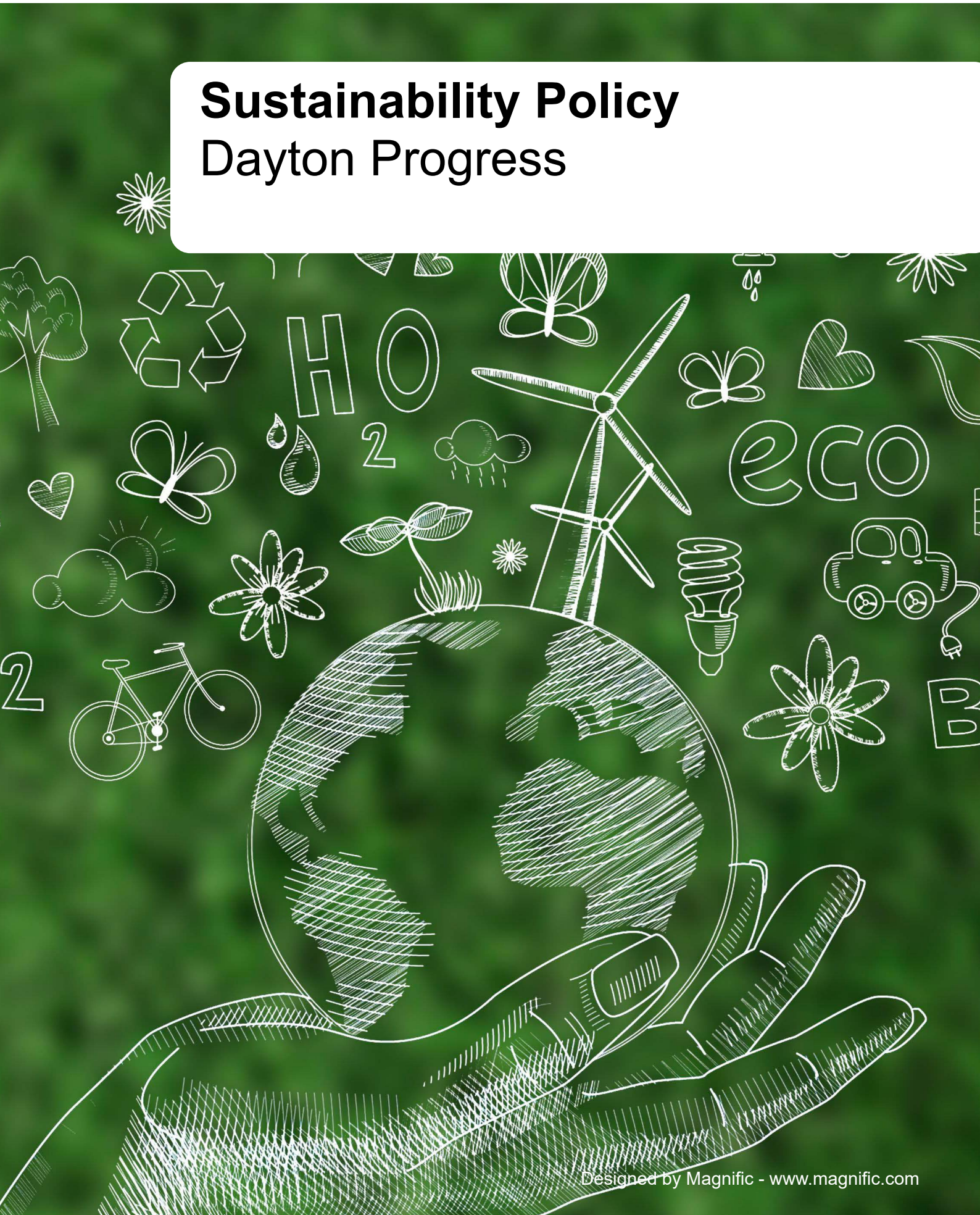
DAYTON PROGRESS

a MISUMI Group Company

# Sustainability Policy
## Dayton Progress

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# 1. Sustainability Policy

(Scope: Dayton Progress, including subsidiaries in Germany, the Czech Republic, Portugal, the UK and France)

## 1.1 Purpose and Objectives

This policy sets out the principles under which Dayton Progress conducts its business activities in alignment with environmental, social and responsible corporate governance (Environmental, Social, Governance – ESG).

The objectives are to:

► reduce negative impacts on the environment and climate,

► promote safe and healthy working conditions,

► respect human rights and fair business practices, and

► ensure transparent and ethical decision-making processes.

