

1. Introduction

1.1. Purpose

The purpose of this policy is to implement the principles of the Resonetics Environmental, Social, and Governance (ESG) program. Resonetics is committed to integrating ESG principles into our operations and management where these efforts can contribute to value creation and fulfill our obligations to customers, owners, employees, the affected environment, the global community, the communities in which we operate and that meet global ESG regulations. This ESG Policy outlines our company-wide approach to integrating ESG into our business.

1.2. Scope

This ESG Policy covers all Resonetics organizations and employees worldwide, including contractors working within the premises of Resonetics and agents working on behalf of Resonetics.

2. ESG at Resonetics

Resonetics is committed to integrating certain ESG factors throughout our operations with a focus on matters that are meaningful to our employees and stakeholders. We believe that the consideration of ESG factors not only enhances our assessment of business risk but also helps us identify opportunities for value creation. We believe that our targeted ESG program can help strengthen our organization, drive value, enhance our employees and communities, and create better outcomes.

As applicable and material to our business, the ESG factors that are incorporated into the fabric of our company include the following:

2.1. Environment

As a global life sciences company committed to improving patient health, protecting the environment and public health is an integral part of that commitment.

Climate Change

Resonetics consumes electricity and fuel for heating our sites. Greenhouse gases are emitted from these activities as well as those activities upstream and downstream of our value chain. Resonetics will account for our material emissions and continuously improve our systems to reduce emissions, set emissions reduction targets, and report internally and externally on our progress. We will also identify risks and opportunities for our business due to a changing climate.

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Pollution

Resonetics' operations contribute to pollution of air, water, and land. We will continue operating within the parameters of environmental permits that set acceptable limits to these activities as well as seek opportunities to reduce pollution. Regulatory compliance is considered to be a given and a minimum standard.

Waste Management

Resonetics creates solid and hazardous waste through our operations. We will continually seek methods to reduce the generation of waste in our operations, product life cycle, and packaging.

Resource Use

Resonetics' operations consume water, electricity, fuel, and materials. We will continually seek methods to improve efficiencies and reduce resource consumption.

2.2. Social

Social factors involve relationships with individuals and groups. Our ESG program includes interaction and respect for:

Employees

Resonetics is committed to providing a safe working environment that proactively invests in our employee's health, safety and wellbeing. The organization recognizes the value and contributions of a diverse and inclusive workforce. We will practice fair and respectful labor relations. We will continue to engage with and support the communities in which we operate through charitable initiatives, volunteerism, and partnerships.

Customers

Our practices of representing and selling our products will be beyond reproach respecting customs, cultures and fair business practices. We will keep collected data private. We will ensure the safety of our products to our customers.

Organizations

We expect our suppliers will also follow the highest business operations standards to include ethical, lawful, and sustainable practices that uphold human rights and have no tolerance for child labor and modern slavery. We will engage with and invest in the communities where we do business.

2.3. Governance

Our corporate governance will be a fair representation of our employees and ensure ethics is at the forefront of our decision making. We will not tolerate bribery, corruption of any kind, or other unlawful and unethical business practices.

We encourage open communication and provide mechanisms for employees and stakeholders to report concerns without fear of retaliation.

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We actively monitor and address risks related to cybersecurity, data privacy, and business continuity.

We commit to providing suitable resources and expertise to deliver on the aims and objectives of this policy and hold all employees accountable to contribute to achieving the aims and objectives.

3. Implementation

As with all other aspects of our business we desire to continually improve our ESG performance. Improvements will be realized by setting and meeting goals for program through:

- Assessment
- Training
- Measurement and targets
- Monitoring
- Reporting
- Auditing
- Review

Our ESG program seeks to align our business with the UN Sustainable Development Goals. As a medical device manufacturing business, our focus is to further Goal #3 – Good Health and Well-being. The operations of our company will reflect the following goals:

- Goal #5 - Gender Equity
- Goal #8 - Decent Work and Economic Growth
- Goal #9 – Industry, Innovation and Infrastructure
- Goal #12 – Responsible Consumption and Production

We strive for a highly coordinated approach, knitting our efforts together through a dedicated corporate ESG team that looks to develop ESG policies, affect and monitor change, support integration within our sites, and regularly report to our Board of Directors, ownership groups, customers and other stakeholders.

This ESG policy is reviewed annually by senior leadership to ensure its continued relevance and effectiveness. Any updates or modifications will be communicated to stakeholders accordingly

As resources permit, we will disclose our ESG performance through reporting that adheres to the Global Reporting Initiative (GRI) protocols following the globally accepted standards promulgated by the Sustainability Accounting Standards Board (SASB).

4. Revision History

Document approvals are located in the document management system.

Revision	CO #	Summary of Change
A	XXX	Initial Release