



Global Reporting Initiative (GRI) Standards

Reporting on sustainability issues that matter most

November 12, 2025

GRI content index

Statement of use	SanDenVendo America Inc has reported in accordance with the GRI Standards for the period of January 1st 2024 to December 31st 2024.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Machinery and equipment

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
General disclosures					
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	2-6 Activities, value chain and other business relationships		2-6	Confidentiality constraints	SanDenVendo chooses not to disclose this sensitive information
	2-7 Employees		2-7	Confidentiality constraints	SanDenVendo chooses not to disclose this sensitive information
	2-8 Workers who are not employees		2-8	Confidentiality constraints	SanDenVendo chooses not to disclose this sensitive information
	2-9 Governance structure and composition		2-9	Confidentiality constraints	SanDenVendo chooses not to disclose this sensitive information
	2-10 Nomination and selection of the highest governance body		2-10	Confidentiality constraints	SanDenVendo chooses not to disclose this sensitive information
	2-11 Chair of the highest governance body		2-11	Confidentiality constraints	SanDenVendo chooses not to disclose this sensitive information
	2-12 Role of the highest governance body in overseeing the management of impacts		2-12	Confidentiality constraints	SanDenVendo chooses not to disclose this sensitive information
	2-13 Delegation of responsibility for managing impacts		2-13	Confidentiality constraints	SanDenVendo chooses not to disclose this sensitive information
	2-14 Role of the highest governance body in sustainability reporting		2-14	Confidentiality constraints	SanDenVendo chooses not to disclose this sensitive information
	2-15 Conflicts of interest		2-15	Confidentiality constraints	SanDenVendo chooses not to disclose this sensitive information
	2-16 Communication of critical concerns		2-16	Confidentiality constraints	SanDenVendo chooses not to disclose this sensitive information
	2-17 Collective knowledge of the highest governance body		2-17	Confidentiality constraints	SanDenVendo chooses not to disclose this sensitive information
	2-18 Evaluation of the performance of the highest governance body		2-18	Confidentiality constraints	SanDenVendo chooses not to disclose this sensitive information
	2-19 Remuneration policies		2-19	Confidentiality constraints	SanDenVendo chooses not to disclose this sensitive information
	2-20 Process to determine remuneration		2-20	Confidentiality constraints	SanDenVendo chooses not to disclose this sensitive information
	2-21 Annual total compensation ratio		2-21	Confidentiality constraints	SanDenVendo chooses not to disclose this sensitive information
	2-22 Statement on sustainable development strategy		2-22	Confidentiality constraints	SanDenVendo chooses not to disclose this sensitive information
	2-23 Policy commitments		2-23	Confidentiality constraints	SanDenVendo chooses not to disclose this sensitive information

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Applicable GRI Sector Standard(s)	Machinery and equipment

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED			REASON	EXPLANATION
	2-24 Embedding policy commitments		2-24			Confidentiality constraints	SandenVendo chooses not to disclose this sensitive information
	2-25 Processes to remediate negative impacts		2-25			Confidentiality constraints	SandenVendo chooses not to disclose this sensitive information
	2-26 Mechanisms for seeking advice and raising concerns		2-26			Confidentiality constraints	SandenVendo chooses not to disclose this sensitive information
	2-27 Compliance with laws and regulations		2-27			Confidentiality constraints	SandenVendo chooses not to disclose this sensitive information
	2-28 Membership associations		2-28			Confidentiality constraints	SandenVendo chooses not to disclose this sensitive information
	2-29 Approach to stakeholder engagement		2-29			Confidentiality constraints	SandenVendo chooses not to disclose this sensitive information
	2-30 Collective bargaining agreements		2-30			Not applicable	SandenVendo doesn't have union representing employees
Material topics							
GRI 3: Material Topics 2021	3-1 Process to determine material topics	p.6					
	3-2 List of material topics	p.6					
	3-3 Management of material topics	p.7-14					
Procurement practices							
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	p.16					
Energy							
GRI 302: Energy 2016	302-1 Energy consumption within the organization	p.17					
	302-2 Energy consumption outside of the organization		302-2			Not applicable	SandenVendo doesn't have any external activities
	302-3 Energy intensity	p.18					
	302-4 Reduction of energy consumption	p.19					
	302-5 Reductions in energy requirements of products and services		302-5			Information unavailable/incomplete	This information is not accessible.
Water and effluents							
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	p.20					
	303-2 Management of water discharge-related impacts	p.21					
	303-3 Water withdrawal	p.22					
	303-4 Water discharge	p.23					
	303-5 Water consumption	p.24					

