

Environmental, Social, and Governance Policy

Velocity is a leading custom contract manufacturer, injection molder, and mold maker with over 60 years of expertise in complex and highly regulated applications. We deliver innovative solutions for our customers' toughest manufacturing challenges while committing to positively impact significant ESG areas of our products and services. Our defined ESG focus areas and programs drive progress toward a more sustainable future.

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 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.

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.

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 collect and use ESG metrics to drive continuous operational improvement and set actionable goals. At our discretion, we may share this data with external stakeholders through reports or presentations, as appropriate.

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.

Velocity aims 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.