUED

- **Training and OSHA** – Safety training is scheduled regularly, and all training meets Occupational Safety and Health Administration (OSHA) requirements. S-5! provides comprehensive health and safety training and equipment, along with monitoring and improving safety metrics, such as incident rates. OSHA Form 300 reporting is used for tracking all recordable incidents. Annual OSHCON visits take place. S-5! conducts CPR/AED and life safety training.

For documentation and details, refer to “ESG -Training Log Detail,” “2023-24 Safety Training Schedule Example” and “QT9 Program.”

- **HSE Programs** – S-5! has health, safety and environment (HSE) programs that feature:
  - Management commitment and leadership
  - Roles and responsibilities created, establishing authority and line accountability for all levels
  - Budgets established for personnel, programs and equipment
  - Participation in inspections, incident reviews and lessons learned
  - Employee involvement, including training, new hire orientation, near miss/good catch program and employee surveys
  - Worksite analysis, including ongoing inspections, tracking and trending of results, behavioral-based observations and third-party and peer reviews
  - Safety and health training, including new hire orientation and task-specific training



## 7 EMPLOYEE ENGAGEMENT & WELL-BEING

- **Human Resources** – The S-5! Human Resources Department ensures that the company offers fair compensation, benefits and career development opportunities. It is part of the company's culture to support work-life balance and employee well-being initiatives. S-5! fosters a diverse and inclusive workplace culture.

An EEOC Report is available on request.

- **Core Values** – S-5! knows that its people is its biggest asset. Their needs and safety are our top priority. Our culture consists of an ethical and inclusive work environment that promises every team member the tools, training and career growth opportunities they need to succeed. Through the immense growth that we've seen and the reach that we've acquired nationally, our reputation as a "family company" remains. To us, "family" doesn't describe our size or capabilities; it merely reflects how we choose to conduct business

and how we treat our employees. Whether it's the decisions we make in the office or how we execute on a project, we're proud to be a company that is firmly centered around our core value of *The Right Way*™. It is more than a tagline; it is our global trademark, credo and rule of conduct. All these actions are aligned with the management philosophy of supporting integrity. Additional policy steps are listed below to meet recognized areas of focus.

- **Human Rights and Fair Labor** – At S-5!, we deeply respect and do our part to uphold and protect the fundamental human rights of those with whom we work. We have zero tolerance for any violation of those rights, including the use of child labor, forced labor or human trafficking. We stand for the rights of women, minorities and indigenous groups and believe in providing a living and fair wage to all employees.





## EMPLOYEE ENGAGEMENT & WELL-BEING *CONTINUED*

### ■ **Anti-Slavery and Human**

**Trafficking** – Metal Roof Innovations, LLC is committed to combating modern slavery and human trafficking within our operations and supply chain. We recognize that modern slavery exists in various forms globally, including forced labor, child labor, human trafficking and other forms of exploitation. As a responsible business, we are dedicated to upholding human rights and ethical principles in all aspects of our business activities.

- **Our Commitments** – This policy applies to all employees, contractors and suppliers of Metal Roof Innovations, LLC. It is the responsibility of management to ensure compliance with this policy and to promote a culture of transparency, integrity and respect for human rights throughout the organization. This policy will be reviewed periodically to ensure its effectiveness and relevance. Updates

will be made as necessary to reflect changes in laws, regulations and best practices in combating modern slavery and human trafficking.

- **Compliance with Laws:** We will comply with all applicable laws and regulations relating to modern slavery and human trafficking in all the jurisdictions in which we operate.
- **Zero Tolerance:** Metal Roof Innovations, LLC maintains a zero-tolerance policy towards modern slavery and human trafficking. We do not engage in or tolerate any form of forced labor, child labor or human trafficking within our operations or supply chain.
- **Supply Chain Due Diligence:** We are committed to ensuring that our supply chain is free from modern slavery and human trafficking. We will conduct due diligence on our suppliers to assess and mitigate risks of modern slavery and human trafficking. This includes evaluating supplier practices, policies and adherence to ethical standards.
- **Supplier Engagement:** We will work closely with our suppliers to raise awareness of modern slavery and human trafficking issues and to promote ethical practices within our supply chain. We will encourage suppliers to implement robust policies and procedures to prevent and address modern slavery and human trafficking.
- **Employee Awareness and Training:** Metal Roof Innovations, LLC will provide training and awareness programs to its employees to educate them about the risks of modern slavery and human trafficking and empower them to identify and report any concerns.
- **Reporting and Accountability:** We encourage all employees, suppliers and stakeholders to report any suspected cases of modern slavery or human trafficking promptly. Reports will be investigated thoroughly, and appropriate action will be taken in accordance with our policies and procedures.



