



2023
BUSINESS
SUSTAINABILITY REPORT
Executive Summary

Rev 7 - 06/24

ADVANCING
A CONNECTED
WORLD



A MESSAGE FROM MIKE VEUM



At IEWC sustainability is not just a buzzword, but a fundamental responsibility to our planet, our communities, and our stakeholders. That is why we are committed to integrating environmental, social, and governance factors into every aspect of our business operations.

This Executive Summary provides a comprehensive overview of our efforts to promote sustainability and responsible business practices. We believe that transparency is key to building trust and fostering a culture of accountability, which is why we have made this summary available to all stakeholders.

We understand that the challenges facing our planet and society are complex and multifaceted. That is why we are constantly striving to improve and innovate, to find new ways to reduce our environmental impact, support our communities, and promote ethical business practices. We hope that this business sustainability program will serve as a testament to our commitment to sustainability, and inspire others to join us in this important mission.



Mike Veum, Chief Executive Officer



OUR PURPOSE To **ADVANCE** a **CONNECTED** world.

OUR VISION To be our customers' and suppliers' most **ENTRUSTED** partner, **ACCELERATING** and **SIMPLIFYING** their business.

OUR VALUES Great People Working Together to Do Great Things



WIN the
RIGHT Way



DELIVER on
Our **PROMISES**



CUSTOMER
Obsession



Be Constantly
CREATIVE



Communicate
HONESTLY

OVERVIEW



Sustainability is more than just a checklist of good practices — it is a mindset that encompasses our entire business model. We recognize that the health of our planet, the wellbeing of our communities, and the prosperity of our stakeholders are all interconnected, and we are committed to promoting sustainable solutions that benefit all. By taking a holistic approach to business sustainability, we are able to drive positive change and create long-term value for both our company and the world around us.

At IEWC, the safety and wellbeing of our employees is of utmost importance, and we are committed to taking action to prevent workplace injuries. Additionally, we remain steadfast in our efforts to reduce CO₂ emissions by implementing energy-saving measures such as LED lighting and recycling waste materials. We are also dedicated to building better communities by investing in the areas where we operate and promoting employee engagement programs at every facility. Furthermore, we strive to encourage sustainability initiatives among our suppliers, such as adopting The Copper Mark and reducing CO₂ emissions and energy consumption.

Environmental

- Electronic Transactions
- CO₂ Reduction
- Hazardous Chemical Handling
- Sustainability/Energy Management
- Promotion of The Copper Mark in Supply Chain

Social

- Diversity Purchasing
- Employee Engagement
- Charitable, Scholarship & Social Programs
- Human Rights
- Workplace Safety/Security

Governance

- Employee-owned & governed by our Board of Directors
- Antibribery & Corruption
- Ethical Business Practices
- Harassment-Free Workplace
- Non-Retaliation Policy
- Supplier Code of Conduct
- Data Privacy & Information Security

ENVIRONMENTAL

54%
IEWC sq footage lit by
LED



2,229
metric tons
CO₂
emission avoidance

Goal

Become carbon neutral by 2035

As a global community, we face the daunting task of mitigating the impacts of human activity and preserving our planet's natural resources. We recognize our responsibility to contribute to this effort and have taken a proactive approach to reducing our carbon footprint and energy consumption. IEWC is committed to continuing this work and inspiring others to join us in building a more sustainable future.

Electronic Transactions

- 77% digital SAP output transactions
- 42.4% supplier transactions transmitted via EDI

Hazardous Chemical Handling

Recycling hazardous chemical waste from striping, dyeing & printing operations

Sustainability & Energy Management

- 54% of square footage has LED lighting, resulting in 50% reduction of energy consumption
- Solar panels installed at Aguascalientes, Mexico facility to meet 100% of location's energy needs

- 2,229 metric ton CO₂ emission reduction in 2023 due to copper, pallet, spool, carton & plastic recycling
- 476 metric tons of CO₂ emission reduction in 2023 due to reduction in air/ocean, LTL and parcel shipments through freight consolidation and fewer air shipments
- 46% purchases from suppliers with sustainability programs to reduce carbon footprint
- 35% purchases made from suppliers with ISO14001 certification
- Recognized suppliers with best sustainability initiatives at annual IEWC supplier conference



The Copper Mark Partnership

- IEWC promotes sustainable practices by our suppliers
- Copper Mark promotes seven of 17 UN Global Sustainability Goals
- Copper Mark recipients cover 20% of global copper production



SOCIAL

25
consecutive years of
BLOOD DRIVES



\$11k
donated to
**charitable
and social
programs**

Goal

All interactions with employees, customers, suppliers, and communities are conducted with dignity and respect.

