

Environmental, Social, and Governance Policy

Velocity is a state-of-the-art, custom contract manufacturer, injection molder, and mold maker. We focus on delivering creative solutions to our customers' unique and most complex manufacturing challenges. With more than 60 years' experience, Velocity is the industry leader in state-of-the-art custom contract manufacturing, injection molding, precision machining, and tool building for complex and highly regulated applications. As such, we recognize our influence within the industry, and commit to identifying, understanding, and positively impacting the significant material ESG aspects of our products and services over time, while delivering exceptional operational and financial results. Our significant ESG material areas of focus are defined below, and our supporting programs will enable us to make progress toward a more sustainable world.

Employee Safety and Advocacy

Creating a safe and inclusive work environment is paramount to running a healthy and sustainable business. It is central to all other program enablement.

Employee, Health and Safety Programs – Safety is at the heart of everything we do. Our programs ensure that our employees return home safely to their families every day.

Diversity, Equity and Inclusion in the workplace – Our employees represent a broad spectrum of cultures, languages, ethnicities and races. Supporting an inclusive culture makes our company better and enables our journey to become a world class organization. We are committed to creating a workplace where each individual feels valued and respected.

Sustainable Products and Operations

We seek to become a sustainability leader within our industry. Central to our focus is the prevention of pollution resulting from our operations and supply chain, and effective management of our legal and regulatory requirements to which our business subscribes.

Environmental Compliance – We are committed to complying with all legal and regulatory obligations that apply to our business.

Product Stewardship – ESG is top of mind when creating and innovating our products and services. Our technology road mapping process incorporates Design for ESG (DfE) principles that consider potential regulatory compliance, environmental and social material areas.

Supply Chain Impacts – We understand that our global supply chain can have negative impacts on people and our planet. We seek to build a responsible, ethical, and transparent supply chain as we grow.

Community

Healthy communities are vital in maintaining the health and well-being of our employees, their families, as well as the vitality of our business. We are proud of our commitment to bettering the quality of life in the communities in which we live and work.

Governance

Strong corporate governance and transparency are the key to building an ethical business that can achieve its long-term objectives and targets. We strive to adhere to the highest standards of best practices to ensure we are creating a strong foundation from which to build.

Data Security – of utmost importance is the security of our products and customer information. We strive to protect the data entrusted to us using industry recognized data security software, systems, training and testing.

Monitoring, Measurement and Reporting – We maintain a data collection process outlining the current set of ESG metrics for the primary purpose of continual operational improvement. This information is utilized by the organization to set goals and actions to drive continuous improvement in our ESG program over time. At our discretion, this information may be shared with external stakeholders in reports and/or presentations, as Velocity deems appropriate and in furtherance of this policy.

We aim to fulfill these commitments through the implementation of clear policies, robust, repeatable best practices, and measurable goals and targets to achieve favorable outcomes for all stakeholders. This policy will be reviewed annually to ensure relevance to our business year over year.

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