Waste							
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	p.25					
	306-2 Management of significant waste-related impacts	p.26					
	306-3 Waste generated	p.27					
	306-4 Waste diverted from disposal	p.28					
	306-5 Waste directed to disposal	p.29					

GRI content index

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Applicable GRI Sector Standard(s)	Machinery and equipment

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Employment					
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	p.30			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	p.31			
	401-3 Parental leave		401-3	Information unavailable/incomplete	This information is not accessible.
Occupational health and safety					
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	p.32			
	403-2 Hazard identification, risk assessment, and incident investigation	p.33			
	403-3 Occupational health services	p.34			
	403-4 Worker participation, consultation, and communication on occupational health and safety	p.35			
	403-5 Worker training on occupational health and safety	p.36			
	403-6 Promotion of worker health		403-6	Information unavailable/incomplete	Internal processes under development for future disclosure.
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		403-7	Information unavailable/incomplete	This information is not accessible.
	403-8 Workers covered by an occupational health and safety management system	p.37			
	403-9 Work-related injuries	p.38			
	403-10 Work-related ill health	p.39			
Training and education					
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	p.40			
	404-2 Programs for upgrading employee skills and transition assistance programs		404-2	Information unavailable/incomplete	This information is not accessible.
	404-3 Percentage of employees receiving regular performance and career development reviews		404-3	Information unavailable/incomplete	Internal processes under development for future disclosure.
Diversity and equal opportunity					
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	p.41			
	405-2 Ratio of basic salary and remuneration of women to men		405-2	Confidentiality constraints	SandenVendo chooses not to disclose this sensitive information

General Disclosures

GRI 2 : The organization and it's reporting Practices

Disclosure 2.1 - Organizational Details

Legal Name	Sandenvendo America Inc.
Nature of ownership and legal form	Incorporated entity and a Subsidiary of Sanden Retail Systems Corporation
Location of headquarters	Dallas, Texas
Countries of operation	United States of America

Disclosure 2.2 - Entities included in the organization's sustainability reporting

All entities included in the sustianability reporting	Sandenvendo America Inc. There's only 1 site
Approach used for consolidating the information:	
i. whether the approach involves adjustments to information for minority interests	No
ii. how the approach takes into account mergers, acquisitions, and disposal of entities or parts of entities	N/A
iii. whether and how the approach differs across the disclosures in this Standard and across material topics	The approach adopted for preparing sustainability reports is in line with the standard.

Disclosure 2.3 - Reporting period, frequency and contact point

Reporting period and frequency for sustainability reporting	January 1st 2024 to December 31st 2024 ; Annual
Reporting period and frequency for financial reporting	April 1st 2024 to March 31st 2024 ; Annual
Publication date of the report	October 23, 2025
Contact point	Mike McFadden <mike.mcfadden.qa@sanden-rs.com>

Disclosure 2.4 - Restatements of information

Report restatement of informatio made from previous reporting periods	N/A
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Disclosure 2.5 - External Assurance

Describe the policy and practice for seeking external assurance; including how the highest governance body and senior executive are involved	No external assurance was involved in the 2024 reporting.
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General Disclosures

GRI 3 : Material Topics

Disclosure 3.1 - Process to determine material topics

Describe the process it has followed to determine its material topics, including

i. How it has identified actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights, across its activities and business relationships	For this first report, the material topics were identified based on the information currently available within the organization. We also use a sustainable development tool to define those material topics. It was defined based on the size, location, and type of industry.
ii. How it has prioritized the impacts for reporting based on their significance	The KPIs currently being monitored by the company reflect our key priorities, which is why they have been given particular emphasis.
Specify the stakeholders and experts whose views have informed the process of determining its material topics	Internal stakeholders were involved in the selection of material topics. Representatives from Operations, Health and Safety, Human Resources, and Information Technology participated in the process to ensure that the identified topics reflect the company's key internal priorities and operational realities.

Disclosure 3.2 - List of material topics

List of material topics	Purchasing Energy Consumption Water usage Material and waste management Employee Well-Being Skills Development
Report changes to the list of material topics compared to the previous reporting period	n.a

General Disclosures

GRI 3 : Material Topics

Disclosure 3.3 - Management of relevant theme

Purchasing

Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights

Purchasing activities impact the economy and environment through supplier operations, materials, and logistics. Positive impacts include supporting local suppliers and promoting responsible sourcing. Potential negatives include supplier non-compliance with labor, safety, or environmental standards.