This policy serves as a binding framework for decision-making and day-to-day operations across all entities and functions of Dayton Progress.

## 1.2 Scope

This policy applies to:

► Dayton Progress GmbH, and

► all affiliated subsidiaries in the Czech Republic, Portugal, the United Kingdom and France.

It applies to all managers and employees within these entities.

## 1.3 Overarching Sustainability Principles

Dayton Progress is committed to the following principles:

**1. Compliance with Laws and Regulations**
All relevant legal and regulatory requirements—particularly those relating to environmental protection, occupational health and safety, human rights, data protection and compliance—are adhered to.

**2. Prevention and Mitigation of Adverse Impacts**
Environmental impacts, risks to people and breaches of ethical conduct are to be avoided or minimised wherever economically and technically feasible.

**3. Efficient Use of Resources**
Energy, water, materials, time and financial resources are used responsibly.

**4. Continuous Improvement**
Even in the absence of a formally implemented management system, Dayton Progress is committed to progressively improving its data foundation and sustainability performance.

**5. Employee Engagement**
Employees are informed, trained and encouraged to act in a responsible and sustainable manner.

# 1.4 Environmental

## 1.4.1 Energy Consumption and Greenhouse Gas Emissions

Energy consumption from electricity and fuels, as well as the resulting greenhouse gas emissions (Scope 1 and Scope 2), are among the key environmental aspects of Dayton Progress.

Electricity consumption is recorded through electricity bills; KPIs such as “Total Electricity Consumption for Office Premises” and “Share of Renewable Energy in the Electricity Mix” make developments transparent.

The use of fuels (gas) and the resulting $CO_2$ emissions are accounted for on the basis of service charge statements.

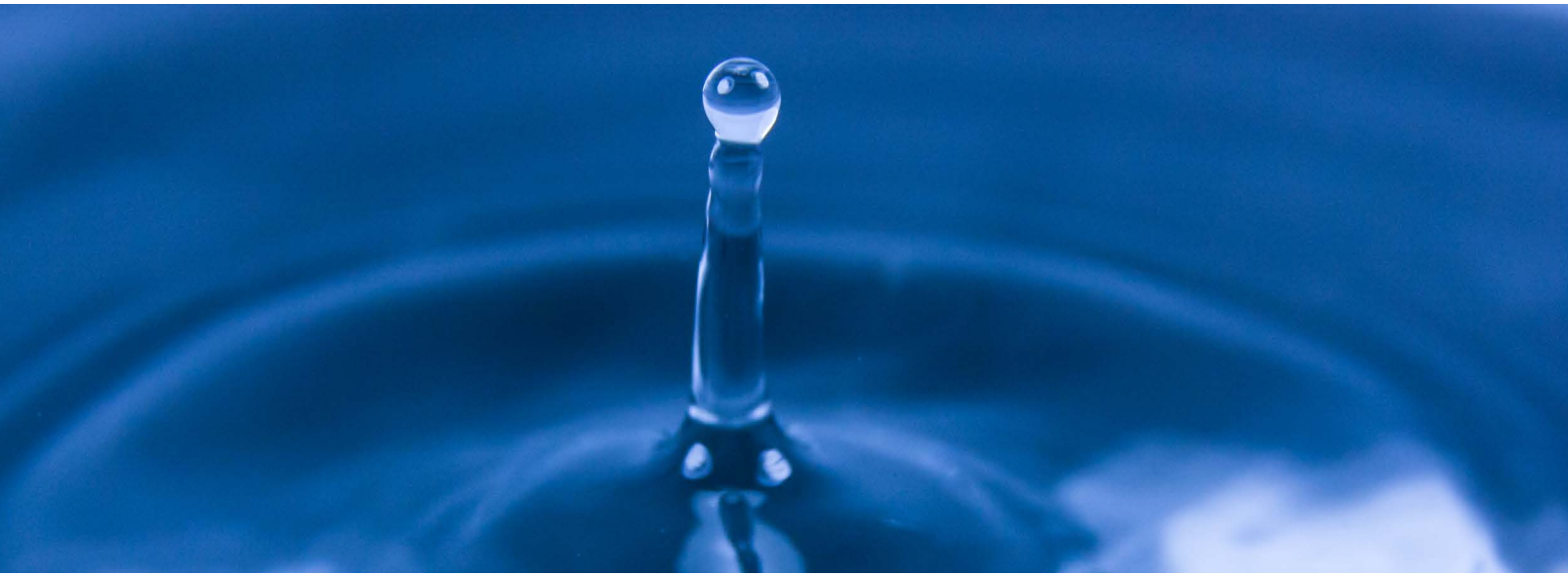
Total consolidated greenhouse gas emissions, as well as Scope 1 and Scope 2 emissions, are calculated using a carbon accounting platform and serve as key management indicators.