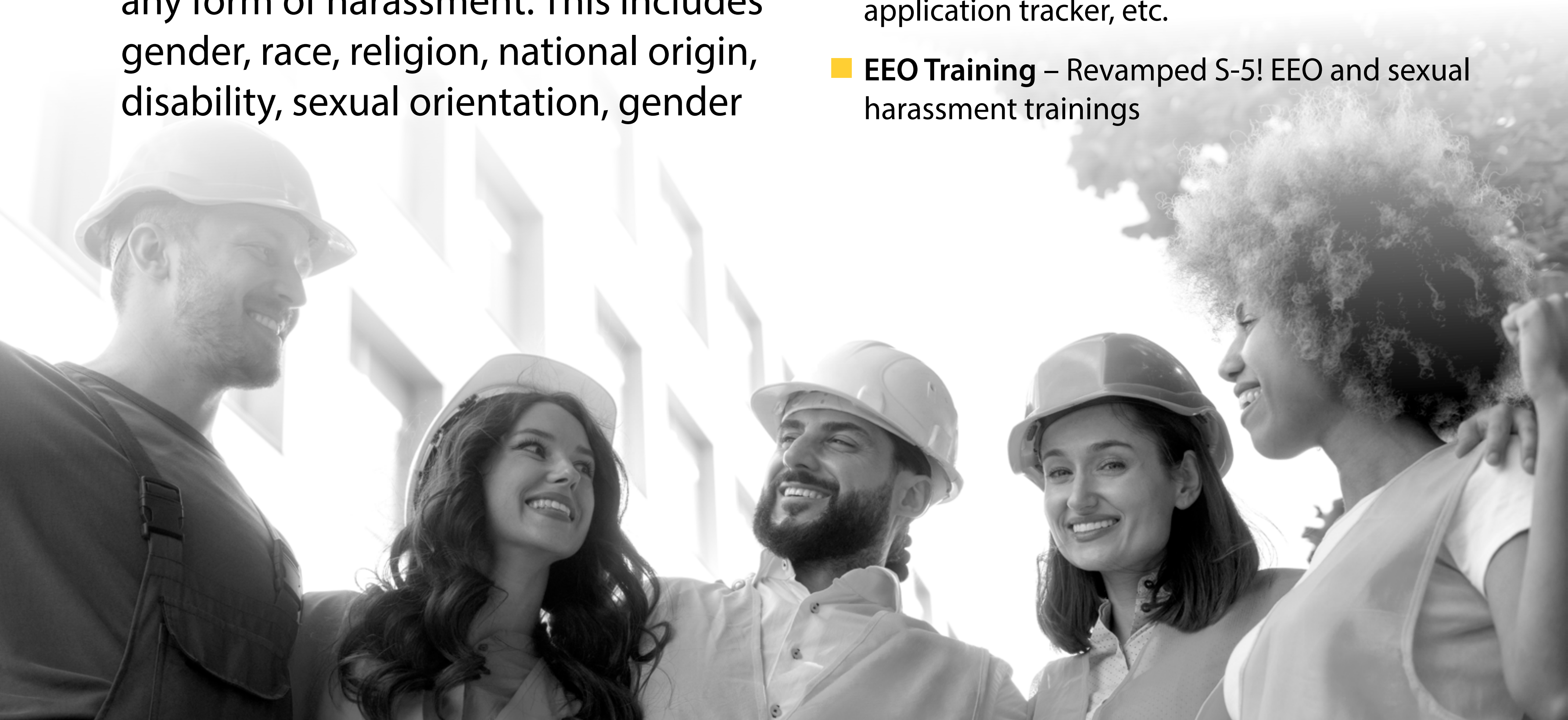


## EMPLOYEE ENGAGEMENT & WELL-BEING *CONTINUED*

- **Anti-Bribery** – When it comes to professional and ethical conduct, S-5! is committed to the highest standards, with absolutely no tolerance for bribery and corruption. Our anti-bribery policy, company training and procedures maintain complete compliance with the United States Foreign Corrupt Practices Act (FCPA). Under the FCPA and similar anti-corruption laws, it is illegal for the company, its directors and employees to authorize payments to foreign officials for improper purposes.
- **Anti-Harassment** – We strive to facilitate a professional environment that prioritizes cohesion and tolerance among team members. No matter the circumstance, we do not condone any form of harassment. This includes gender, race, religion, national origin, disability, sexual orientation, gender

identity, military service or veteran status. In the event of a perceived harassment encounter, employees are to report the violation to a manager or the Corporate Director of Human Resources. It is our policy to act promptly and address the reported issue so that our employees always feel protected.

