



CORPORATE SOCIAL RESPONSIBILITY

Corporate Social Responsibility (CSR) refers to the way in which businesses regulate themselves to ensure that all of their activities positively affect society as a whole. CSR policies aim to guarantee that companies work ethically, considering human rights as well as the social, economic, and environmental impacts of what they do as a business. Businesses should meet, and aim to exceed, any relevant legislation, and if legislation does not exist in a particular area, the company should ensure they carry out best practices anyway.

Mahar Tool Supply Company, Inc (MAHAR) is committed to ensuring that any business undertakings are conducted as ethically as possible by following this policy.

Who we are and what we do

Mahar is a WBENC certified, global MRO distributor and service provider.

We meet our Customers' needs through a wide range of customizable programs to provide easy and convenient interaction.

Our proven systems, creative problem solving and dedicated technical associates are there to help our Customers meet their financial goals.

Looking after Employees

We believe that as a business, we have an obligation to respect and protect fundamental human rights, freedoms, and standards of treatment. MAHAR, in this regard, upholds and respects human rights as outlined by the United Nations International Bill of Rights and complies with all state, federal and international human rights-related laws.

MAHAR commits to equal opportunity of its employees and prohibits any form of discrimination prohibited by law.

In addition to established policies in our employee handbook, we commit to the following:

HUMAN RIGHTS

Diversity, Equity & Inclusion

As a Woman-Owned business in this industry, we have experienced what 'different' can mean. We believe our differences should be celebrated. We believe:

1. That diversity strengthens our business and team.

2. That we should challenge norms that seem inequitable.
3. That uncomfortable becomes comfortable when it's the right thing to do.

We are committed to upholding the rights and well-being of vulnerable populations worldwide, including children, migrant workers, minorities, persons with disabilities, indigenous peoples, and women. Our suppliers are expected to do the same.

Diversity, equity, and inclusion is not political; it's people!

Forced Labor

We will not use slave, prisoner, or any other form of forced or involuntary labor. All of our employees are advised of the terms of their employment at time of offer and have voluntarily entered into a working relationship with the company. Likewise, they can voluntarily terminate employment at any time.

Child Labor

MAHAR complies with all applicable state, federal and international child labor laws. Young workers who are legally able to work will only be employed in positions where risk of injury is low.

Human Trafficking

We do not engage, directly or indirectly, in human trafficking.

Conditions of Employment

We work to ensure full compliance with applicable wage, work hours, overtime, and benefits laws. Employees are paid fair compensation in a timely fashion that meets or exceeds legal minimum standards. We are committed to fair remuneration for all employees and actively support the well-being of our team members, including encouraging regular days off.

MAHAR operates with a positive impact on animal welfare, promoting ethical treatment and responsible practices throughout business operations.

Freedom of Association & Collective Bargaining

We comply with applicable laws that recognize and respect the rights of employees to freedom of association and collective bargaining.

Healthy Lifestyles

Our team's good mental and physical health is of significant value. We support personal improvement in mind and body and encourage everyone to take advantage of the resources available to them through our health insurance and insurance brokers.

WORKING CONDITIONS

Training and development

We believe in the continuous development of our team members and emphasize the importance of providing comprehensive training to ensure their professional growth and success within the company.

Workplace Security

We are committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats.

Health & Safety

MAHAR works to provide clean, healthy, and safe environments for our employees that meet or exceed legal standards. We encourage our employees to report unsafe or unhealthy working conditions. Our goal is to have no accidents.

All employees are responsible and accountable for contributing to a safe working environment and for fostering safe working attitudes.

Looking after Customers

MAHAR is ISO 9001:2015 certified to ensure that we maintain a standard of quality for our customers that makes them want to continue to do business with us. The scope and intent of our Quality Management System is to define and communicate our commitment to continually enhance customer satisfaction through:

- Effective process improvements to all systems of the business
- Assuring conformity to our customer's requirements
- Providing internal policies and procedures that provide consistency in our actions and transactions.

As a supplier, we are committed to upholding transparency and accountability in our partnership. We have processes in place to prevent, detect, investigate, mitigate, and remediate any non-compliance. We will promptly report non-compliance with zero retaliation against those who report in good faith.

Suppliers' Standards

There is strength in partnership, and our suppliers help us as much as we help them. Through our Quality Management System's policies, procedures, and tools, we evaluate supplier capabilities and performance to ensure they will be able to meet our customers' needs.

Protecting the Environment

We work to identify areas where we can increase efficiency and reduce strains on natural resources and optimize their use. We encourage energy & water preservation in our buildings, electronic vs paper filing, and recycling. We dispose of waste properly, and handle, make use of

and dispose of chemicals per industry/manufacturer standards. MAHAR strives towards sustainable practices, including the responsible management of resources and the support of initiatives aimed at preserving and replenishing forests for the benefit of the environment and future generations as well as responsible sourcing of minerals and materials.

All employees are responsible for operating in an environmentally responsible manner.

Grievance Reporting

We value feedback and take all concerns seriously. We are dedicated to fostering a safe environment for our employees, business partners, and the public to voice concerns free of intimidation, harassment, or retaliation. Any concerns can be sent to our HR department at: humanresources@gomahar.com.

Community Engagement

MAHAR leadership takes pride in helping to support our local communities. We encourage employees to do the same through volunteering or donations. At times, we offer opportunity in-house to support a local charity.

Monitoring

Through our management review meetings – we will continue to monitor and ensure compliance with this policy.

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HR Manager

3/15/2024

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EVP-Quality & Compliance

3/15/2024