Dayton Progress aims to manage energy consumption efficiently and, where economically and technically feasible, to increase the share of renewable energy in its electricity sourcing.

## 1.4.2 Water

Water is used at the sites in typical domestic quantities. Total water consumption is recorded based on service charge statements.

We place great importance on the responsible use of water. This means managing water consumption efficiently. Any notable changes in consumption are analysed in order to identify potential causes.



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## 1.4.3 Waste and Resource Efficiency

► Waste is segregated where possible and disposed of properly or directed towards recycling.

► Waste prevention, the reuse of materials and the preferential use of resource-efficient solutions are promoted wherever practicable.

## 1.4.4 Mobility and Fleet

Operational mobility and the company vehicle fleet contribute to Dayton Progress's greenhouse gas emissions.

► The development of the fleet is monitored through KPIs such as the share of hybrid and electric vehicles, fuel consumption, and the electricity consumption of electric vehicles.

► The fleet is progressively being made more efficient.

► Measures such as flexible working and bicycle leasing are intended to reduce car travel while promoting employee health and wellbeing.

## 1.4.5 Handling of Hazardous Substances and Other Environmental Aspects

Hazardous substances and other environmentally relevant materials are only used where operationally necessary. Dayton Progress follows a responsible approach to chemicals management: substances are only used where strictly required. Employees receive regular training on the proper storage, handling and disposal of such materials. This serves to protect both the environment and the health of all individuals involved.

The storage, use and disposal of hazardous substances are carried out in accordance with applicable legal requirements and binding internal procedures. Risks to the environment and human health are minimised through appropriate technical and organisational control measures.

Additional environmental aspects—such as air quality, noise, air emissions, and impacts on soil and biodiversity—are assessed on a risk basis. The aim is to maintain high air quality and preserve healthy soil conditions as a foundation for the environment and the sustainable use of natural resources. Due to the nature of operations, environmental impacts in these areas are currently expected to be low; however, all relevant legal requirements are strictly adhered to.

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## 1.4.6 Site-Specific Environmental and CSR Initiatives

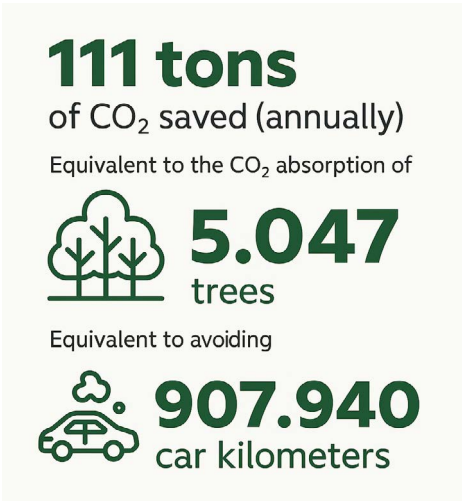
The principles outlined in this policy are already being put into practice at Dayton Progress's European sites through specific projects and measures. Selected initiatives – such as the use of photovoltaic systems and a certified environmental management system in Portugal, as well as a CSR award in France – serve as examples of how environmental and sustainability considerations are being implemented and further developed in practice. CSR (Corporate Social Responsibility) refers to the social responsibility of companies.

**► Portugal – Photovoltaic System and Solar Power Use**

Image credit:Dayton Progress

At the site in Portugal, which is also home to a Dayton Progress production facility, a photovoltaic system is in operation that helps to supply the site with electricity from renewable energy sources. The system covers around 28% of the site's total electricity requirements. According to internal assessments, the system saves around 111 tonnes of $CO_2$ annually. This is roughly equivalent to the $CO_2$ absorption of 5,047 trees or the avoidance of around 907,940 kilometres of car travel.

The system therefore represents a clear example of how Dayton Progress actively deploys renewable energy at its sites to reduce its carbon footprint.

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**► Portugal – Environmental Management in accordance with ISO 14001**

The Portuguese production facility operates an environmental management system certified in accordance with ISO 14001. This standard supports organisations in systematically identifying, monitoring and managing environmental aspects, and requires the continuous improvement of environmental performance as well as the prevention of pollution.