Report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships

SVA may be indirectly linked to environmental or labor risks through suppliers. These are managed through supplier evaluations, audits, and adherence to ISO 9001, 14001, and 45001.

Describe its policies or commitments regarding the material topic

SVA's Sustainable Procurement Policy and suppliers Code of Conduct require suppliers to meet quality, environmental, and ethical standards, follow human rights principles, and promote continuous improvement. Our policies dictate we are in compliance.

Describe actions taken to manage the topic and related impacts

We only use approved suppliers. Supplier self-evaluation surveys and audits & monitoring supplier performance and compliance.

Processes used to track the effectiveness of the actions

Supplier scorecards, audit results, and corrective action reports are used to measure compliance and improvement. We have work instructions that dictate when we take data and follow-up actions.

Goals, targets, and indicators used to evaluate progress

- 100 % of new suppliers evaluated on sustainability by 2026.
- 70 % of total spend with code-signed suppliers by 2026.
- 90 % of annual spend with local suppliers.
- 100% of key suppliers completing sustainability evaluations by FY2026-27
- Reduced supplier non-conformance and improved environmental practices

General Disclosures

GRI 3 : Material Topics

The effectiveness of the actions, including progress toward the goals and targets

Supplier compliance and engagement have improved, with less non-conformance and greater participation in sustainability programs. Nearly a 25% reduction from 2021 to 2024 is a clear indication we are effective of what we do.

Lessons learned and how these have been incorporated into the organization's operational policies and procedures

Ongoing supplier communication and training are critical. Policies and manuals were updated to strengthen sustainability requirements.

Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective

Regular feedback from suppliers and internal teams helps refine procurement practices and confirm the effectiveness of actions. Feedback from compliance audits has been shared with various stakeholders which increase their level of awareness and accountability.

Disclosure 3.3 - Management of relevant theme

Energy Consumption

Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights

Our electricity is from renewable sources (wind and solar). Any negative impact of the cost is offset by the renewable factor. That being it contributes to the stability of power for the company which benefits a stabler workforce and business environment.

Report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships

Energy consumption must take place. We can control the consumption by reducing energy consumption caused by inefficiency but we cannot control the rates charged by utility companies. We view our utility providers as value-added business partners.

Describe its policies or commitments regarding the material topic

Actually, over 100% of our electricity consumption is now sourced from renewable energy, specifically solar and wind. This marks another important milestone in our ongoing journey toward greener operations.

Describe actions taken to manage the topic and related impacts

We took a major step towards sustainability by signing an agreement with a renewable energy provider. Long-term contracts, the use of experts in the fields they represent to reduce waste.

General Disclosures

GRI 3 : Material Topics

Processes used to track the effectiveness of the actions

We track monthly consumption versus operating costs. Necessary changes are planned and addressed on a timely basis. Additionally the PF(power factor) is on our electric bill. This unit was designed by a subcontractor and expert in this field. If the PF drops below a certain efficiency reading we are billed for the difference between the goal and the actual.

Goals, targets, and indicators used to evaluate progress

Monthly bills are tracked by the month and by the year. In the medium, we are firmly committed to reducing our overall energy consumption by 5% by 2030.

The effectiveness of the actions, including progress toward the goals and targets

The goals and targets being established has made us better stewards of our energy consumption. It has been officialized in our Environmental Policy and communicated to our internal stakeholders.

Lessons learned and how these have been incorporated into the organization's operational policies and procedures

Understanding the power factor and the benefits of having stable power has been the most important to data.

Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective

Engagement of the stakeholders is evident by the switch to renewable energy and stability of the power factor.

Disclosure 3.3 - Management of relevant theme

Water usage

Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights

Pre-treatment water is tracked and monitored and by the City of Dallas. This two-factor process reduces and negative impacts and increases the positive effects. Also it continues to lower our water consumption.

Report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships

Our parts cleaning process can generate waste water that we cannot recycle. Therefore we must dispose of it as required by the code. Unfortunately with any materials there is some level of waste.

General Disclosures

GRI 3 : Material Topics

Describe its policies or commitments regarding the material topic

The City of Dallas (open door policy) highlights the value of the partnership. They are welcome anytime to increase monitoring, audit SVA as required as well as they provide regular training. We maintain strict protocols for the treatment of industrial contaminants, consistently ensuring that our discharge levels remain well within regulatory limits. This commitment reflects our broader dedication to environmental stewardship and sustainable resource management.

Describe actions taken to manage the topic and related impacts

Managerial review of water usage and controls of those waste streams.

