



Social Accountability Policy

East Penn Manufacturing’s Social Accountability policy serves as an extension of our Cultural Values and the company’s beliefs about its relationship with people and the well-being of communities in which we operate. The policy further exemplifies our commitment to upholding the dignity, respect, and integrity of employees, customers, suppliers, and all other stakeholders. The Social Accountability policy aligns with general principles of social accountability, and we are committed to comply with local, state, national, and all other applicable laws as they may be amended from time to time.

HEALTH AND SAFETY

The concept of health, safety, and wellness at East Penn is a priority for the company and expands beyond physical health. East Penn has long been committed to preventing workplace illness and injury and continually improving our occupational health and safety performance to include mental, emotional, and financial health. We provide a safe and healthy workplace environment and take effective steps to prevent potential accidents and injury to employees.

NON-DISCRIMINATION

The company remains strongly committed to fully complying with all applicable laws regarding discrimination and employment. We shall not engage in or support discrimination in hiring, pay, access to training, promotion, termination, or retirement based on race, color, national or social origin, birth, religion, disability, gender, sexual orientation, marital status, age, or any other characteristics protected under applicable laws governing the communities in which we operate.

FREEDOM OF ASSOCIATION

We promote and maintain policies and practices that foster positive employee relations in the workplace, including open, direct channels of communication between employees and management at all levels of the organization, and procedures for the reporting and redress of employee concerns. We comply with all applicable laws and respect the statutory rights of employees to form, join, or organize unions of their choice, and the rights of employees to refrain from any or all such activities.

CHILD LABOR

We do not engage in or support the use of child labor. We comply with all local, state, and national minimum age laws and requirements.

FORCED AND COMPULSORY LABOR/HUMAN TRAFFICKING

The employment relationship with our employees is voluntary. We do not engage in or support the use of forced or compulsory labor, nor are our employees required to lodge identification papers with the company. The organization also ensures that no employment fees, ‘deposits’ or other costs are borne in whole or in part by employees. We strive to ensure that forced or compulsory labor is not used in the supply of our materials and to ensure that the overall terms of employment are voluntary. Our Human Trafficking policy expressly prohibits human trafficking.

COMMUNITY IMPACT

East Penn is a family-owned company, and our employees share their valuable time and energy to produce and supply quality products and services. It is equally important that we reciprocate by providing time and resources to the communities in which our employees and their families reside.

OPEN DOOR/BUSINESS ETHICS

We expect our employees to conduct business in an honest and ethical manner. We take a zero-tolerance approach to all forms of bribery and corruption, and our policy provides a process for our employees to report concerns without fear of harassment, retaliation, or adverse employment consequence.

DISCIPLINARY PRACTICES

Rules and regulations are essential to the efficient, orderly, and safe operation of our company. They are also intended to inform employees about the standards of behavior expected in the workplace. The company maintains a Code of Conduct for the guidance and protection of all employees and to create a positive workplace in which all employees treat each other with respect.

WORKING HOURS

We shall comply with all applicable laws governing working hours, overtime, and compensation requirements.

SUPPLY CHAIN

East Penn strives to source ethically and continually builds and manages an efficient, responsive, diverse, and integrated supply chain.

COMPENSATION PRACTICES

We strive to provide competitive compensation and benefits to employees. We ensure that compensation is paid, and benefits are provided in compliance with applicable legal standards.



L. Mikseiwicz *P. Stanislawczyk* *Chris Pruitt* *N. Maleschitz*
Christy Weeber *Dan Breidegam*

Back row from left: Larry Mikseiwicz, CMO; Pete Stanislawczyk, CCO; Chris Pruitt, President/CEO; Norbert Maleschitz, COO; Front Row from Left: Christy Weeber, CFO; Dan Breidegam, Chairman