**► France – CSR Award ("Engagés & Performants")**

The French subsidiary has been recognised under the "Engagés & Performants" CSR programme of the UIMM. The label assesses the extent to which a company integrates principles of corporate social responsibility (CSR) into its strategy and management.

The assessment is based on an external audit covering five key areas: governance and strategy; social and HR aspects; development of products, markets and services; production and environmental impacts; and the company's integration within its broader ecosystem. The outcome also serves as a roadmap for further improvement measures.

+ENGAGÉS +PERFORMANTS | UIMM LA FABRIQUE DE L'AVENIR

# 1.5 Social

## 1.5.1 Occupational Health and Safety

Dayton Progress ensures safe and healthy working conditions.

► Occupational health and safety regulations are complied with; risks are systematically assessed and minimised.

► Training and instruction on occupational health and safety are provided on a regular basis.

► Measures to promote health and wellbeing (e.g. ergonomic workplaces, corporate health initiatives, bicycle leasing and flexible working) are supported.

## 1.5.2 Working Conditions and Fair Remuneration

► Wages and benefits meet at least the applicable legal requirements or relevant collective agreements.

► Working hours, rest breaks and leave periods are structured in accordance with applicable legal provisions.

► Forced labour, child labour and exploitative employment practices are not tolerated.

## 1.5.3 Diversity, Equal Opportunities and Non-Discrimination

► Dayton Progress is committed to providing a workplace free from discrimination. Any disadvantage or unequal treatment on the basis of, for example, gender, origin, ethnicity, religion, beliefs, disability, age or sexual orientation is not accepted.

► Diversity and inclusion are recognised as a strength; all employees are to be given fair opportunities for development and career progression.

► Harassment, bullying or any other forms of inappropriate behaviour are not tolerated.

## 1.5.4 Development, Engagement and Training

► Employees are provided with opportunities for professional and personal development through training and development programmes.

► Regular communication on sustainability, environmental and compliance topics promotes awareness and engagement.

► Employee suggestions and feedback on improvements in the areas of environment, safety and collaboration are valued and followed up.

# 1.6 Governance

## 1.6.1 Legal Compliance, Integrity and Ethics

► Dayton Progress complies with all applicable laws, regulations and internal policies.

► A code of conduct defines principles relating to ethical behaviour, the prohibition of corruption, fair competition, the management of conflicts of interest and respectful interaction.

► Corruption, bribery, fraud and any other forms of unethical business practices are not tolerated.

## 1.6.2 Transparency and Accountability

► Decisions are to be made in a transparent and documented manner.

► Responsibilities for environmental, social and governance (ESG) matters are clearly defined.

► Key performance indicators (e.g. energy, emissions and occupational health and safety) are collected, analysed and disclosed as part of reporting.

## 1.6.3 Data Protection and Information Security

► Personal data is processed only to the extent necessary and is protected in accordance with applicable data protection regulations.

► Confidential information relating to customers, employees and business partners is handled with care and protected against unauthorised access.

► Dayton Progress is also certified under TISAX (Trusted Information Security Assessment Exchange) in accordance with VDA ISA. TISAX is a recognised assessment and exchange mechanism within the automotive industry for evaluating and ensuring information security across the supply chain, and confirms that we meet high standards for the protection of confidential information and data.

Further information on TISAX is available upon request.

## 1.6.4 Supply Chain Responsibility

► Dayton Progress expects its suppliers and service providers to comply with applicable laws, human rights, and environmental and social standards.

► Where necessary, information, evidence or self-assessments regarding suppliers' sustainability performance may be requested.

## 1.7 Organisation and Responsibilities

Overall responsibility for the implementation of this policy lies with the Management Board.

The Sustainability Team is responsible for the policy and coordinates:

► the further development of ESG strategy and policies,

► the collection and analysis of relevant KPIs, and

► the preparation of environmental and sustainability reports.

Managers are responsible for ensuring that the requirements of this policy are implemented within their respective areas of responsibility. All employees contribute through their day-to-day actions to upholding the principles set out herein.

## 1.8 Review and Continuous Improvement

Compliance with and the effectiveness of this policy are reviewed on a regular basis. Insights derived from KPIs, audits, inspections, employee surveys and reported concerns are incorporated into its ongoing development.

The policy is updated where:

► legal requirements change,

► new risks or material issues are identified, or

► improved data and management capabilities become available.

Dayton Progress therefore regards this ESG policy as a living document and as a foundation for the continuous improvement of environmental, social and governance performance across the entire group.

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