IEWC prioritizes diversity purchasing, working with a wide range of suppliers to ensure that we can provide the best products and services. We also strongly believe in employee engagement and take pride in fostering a workplace culture that values collaboration and open communication. This engagement extends to our community outreach initiatives, and we are dedicated to upholding human rights in everything we do. Finally, we prioritize workplace safety, ensuring that our employees have a safe and healthy work environment in which they can thrive.

Diversity Purchasing

- 34% of total purchases from Large Businesses
- 36% of total purchases from small and women-owned businesses

Employee Engagement

- Survey score maintained for third straight year:
 - 66% in 2019
 - 68% in 2020
 - 73% in 2021
 - 73% in 2022
 - 73% in 2023

IEWC Community Connect Charitable & Social Programs

- \$72,500 USD donations in 2023 to DASH Speedskating Development Program, Pat Connaughton Foundation, SHARP Literacy Project, Folds of Honor and other charitable causes in communities that host our facilities
- \$3,900 company match to employee charitable contributions
- 25 years of quarterly blood drives at IEWC HQ; annual drives at Cablcon headquarters
- \$34,500 scholarships awarded in 2023; more than \$750K in student scholarships awarded in last 25 years

Human Rights

IEWC respects Human Rights and ensures employees are treated fairly in every country we operate

Workplace Safety/Security

- 2023 Lost Time Injury Frequency Rate (LTIFR) = 8
- Emergency Action Plans (EAPs) were developed for all facilities and shared with employees
- Monthly random safety audits
- Tier 0 & Tier 1 boards to promote safety culture



GOVERNANCE

MILWAUKEE BUSINESS JOURNAL



2023 BEST PLACES TO WORK
4-TIME CONSECUTIVE WINNER



2-TIME CONSECUTIVE WINNER

Goal

Create an environment where all employees have been trained, but more importantly, are living out their responsibilities; to create a harassment free workplace, to conduct business ethically, and to ensure compliance with data privacy and information security.

The commitment to ethical governance at IEWC stems from the tone set by our Board of Directors, who have entrusted the executive team with oversight of our sustainability strategy. We consistently review progress of sustainability topics during board meetings, ensuring continuous improvement in areas that matter most to our stakeholders. Accountability is ingrained in robust processes throughout the entire organization, fostering a culture of responsibility and transparency at all levels.

As a 100% employee-owned company, IEWC employs an independent ESOP trustee and expects all employees to think and act like owners. This creates a positive and respectful culture essential for employee satisfaction and productivity. We also extend these expectations to our suppliers, who must adhere to our Supplier Code of Conduct to maintain a partnership with us. Similarly, we are committed to protecting our customer, employee, and supplier data through vigilance and continuous training of our workforce in the latest rules and best practices regarding data privacy and information security.

Our commitment to creating an exceptional workplace culture hasn't gone unnoticed. We're proud to have been recognized as a Best Place to Work in Milwaukee for four consecutive years, and we recently received a 2023 Top Workplaces USA Award, based on our global employee engagement survey score. These accolades are a testament to the hard work and dedication of our employees, who

are the driving force behind our success.

We're honored to have received these awards and recognition, but we know that our work is far from over. We remain committed to creating a workplace culture that treats employees with dignity and respect.

Compliance Initiatives

- Anti-bribery, Corruption, Ethical business Practice & Non-retaliation policies were developed and shared with employees

Harassment-Free Workplace:

- IEWC is an equal opportunity employer with hot line available in every country in which we operate for employees to report harassment
- Named a *Best Place To Work* in Milwaukee for three years running
- 2023 Top Workplaces USA Award recipient
- ESOP of the Year Award finalist by the Wisconsin Chapter of The ESOP Association
- Supplier Code of Conduct implemented to ensure suppliers understand IEWC expectations

Data Privacy & Information Security

- Cyber & information security policies in place
- 780 hours of training by employees