Processes used to track the effectiveness of the actions

Monthly reviews and tracking of KPI's. We continue to rigorously monitor both the quality and quantity of water discharged back into the municipal system, ensuring that our operations minimize impact on the local community and environment.

Goals, targets, and indicators used to evaluate progress

As a medium-term objective, we aim to reduce our water consumption by 5.7 megalitres by 2030, using 2024 as the baseline year.

The effectiveness of the actions, including progress toward the goals and targets

By measuring the effectiveness we know both what works, what doesn't and helps us reduce waste. We were able to reduce 1.026 megalitres between 2023 and 2024.

Lessons learned and how these have been incorporated into the organization's operational policies and procedures

Lessons learned and applied to other areas are the key to getting the most out of any lesson.

Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective

By this engagement it helps recognize the contributions of others and helps keep ideas flowing.

General Disclosures

GRI 3 : Material Topics

Disclosure 3.3 - Management of relevant theme

Material and waste management

Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights	Material and waste management affects both the environment and the economy. Positive impacts include recycling metal & cardboard, reducing landfill waste through internal recycling program. Potential negative impacts are improper waste segregation or excess packaging that could increase landfill disposal or emissions.
Report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships	Waste generation and waste-related impacts are managed and controlled by specific controls. Examples of steel is scrap steel is collected in marked contains then dumped into specific dumpsters for recycling purposes. Dumpsters are on a concrete driveway, preventing any stormwater cross-contamination. Any spillage of scrap is picked up by a magnet attachment to a forklift.
Describe its policies or commitments regarding the material topic	SVA follows its Environmental Policy and ISO 14001 management system. SVA is committed to pollution prevention, recycling, waste minimization, and compliance with all local and federal regulations. SVA is committed to annually assessing its total waste generation and categorizing it by type.
Describe actions taken to manage the topic and related impacts	Landfill data is provided to SVA by trash contractors and is compiled by quarter and by type of trash. Segregation of recyclable materials (metal, cardboard). Tracking hazardous waste through certified disposal vendors. Employee training on proper waste segregation and spill prevention.
Processes used to track the effectiveness of the actions	Waste volumes are recorded through disposal (landfill) and recycling manifests.
Goals, targets, and indicators used to evaluate progress	We have set a reduction of 0.54 tons of landfill waste by 2030 using 2024 data as the baseline year. Achieve > 85 % recycling rate of cardboard and metal scrap.

General Disclosures

GRI 3 : Material Topics

The effectiveness of the actions, including progress toward the goals and targets

Recycling rates have increased, hazardous waste incidents have decreased, and vendor compliance has improved year over year.

Lessons learned and how these have been incorporated into the organization's operational policies and procedures

Better employee awareness and clearer labelling of collection bins improve segregation accuracy.

Findings have been built into the annual ISO 14001 environmental training.

Waste management is a critical component of how we manage our plant.

Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective

Feedback from employees, maintenance, and waste vendors are used to improve waste-handling procedures and verify progress toward recycling and reduction goals.

Disclosure 3.3 - Management of relevant theme

Employee Well-Being

Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights

As a metal manufacturer, we know the value of hard work, producing quality products safely with an eye on the environment. This culture has aided in the longevity of our workforce with many of our Associates having over 40 years. That stability has a positive impact on families and the community.

Report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships

The stability of the general economy does have less than a positive impact on business and families. By the culture we promote we are better suited to "ride out" those cycles and stick together.

Describe its policies or commitments regarding the material topic

The policies we have developed and the commitments of management to our Associates translate into respect. And has a very positive impact on the well-being of all our Associates. Our Occupational Health and Safety (OHS) Management System covers 100% of our employees, contractors, and on-site temporary workers engaged in production, maintenance, logistics, quality control, and related administrative support functions. This includes all activities conducted within our manufacturing facilities, warehouses, and associated office spaces.