- **Diversity and Inclusion** – No matter an individual's gender, race, ethnicity, national origin or career experience, our board has made a commitment to prioritize diversity when considering new director candidates. By ensuring we employ a diverse network of employees, we recognize the tremendous opportunity to provide increased strength as it pertains to our overall performance. Diverse backgrounds are key to providing effective governance, advice on our overall operation and strong business risk and opportunity assessments.
- **OFCCP Compliance** – ADA, veterans report, application tracker, etc.
- **EEO Training** – Revamped S-5! EEO and sexual harassment trainings





## 7



### EMPLOYEE ENGAGEMENT & WELL-BEING *CONTINUED*

■ **Training and Development** – With an increased focus on training and development of our people, we aim not only to support the success of our projects, but also provide a platform for employees to grow roots within the company. We understand the value our talented employees bring to the team, and we strive to provide every individual with the necessary training, support and opportunities for advancement, enabling a long-term career with S-5! As the company has grown, it has become essential to not only provide vigorous training and development opportunities for our people, but to do so in a consistent and process-oriented way. S-5! has made significant investments in

refining and advancing its training initiatives and implementing consistency across all of the company and for all employee levels. Since day one, it has been a priority to support our people, and recently, we've taken that commitment to the next level. Working closely together, our HR, safety and operations teams have worked hard to bring a stronger focus to standardizing and advancing our training and development initiatives. Recently launched and upcoming initiatives include:

- Sourcing and offering new professional development courses to help build soft skills
- Implementing a more formalized leadership development program
- Establishing clear paths for career growth
- Rolling out the S-5! Mentor Program
- Tailoring a new succession training program for potential upcoming leadership
- Promoting the Education Reimbursement Program



# SOCIAL

## 8 COMMUNITY ENGAGEMENT

■ **Making a Difference** – We care about the local communities in which we live and work and are passionate about helping them thrive through charitable contributions and volunteering initiatives. S-5! recognizes the important role that charitable, non-profit organizations play in the communities where we live and work. As a result, we formed a Charity Committee to collaborate and utilize funds. We also engage with community engagement opportunities that are meaningful, purposeful, help those in need and enrich and inspire our employees. Charitable engagements in the community include:

- Iowa Park Chamber of Commerce
- Iowa Park High School
- Black Forest Festive
- Code4Outdoors
- Iowa Park Volunteer Fire Dept
- Wichita County Law Enforcement
- Latigo Equestrian Trails
- Shield616
- Net Zero Passive House – Residential Project
- Breast Cancer Awareness
- City of Iowa Park
- Pikes Peak Range Riders
- Ride for the Brand
- City Slickers Rodeo
- Share the Warmth Coat/Blanket Drive
- Canned Food Drive
- Let's Build Construction Camp for Girls





## 9 SUPPLY CHAIN RESPONSIBILITY

■ **Vendors** – S-5! works nearly exclusively with vendors that provide regular reporting and activities consistent supply

chain responsibilities. Our biggest vendors are aluminum suppliers who provide robust EPDs to support their ongoing commitments.

## CUSTOMER RELATIONS POLICY



## 10

■ **Feedback and Reviews** – S-5! prides itself on being THE leader in establishing safety standards by working with a range of stakeholders, such as insurance institutes, jurisdictional authorities and codes and standards organizations. The company maintains the most robust approval certifications of any similar organization. To stay fully engaged

with all stakeholders, S-5! conducts regular and systematic employee feedback surveys and top-down reviews. To engage with all others outside direct employment, S-5! provides comprehensive surveys, including Customer Satisfaction (CSAT), Customer Effort (CES) and Net Promoter Score (NPS) surveys to encourage feedback from a range of stakeholders.





# GOVERNANCE

# 11



## ETHICAL PRACTICES & COMPLIANCE

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■ **Code of Ethics** – The S-5! Code of Ethics provides a framework for making ethical decisions and emphasizes the importance of using sound judgment in all business interactions. Specifically, the Code of Ethics promotes honest and ethical conduct, as well as accurate information through any documents or submittals provided to stakeholders in compliance with applicable governmental laws, rules and regulations. S-5! is committed not only to its

work culture, but also expects the same from its suppliers. Our Supplier Code of Conduct outlines expectations from suppliers with respect to labor and employment rights, environmental health and safety, global trade practices and business ethics. All suppliers must comply with this Code of Conduct as a baseline to continue any relationship with S-5!

