

Environmental Policy

All State Fastener recognizes the importance of protecting the environment and are committed to minimizing the environmental impact of our operations. As a leading fastener distribution company, we strive to integrate sustainable practices into our business activities to ensure a healthier planet for future generations.

Commitment to Sustainability:

We are dedicated to implementing and continually improving environmental management practices across all aspects of our business.

Our commitment includes:

- **Compliance and Beyond:** We will comply with all relevant environmental legislation, regulations, and industry standards. Where feasible, we will exceed these requirements to demonstrate our leadership in environmental stewardship.
- **Resource Efficiency:** We will use resources efficiently and responsibly. This includes reducing energy consumption, minimizing waste, and promoting the reuse and recycling of materials.
- **Sustainable Sourcing:** We will prioritize suppliers and partners who share our commitment to environmental sustainability. This includes sourcing materials that are environmentally friendly and ensuring that our supply chain practices minimize negative environmental impacts.
- **Continuous Improvement:** We will set and review environmental objectives and targets regularly to drive continuous improvement. We will monitor our environmental performance and seek opportunities to enhance our sustainability initiatives.
- **Employee Engagement:** We will educate and engage our employees in our environmental efforts. We will provide training and resources to empower our team to contribute to our sustainability goals and encourage environmentally responsible behavior.
- **Innovation and Technology:** We will invest in and leverage innovative technologies to reduce our environmental footprint. This includes exploring energy-efficient technologies, sustainable packaging solutions, and digital tools to optimize our operations.
- **Communication:** ASF will outline any updates required to EMS by email distribution and raise awareness by employee newsletters.

Implementation:

To achieve our environmental objectives, we will:

- Conduct regular environmental audits to assess our performance and identify areas for improvement.
- Develop and implement action plans to address identified environmental risks and opportunities.
- Foster a culture of sustainability within our organization by recognizing and rewarding environmentally responsible practices.
- Collaborate with industry partners, government agencies, and environmental organizations to share best practices and promote sustainable development.

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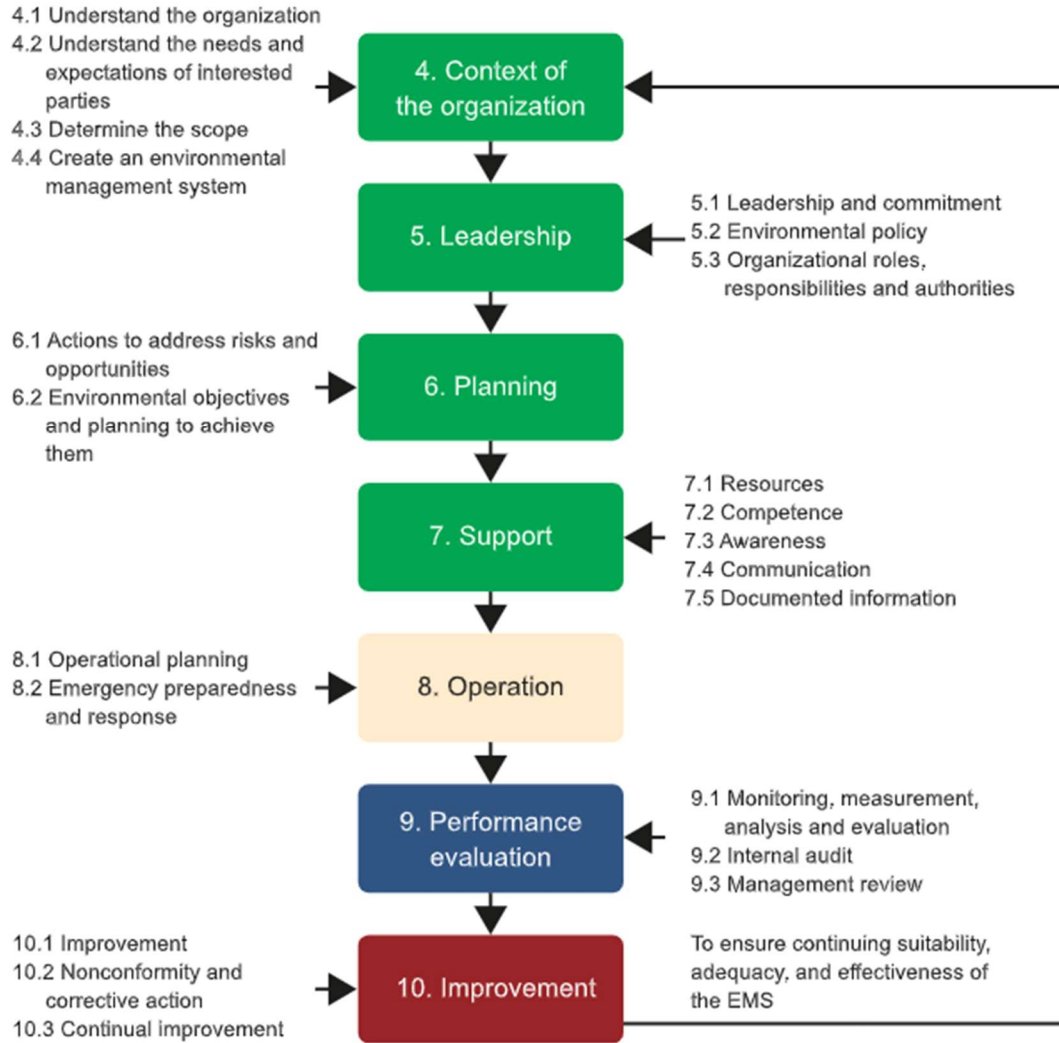
Significant Impacts/ Factors/ Risk

- ASF will work to reduce GHG (CO2) emissions internally and with supply chain
- ASF reviews equipment for best practices for energy efficiency on routine basis
- ASF relies on local power sources renewable energy practices (DTE Energy)
- ASF relies on local power sources for reduction of Decarbonization (Consumers Energy)
- ASF risk is minimal to none for water quality, consumption and management
- ASF risk is minimal to none for air quality reduction as a distributor
- ASF risk is none as no Responsible Chemical Management is required for distribution
- ASF works to improve overall sustainability internally and with supply chain
- ASF reviews methods to improve Waste Reduction on monthly basis
- ASF has recyclable goods scheduled on routine disposal (paper, steel, aluminum, etc.)
- ASF has zero risk with animal welfare with our distribution of goods
- ASF does not knowingly contribute to any biodiversity, land use or deforestation
- ASF has zero risk of reduction of soil quality with our distribution of goods
- ASF has very low risk for noise emissions with our distribution services to the industry



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The EMS Cycle



Conclusion

At All State Fastener, we are committed to making every effort to reduce our environmental footprint. We believe that by integrating sustainable practices into our operations, we can create long-term value for our stakeholders and contribute to a more sustainable future.