General Disclosures

GRI 3 : Material Topics

Describe actions taken to manage the topic and related impacts	With weekly and monthly meetings management has a chance to listen to our Associates. This is an open forum so Associates have no fear of retribution. That plus our whistle-blower training process once again adds to the well-being of all Associates. SVA has been registered to the ISO standard for safety (ISO45001) since Feb 2014. This system for safety is validated by a third party annually. All employees, onsite contractors and visitors are covered by this system. The ISO requirements and the OSHA standards are the basis of this system.
Processes used to track the effectiveness of the actions	We are evaluating through internal audits and production performance. Processes to address' needs are presented monthly as "before and after" case studies with end-benefits noted.
Goals, targets, and indicators used to evaluate progress	Those actions taken are tracked for effectiveness through our ISO processes. We have set a turnover improvement rate to 6% by 2030. Maintain the work-related injuries rate below 1.5.
The effectiveness of the actions, including progress toward the goals and targets	Goals, targets, and indicators used to evaluate progress are a little more difficult to quantify. But we do have internal stakeholders survey forms that offer a way to solicit, record, and analyze Associate status. We improved our turnover by 4.6% between 2023 & 2024. With respect to work-related injuries, we have made ongoing efforts to raise awareness of potential hazards and to minimize risks on a daily basis. Despite these efforts, our objective for 2024 was not achieved.
Lessons learned and how these have been incorporated into the organization's operational policies and procedures	Best practices is one of our best ways we have to adopt a new policy and see how it works. This means given timely feedback to Associates and having them try it out seeing the results of their efforts. Has very positive impact.
Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective	Empowering Associates to try even though they may fail boosts their self-esteem. We conduct daily communication sessions before each shift to raise awareness of potential hazards and reinforce safe work practices.

General Disclosures

GRI 3 : Material Topics

Disclosure 3.3 - Management of relevant theme

Skills Development

Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights

Giving Associates the resources to increase their skills is an important responsibility for the management of SVA.

Report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships

Supporting skills development for Associates has no negative impact.

Describe its policies or commitments regarding the material topic

Our policy and commitment support skills development as it applies and as it applies to s career paths within SVA. This includes tuition reimbursement.

Describe actions taken to manage the topic and related impacts

Training is a topic that is covered in our monthly management meetings. Feed back is solicited and considered.

Processes used to track the effectiveness of the actions

Training schedules are developed and tracked for completion.

Goals, targets, and indicators used to evaluate progress

We set a target to increase the average training hours to 15h by 2030.

The effectiveness of the actions, including progress toward the goals and targets

If the Associate does not grasp the value of skills development, we consider that not their failure but management failure.

Lessons learned and how these have been incorporated into the organization's operational policies and procedures

Associate empowerment is one of the best ways to grasp with lessons learned.

Describe how engagement with stakeholders has informed the actions taken and how it has informed whether the actions have been effective

Going to Associates work cell or office area and listening to them yields very informative results. The best way to see how something works is to go where it is being applied and see by observation.

Environnemental - Objectives											
GHG Emissions	GRI	KPI	Unit	FY25	FY26	FY27	FY28	FY29	FY30	FY40	FY50
Medium-Term											
Reduce scope 1 & scope 2 emissions by 5% by 2030	305-1 & 305-2	GHG Emissions - scope 1	%	-	1%	1%	1%	1%	1%	10%	10%
Energy Management	GRI	KPI	Unit	FY25	FY26	FY27	FY28	FY29	FY30	FY40	FY50
Medium-Term											
Reduce energy consumption by 5% by 2030	302-1	Total Energy Consumption within the organization	%	-	1%	1%	1%	1%	1%	10%	10%
Water Management	GRI	KPI	Unit	FY25	FY26	FY27	FY28	FY29	FY30	FY40	FY50
Medium-Term											
Reduce water withdrawal by 5.7 ML by 2030	303-3	Total water withdrawal	Megaliter	-	0,57	0,57	0,57	0,57	0,57		
Waste Management	GRI	KPI	Unit	FY25	FY26	FY27	FY28	FY29	FY30	FY40	FY50
Medium-Term											
Reduction 25 tons of landfill waste by 2030	306-3	Quantity of waste generated that goes in landfill	Tons		0,11	0,11	0,11	0,11	0,10		
Social - Objectives											
Employement	GRI	KPIs	Unit	FY25	FY26	FY27	FY28	FY29	FY30	FY40	FY50
Improve the turnover rate to 6% by 2030	401-1	Employee Turnover rate		9%	8%	7%	6%	6%	6%		
Training	GRI	KPIs	Unit	FY25	FY26	FY27	FY28	FY29	FY30	FY40	FY50
Increase the training hours average to 15h by 2030	404-1	Hours of training per employee	hours	10	10	12	12	12	15		
Health & Safety	GRI	KPIs	Unit	FY25	FY26	FY27	FY28	FY29	FY30	FY40	FY50
Maintain the work-related injuries rate below 1.5	403-9	Work-related injuries	rate	1,5	1,5	1,5	1,5	1,5	1,5		
Sustainable Procurement - Objectives											
General objectives	GRI	KPIs	Unit	FY25	FY26	FY27	FY28	FY29	FY30	FY40	FY50
Medium-Term											
Maintain number of local suppliers above 90% every year.	204-1	Share of spending on raw materials with local suppliers, USA based	%	90%	90%	90%	90%	90%	90%		

Procurement

GRI 204 : Purchasing practices

GRI 204-1 Share of spending with local suppliers

General KPIs information

GRI Description	Share of spending with local suppliers
Calculation Protocole available in :	GRI Standard. GRI 204 : Share of spending with local suppliers GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	United States of America

Quantitative KPIs information

Units

FY24

Percentage of purchasing budget used for major sites spent with local suppliers, by activity.

