

SUSTAINABILITY, DIVERSITY, EQUITY & INCLUSION STATEMENT

At Arc-Com, we are committed to promoting a culture of wellness, sustainability, diversity, equity, and inclusion. We believe that our employees are our greatest asset, and these values are not only important for the well-being of our employees, but also for the health of our planet and our communities.

Arc-Com believes that sustainability and employee wellness are closely related concepts. By prioritizing sustainability, it creates a healthier and more supportive environment for our employees, which can have a positive impact on their overall wellness. Our sustainable practices such as reducing waste and the use of harmful chemistries, using eco-friendly materials, and improving energy efficiency, has led us to a cleaner and healthier workplace.

Arc-Com recognizes that our employees come from diverse backgrounds and have unique experiences and perspectives. We are committed to fostering a culture of inclusion where everyone feels welcome, and where all voices are heard and respected. We are dedicated to creating a work environment where employees are valued, appreciated, and supported, regardless of their race, ethnicity, gender, sexual orientation, age, or any other characteristic.

We prioritize fair labor practices and work to ensure that workers throughout our supply chain are treated with respect and dignity. We believe that a diverse and inclusive workforce is essential to our success, and we promote equity and fairness, and merit in all aspects of our Company.

We also understand the importance of employee wellness and are committed to promoting physical, mental, and emotional health among our employees. We offer a wide range of wellness programs and resources through our health benefits' plans to support our employees in achieving optimal well-being.

Ultimately, Arc-Com believes that promoting sustainability, diversity, equity, and inclusion is not only the right thing to do, but it also leads to a more engaged, motivated, and innovative workforce. We strive to create a positive impact for our Company, the planet, and the people who make our products possible. We are proud to be a company that prioritizes these important values.