■ **S-5! Mission and Purpose** – S-5! creates innovative solutions to attach virtually anything to a metal roof – *The Right Way™*



# GOVERNANCE

# 11



## ETHICAL PRACTICES & COMPLIANCE CONTINUED

■ **Values and Code of Conduct – *The Right Way*** is more than a tagline; it is our global trademark, credo and rule of conduct. It means that *S-5!*...

■ *is a relationship company.* We listen to the challenges of our customers, suppliers and co-workers to understand their perspectives. We will always treat them with courtesy and respect.

- maintains the *utmost knowledge and technical understanding* of our solutions and the roofs to which they are affixed, fostering a culture of innovation, creativity and customer service.
- thoroughly tests its products in accredited, certified laboratories for serviceability and makes data transparent and readily available to anyone at any time. We do not exaggerate sales claims or mislead to close a sale - but *conduct ourselves transparently with the utmost integrity, standing ready to prove anything we claim.*
- manufactures its products in a globally accredited facility to the highest quality and precision standards using certified and traceable raw materials. *We exceed the highest industry standards* and help to create them where none exist.
- will always earn the respect of the teammates and associates with every personal contact we make. *We will always communicate truthfully about our limitations*; under-promising – over delivering.
- *will find the root of every problem* we encounter; turning them into opportunities to improve. When a customer brings a complaint to our attention, they are doing us a favor.
- honor God and our fellow man with originality, authenticity and transparency in all dealings with customers, suppliers and teammates handling every situation with dignity, competence, compassion and fairness...  
  
because it's *The Right Way*





# 12



## BOARD OVERSIGHT & ACCOUNTABILITY

■ **ESG/Sustainability Committee** – To ensure focus and support in the areas included in this report, S-5! leadership had established an internal

committee for ESG/sustainability. The committee includes members from various functional areas, bringing all professional and personal viewpoints important to these efforts.

# 13



## RISK MANAGEMENT

■ **ESG Monitoring** – Addressed throughout this report are examples of the various levels of importance S-5! places on its commitment. In 2024,

the company furthered that commitment by creating an ESG group to monitor and audit company responsibilities to ESG related topics/risks.