%

93

Qualitative KPIs information

Geographic definition of the term “local”

Local is define as USA

The definition used for “major sites”

We only have one site in Texas

Environnement

GRI 302 : Energy

GRI 302-1 Energy Consumption within the organization

General KPIs information

GRI Description	Energy Consumption within the organization
Calculation Protocole available in :	GRI Standard. GRI 302 : Energy
Boundaries:	GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards United States of America

Quantitative KPIs information

		Units	FY21	FY22	FY23	FY24
Total fuel consumption from non-renewable energy						
	Natural Gas	GJ	9 827	10 269	9 380	8 992
	Gas (fuel)	GJ	0	0	0	0
	Propane	GJ	0	0	0	0
Total fuel consumption from renewable energy	Natural Gas renewable	GJ	0	0	0	0
Total of Electricity consumption						
	Wind/ Solar	GJ	1 334	1 169	1 169	1 138
	Heating Consumption	GJ	0	0	0	0
	Cooling consumption	GJ	0	0	0	0
	Steam Consumption	GJ	0	0	0	0
Total of Electricity sold						
	Heating sold	GJ	0	0	0	0
	Cooling sold	GJ	0	0	0	0
	steam sold	GJ	0	0	0	0
Total energy consumption within the organization		GJ	11 161	11 438	10 549	10 130

Qualitative KPIs information

The standards, methodologies, assumptions and/or calculation tools used.	gigajoules = kilowatt-hours × 0.0036
The source of the conversion factors used.	Energy conversion calculators-U.S. Energy Information Administration (EIA) Total output (baseload) emission rate (lb CO2/mWh) ERCott has a factor of 771.

Environnement

GRI 302 : Energy

GRI 302-3 Energy Intensity

General KPIs information

GRI Description	Energy Intensity
Calculation Protocole available in :	GRI Standard. GRI 302 : Energy
	GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	United States of America

Quantitative KPIs information

KPIs information		Units	FY21	FY22	FY23	FY24
The organization's energy intensity ratio	Total	GJ/\$Sales	0,00027	0,00026	0,00023	0,00022
	Type of source Gas	GJ/\$Sales	0,00024	0,00023	0,00020	0,00020
	Type of source Electricity	GJ/\$Sales	0,00003	0,00003	0,00003	0,00003

Qualitative KPIs information

The types of energy included in the intensity ratio include	Intensity ratio is based on annual gas and electricity consumption
Whether the ratio includes energy consumption within the organization, outside, or both.	The ratio uses the energy consumption within the organization.

Environnement

GRI 302 : Energy

GRI 302-4 Reduction of the energy consumption

General KPIs information

GRI Description	Reduction of the energy consumption
Calculation Protocole available in :	GRI Standard. GRI 302 : Energy
	GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	United States of America

Quantitative KPIs information

		Units	FY22	FY23	
The amount of energy consumption reduction achieved	Total	GJ	Baseline	889	1 308
	Natural Gas	GJ	Baseline	889	1 277
	Gas (fuel)	GJ	Baseline	0	0
	Propane	GJ	Baseline	0	0
	Electricity consumption	GJ	Baseline	0	31
	Heating Consumption	GJ	Baseline	0	0
	Cooling consumption	GJ	Baseline	0	0

Qualitative KPIs information

	Based year	2022 is considered the base year for gas and electricity improvements
How the amount were obtain	Reference Value	GJ
	Criteria for choosing the based year	This year marks the first time we have calculated our consumption.
The standards, methodologies, assumptions and/or calculation tools used.		Calculated from actual consumption less gas consumed equals increased reduction

Environnement

GRI 303: Water & Effluents

GRI 303-1 Interactions with water as a shared resource

General KPIs information

GRI Description	Interactions with water as a shared resource
Calculation Protocole available in :	GRI Standard. GRI 303 : Water & Effluents
	GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	United States of America

