



GOLDEN ARGOSY LLC
DELIVERING PERFORMANCE

Golden Argosy Environmental, Social and Governance (ESG)

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ESG Mission

Golden Argosy LLC ("Argosy")'s ESG policy is to proactively manage, conduct and control our environmental impact as well as act in a socially responsible manner. Argosy respects the law, supports universal human rights, protects the environment, and works to benefit the communities in which we work and the world in which we live.

ESG Vision

Argosy's ESG policy will empower our customers and suppliers to meet their own ESG goals.

ESG Policy

Corporate Social Responsibility Policy:

Argosy recognizes its social responsibility towards our team members, customers, suppliers, and the communities and world we live in. We adhere to the highest ethical standards and 100% compliance with the laws and regulations of the countries in which we have entities. Argosy will employ ethical and compliant business practices in all our activities.

Leadership and Employee Empowerment:

At Argosy, our leaders lead by example, and we empower our employees to uphold our values every time we act. Argosy will support and develop all employees personally and professionally. Argosy has a published Global Code of Ethics, which is reviewed annually with all employees and 100% supported by the Executive Leadership Team, which consists of the Chair & CEO, President, COO & CFO.

Argosy's policies and practices meet or exceed International Labor Organization conventions. Child labor and forced labor are prohibited. Argosy supports and accepts freedom of association and will not allow all discrimination in race, religion, gender, age, national origin, disability, and sexual orientation.

Human Rights and Labor Practices:

Argosy is committed to upholding human rights throughout our operations and supply chain. We prohibit all forms of child labor, modern slavery, forced labor, and human trafficking. We implement ethical recruitment practices, provide fair wages and benefits that meet or exceed legal requirements, and ensure reasonable working hours in compliance with applicable laws.

We promote workplace diversity, equity, and inclusion, ensuring equal opportunities for all. We are committed to women's empowerment through equal access to employment opportunities, fair wages, and advancement. We respect the rights of minorities and Indigenous peoples, including their cultural heritage and traditional knowledge.

Argosy respects land, forest, and water rights of communities, implementing Free, Prior, and Informed Consent processes before operations that may affect them. We ensure security forces operate with respect for human rights and prohibit their use to intimidate workers or communities.

We conduct human rights due diligence to identify potential adverse impacts and establish accessible grievance mechanisms for individuals and communities. These mechanisms are confidential, transparent, and designed to protect complainants from retaliation. For concerns, contact compliance@argosyinternational.com.

Environmental Sustainability:

Argosy is committed to minimizing our environmental impact through:

- **Climate & Emissions:** Monitoring and reducing greenhouse gas emissions across our operations, developing science-based carbon reduction targets, and minimizing air pollutants and noise pollution
- **Energy Management:** Improving energy efficiency, reducing consumption, and increasing use of renewable energy sources (solar, wind, hydro, geothermal) where feasible
- **Water Stewardship:** Implementing responsible water management with monitoring, recycling systems, and preventing water pollution
- **Materials & Resource Management:** Sourcing raw materials responsibly, safely handling chemicals, seeking alternatives to hazardous substances, and complying with REACH and RoHS directives
- **Waste Reduction:** Minimizing waste generation throughout operations and product life cycles while maximizing reuse, recycling, and responsible disposal
- **Biodiversity & Ecosystems:** Protecting local ecosystems, preventing deforestation, maintaining soil health, and implementing sustainable land use practices
- **Environmental Management:** Maintaining ISO 14001 compliant systems with documented performance metrics and continuous improvement goals

Governance and Ethics:

Argosy maintains the highest standards of corporate governance and business ethics:

- Conducts business according to the letter and spirit of applicable laws and regulations while protecting proprietary information as valuable corporate assets.
- Represents Argosy when performing duties, taking responsibility for protecting its reputation and practicing ethical behavior while recognizing the importance of social norms and cultural values.
- Leadership demonstrates the importance of ethical standards through actions, leading by example and promptly addressing employees' ethical concerns.
- Commits to equal treatment of all employees, prohibits all forms of discrimination and harassment, and is dedicated to empowering women with equal rights and opportunities in the workplace.

Promotes a culture of diversity, equity, and inclusion, while respecting and protecting the rights and cultural heritage of minorities and Indigenous peoples.

- Prohibits child labor and modern slavery, ensuring all workers are voluntary and receive fair compensation and reasonable working hours.
- Implement ethical recruitment processes and respects freedom of association and collective bargaining rights without discriminating against employees for exercising these rights.
- Employees are responsible for reporting violations, with the company prohibiting retaliation against whistleblowers and providing confidential grievance mechanisms.
- Establishes transparent, accessible grievance systems for all stakeholders, ensuring continuous enforcement of ethical standards, with a dedicated whistleblower email: compliance@argosyinternational.com.

Quality and Continuous Improvement:

Argosy, as an ISO9001, AS9100 and AS9120-certified company, is dedicated to continuous improvement and understands the need and benefits for all levels of the organization's effort in the pursuit of perfection.

Suppliers and Business Partners:

Argosy requires that all our suppliers and partners live up to the principles and values of our Corporate Social Responsibilities Policy and our Supplier Code of Conduct.

Customers:

Argosy values its customers and works diligently to ensure we supply first time quality products and services on time, every time.

UN Global Compact:

Argosy adheres to and fully supports human rights and fair and ethical workplace practices. Argosy promotes a working environment that is both physically and mentally safe and welcoming. Argosy complies with applicable laws and regulations in the countries in which we operate.

Health and Safety:

Argosy is committed to providing a safe and healthy work environment for all employees. We prioritize workplace safety as a fundamental aspect of our operations and business relationships. Argosy ensures safe working conditions, including appropriate protective equipment, emergency preparedness, and occupational health measures. We comply with all applicable regulations and standards concerning worker health and safety.

Our expectations for a safe and healthy work environment include:

- Regular risk assessments to identify and mitigate workplace hazards
- Provision of appropriate personal protective equipment (PPE) at no cost to workers
- Comprehensive emergency preparedness, including evacuation procedures, fire safety equipment, and first aid facilities
- Regular safety training for all workers in their native language
- Clean and hygienic facilities, including access to potable water, sanitary restrooms, and adequate ventilation
- Proper handling and storage of hazardous materials with appropriate training and safety data sheets
- Monitoring and tracking of workplace accidents, injuries, and near-misses with corrective action plans
- Special protections for vulnerable workers, including pregnant women, young workers, and workers with disabilities
- Appropriate accommodation for workers when provided, meeting all safety and hygiene standards

Implementation and Monitoring:

Argosy is dedicated to implementing this ESG policy throughout our organization. We conduct regular audits, training, and reviews to ensure continuous compliance and improvement. We maintain transparent communication with all stakeholders regarding our ESG performance.

We have established accessible grievance mechanisms for individuals and communities who may be adversely impacted by our operations. These mechanisms are designed to be confidential, accessible, and supported by appropriate remediation processes.

For any questions, clarifications, or suggestions regarding this ESG Policy, please contact your Argosy representative or reach out to us at email: compliance@argosyinternational.com.


Paul Marks

Executive Chair & CEO