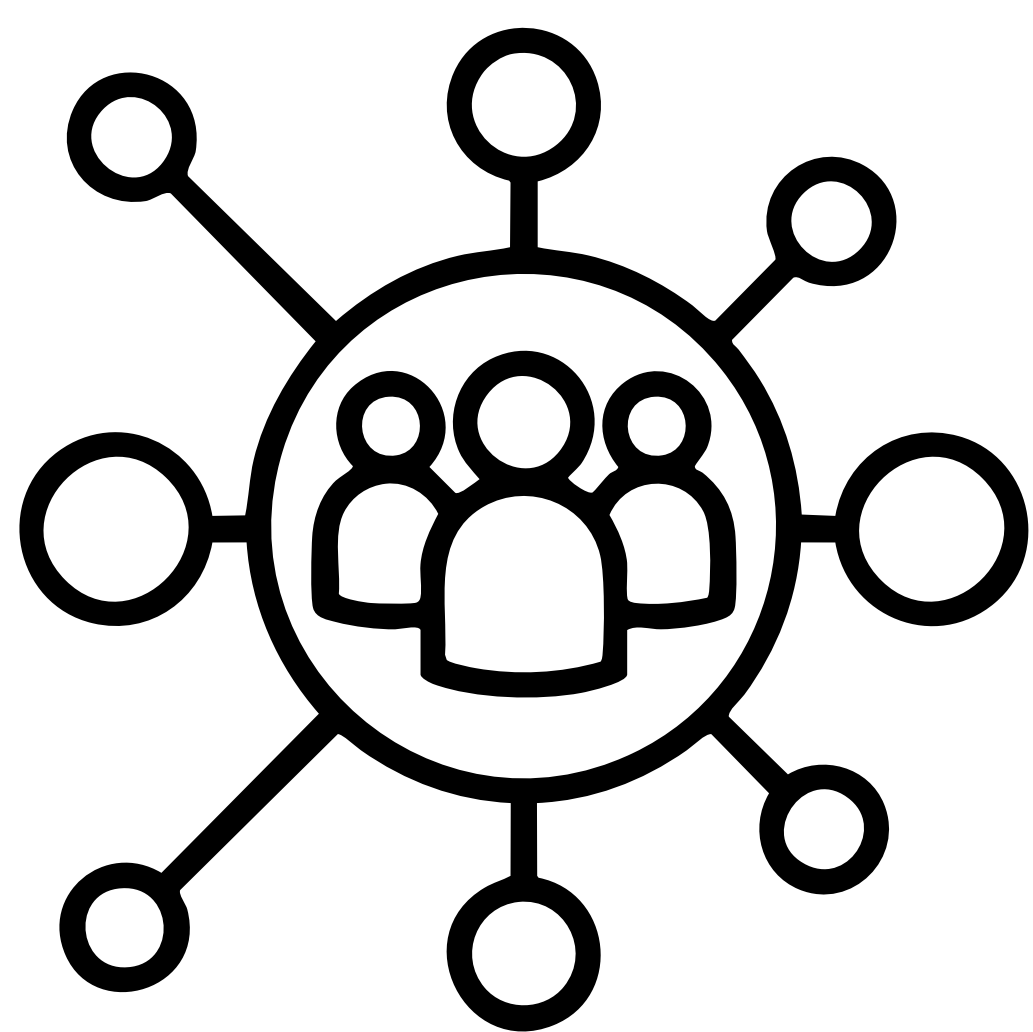




# 14

## STAKEHOLDER ENGAGEMENT & TRANSPARENCY

■ **Customer Satisfaction** – S-5! actively engages clients, end users and aligned product vendors via a customer satisfaction survey process. This is augmented with a Customer Effort Score to ensure the company is listening to the VOC and on a continuous basis enhancing the support tools provided. S-5! will actively request more than 80,000 outreach efforts to a range of stakeholders requesting feedback on company performance and area for improvements.



**MORE THAN**  
**80,000**  
**OUTREACH EFFORTS**

For the supporting document/outline, refer to “CSAT CES and NPR - Initial discussion v3 db - March 1 2024” included in ESG folder.

- **Overseeing ESG** – S-5! has set strategic initiatives to support its ESG efforts by engaging employees at all levels of the company, including its board of advisors, chief operating officer, as well as all employees. Our ESG initiatives and governance are led by our cross-functional management team who manage the daily activities, policies and procedures supporting the ESG program initiatives. The ESG team coordinates and executes the company’s ESG disclosures and works with representatives from finance, HR, operations, IT, communications, advisor relations, procurement as well as HSE. Together the cross-functional management team:
  - Collaborates and communicates with all stakeholders
  - Evaluates potential ESG efforts that are presented to management
  - Reviews peer reports and analyzes industry best practices
  - Tracks internal ESG data to ensure compliance
  - Interacts with stakeholders to communicate ESG objectives, accomplishments and set goals for the organization



# 15 INNOVATION & SUSTAINABILITY INTEGRATION

- **Innovation** – The S-5! ESG Committee interacts with stakeholders to communicate ESG objectives, accomplishments and sets goals for the organization. S-5! continuously seeks opportunities for innovation in sustainability. S-5! endeavors to:

## 1 Stay Informed About Trends and Research:

- Subscribe to sustainability journals, magazines, newsletters and podcasts.
- Follow thought leaders and organizations in the field.
- Attend conferences, webinars and workshops on sustainability and innovation.

## 2 Foster a Culture of Innovation:

- Encourage employees to share ideas and solutions.
- Create interdisciplinary teams to approach problems from various angles.
- Provide training and resources on sustainability and innovation.

## 3 Invest in R&D:

- Our allocated budget for research and development is larger than the industry norm and includes a focus on sustainable practices.
- Experiment with new materials, processes and technologies.

## 4 Engage with Stakeholders:

- Collaborate with customers, suppliers and other stakeholders to understand their sustainability needs and challenges.
- Actively seek feedback and suggestions from the community.
- Establish an advisory board that meets quarterly, with representation in our weekly meeting to include all key S-5! stakeholders.

## 5 Leverage Technology:

- Utilize digital tools like AI.
- Investments in in-house testing capabilities with testing assets certified by outside authorities - leading to ISO-17025 certification.
- Implementation of smart controls of S-5! solar systems for energy management.

## 6 Participate in Industry Collaborations:

- Our leadership team holds key positions in several industry-leading associations.
- We continuously participate in collaborative projects and initiatives.
- We share best practices (where practical) and learn from others in our industry.

By integrating these strategies into S-5!'s business operations and culture, the company has capitalized on opportunities for innovation in sustainability.