Qualitative information

Description of interaction with water:	Water is drawn from the City of Dallas. The water is used for 2 specific purposes: production consumption and use by workers. Production has a 5-stage washer system for cleaning of zinc from metal parts prior to powder coat. The contaminated water from the production process is disposed of certified waste hauler. Associates have access to water for drinking, washing/cleaning and toiletry needs. City estimates 20 gallons/day for toiletry needs.
Approach used to identified water-related impacts	Semi-annual compliance reports are reported to the City containing: consumption by month, # of employees, # of working days per month, and chemical analysis of returned water.
How impacts are adressed	Encourage the use of best practices for water conservation. Several improvement processes have been put into place on the washer system. Regular cleaning and water nozzle maintenance are done regularly.
Process to set goals and targets	The City awards compliance with reports by awarding the "Blue Thumb" award for compliance. SVA received the most recent award for the reporting period. Water consumption targets are set by the City of Dallas, and all water consumption is rigorously evaluated to avoid losses.

Reporting recommendation	Units	FY23	FY24
Water Withdrawal	Megaliters	4,3	3,24
Water Discharged	Megaliters	0,051	0,023
Water Consumption	Megaliters	4,249	3,217

List of specific catchments where the organization causes significant water related impacts	The organization operates within the Trinity River Basin in Texas, which serves as the primary water catchment for our Dallas-based facility. Our activities involve water withdrawal from municipal sources for industrial and operational needs. While the withdrawal volume is within permitted limits, the Trinity River Basin is identified as a region of increasing water stress due to population growth and climate variability.
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Environnement

GRI 303: Water & Effluents

GRI 303-2 Management of water discharge-related impacts

General KPIs information

GRI Description	Management of water discharge-related impacts
Calculation Protocole available in :	GRI Standard. GRI 303 : Water & Effluents
	GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	United States of America

Qualitative information

	How standards for facilities operating in locations with no local discharge requirements were determined;	
Description of any minimum standards set for the quality of effluent discharge, and how these minimum standards were determined, including:	Any internally developed water quality standards or guidelines	Water usage is reported twice a year to the City of Dallas. Limits and criteria are as defined by permit 0829467. Reporting includes total consumption, number of working days, number of employees, process losses and other variables. Quality of water is verified by the City of Dallas test results and is part of all reports. Water is drawn from Trinity Resvoir and discharge is managed by the City of Dallas. Effluent waters are discharged back to the City of Dallas for treatment. Waste water from production is not "effluent" and can be only disposed by certified sources.
	Any sector-specific standards considered	
	Whether the profile of the receiving waterbody was considered	

Environnement

GRI 303: Water & Effluents

GRI 303-3 Water withdrawal

General KPIs information

GRI Description	Water withdrawal
Calculation Protocole available in :	GRI Standard. GRI 303 : Water & Effluents
	GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	United States of America

Quantitative KPIs information

			FY22	FY23	FY24
		Units	Areas with water-stress	Areas with water-stress	Areas with water-stress
Surface water	Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids);	Megaliters	0	0	0
	Other water ($> 1,000$ mg/L Total Dissolved Solids).	Megaliters	0	0	0
Groundwater	Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids);	Megaliters	0	0	0
	Other water ($> 1,000$ mg/L Total Dissolved Solids).	Megaliters	0	0	0
Seawater	Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids);	Megaliters	0	0	0
	Other water ($> 1,000$ mg/L Total Dissolved Solids).	Megaliters	0	0	0
Produced water	Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids);	Megaliters	0	0	0
	Other water ($> 1,000$ mg/L Total Dissolved Solids).	Megaliters	0	0	0
Third-party water	Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids);	Megaliters	3,08	4,316	3,246
	Other water ($> 1,000$ mg/L Total Dissolved Solids).	Megaliters	0	0	0
Total water withdrawal from all areas		Megaliters	3,08	4,316	3,246

Qualitative KPIs information

Contextual information

The company is supplied by the municipal water utility. There are no direct withdrawals from surface water, groundwater, seawater or produced water sources. Water withdrawal volumes are taken directly from municipal water bills and utility reports. The entire withdrawal volume comes from this stressed area, supplied by Dallas Water Utilities, which obtains its water from regional reservoirs managed under regulatory oversight.

Environnement

GRI 303: Water & Effluents

GRI 303-4 Water discharged

General KPIs information

GRI Description	Waterdischarged
Calculation Protocole available in :	GRI Standard. GRI 303 : Water & Effluents
Boundaries:	GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
	United States of America

Quantitative KPIs information

		Units	FY23	FY24
			All areas	Areas with water-stress
				Areas with water-stress
Total water discharged from all areas		Megaliters	0	0
Surface water	Freshwater (≤1,000 mg/L Total Dissolved Solids);	Megaliters	0	0
	Other water (>1,000 mg/L Total Dissolved Solids).	Megaliters	0	0
Groundwater	Freshwater (≤1,000 mg/L Total Dissolved Solids);	Megaliters	0	0
	Other water (>1,000 mg/L Total Dissolved Solids).	Megaliters	0	0
Seawater	Freshwater (≤1,000 mg/L Total Dissolved Solids);	Megaliters	0	0
	Other water (>1,000 mg/L Total Dissolved Solids).	Megaliters	0	0
Third-party water	Freshwater (≤1,000 mg/L Total Dissolved Solids);	Megaliters	0	0
	Other water (>1,000 mg/L Total Dissolved Solids).	Megaliters	0,051	0,023
Total		Megaliters	0,051	0,023

Qualitative KPIs information

How priority substances of concern were defined	Discharge parameters: PH, Cynaide, Arsenic, Cadium, Chromium, Copper, Lead, Mercury, Nickel, Selenium, Silver, Zinc, Phenol (NA), Oil and greae (Total), Silfide, Temperature, Flash Cup, TTO. These parameters are set by the State permit, third party test sampling/testing and reporting confirms compliance.
Priority substances of concern for wich discharged are treated	Discharge parameters are set by the State of Texas based on Manufacturing codes. Zinc is an element of high concern. It is the result of the galvanized process of the steel we use. All fabricated steel runs through a 5 stage washer to ensure the metal is cleaned and sealed. Drains in this area are locked down so all wastewater must be periodically purged from the system and disposed of by liscened third party.
Number of incidents of non-compliance with discharge limits	The company has never had any events related to non-compliance with release limits
Contextual information	Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used
	Pretreatment limits are set by the State of Texas and incorporated into the City of Dallas specfic standards. City of Dallas performs unannounced periodic sampling. Last report was dated 5/11/25

Environnement

GRI 303: Water & Effluents

GRI 303-5 Water consumption

General KPIs information

GRI Description	Water consumption
Calculation Protocole available in :	GRI Standard. GRI 303 : Water & Effluents
	GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	United States of America

Quantitative KPIs information	Units	FY23	FY24
		Areas with water-stress	Areas with water-stress
Total water consumption from all areas	Megaliters		
Surface water	Megaliters	0	0
Groundwater	Megaliters	0	0
Seawater	Megaliters	0	0
Produce water	Megaliters	0	0
Third-party water	Megaliters	4,249	3,223
Change in water storage	Megaliters	0	0

Qualitative KPIs information

Contextual information	Total ater consumption is calculated = withdrawal - discharged-waste.
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Environment

GRI 306 : Waste

GRI 306-1 Waste generation and significant waste-related impacts

General KPIs information

GRI Description	Waste generation and significant waste-related impacts
Calculation Protocole available in :	GRI Standard. GRI 306 : Waste GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	United States of America

Qualitative KPI information

For the organization's actual and potential significant impacts related to waste, a description of :

- i) The inputs, activities, and outputs that lead or could lead to these impacts

Waste generation and waste related impacts are managed and controled by specific controls. Example for steel is scrap steel is collected in marked containes then dumped into specfic dumpsters for recycling purposes. Dumpsters are on a concrete driveway, preventing any stormwater cross-contamination. Any spillage of scrap is picked up by a magnet attachment to a forklift. Waste water is collected in 275-gallon totes at the source of the process output. These totes are then stored until we have a max of 7-8 totes. A waste water truck then vacuum's the water into a tanker truck and hauls to a pre-treatment plant. All water handling occurs on concrete drive thus avaioding any ground water contamination.

- ii) Whether these impacts relate to waste generated in the organization's own activities or to waste generated upstream or downstream in its value chain.

These activites do not generate waste as such but contribute directly to recycling and or re-purposing.

Environnement

GRI 306 : Waste

GRI 306-2 Management of significant waste-related impacts

General KPIs information

GRI Description	Management of significant waste-related impacts
Calculation Protocole available in :	GRI Standard. GRI 306 : Waste GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	United States of America

Qualitative KPI information

Actions, including circularity measures, taken to prevent waste generation in the organization's own activities and upstream and downstream in its value chain, and to manage significant impacts from waste generated.

Most common non-hazardous by product is waste water from our 5 stage washer system. Water usage has been reduced by updated methods from preventing cross contamination, which increases water usage.

If the waste generated by the organization in its own activities is managed by a third party, a description of the processes used to determine whether the third party manages the waste in line with contractual or legislative obligations.

Disposed water goes back to treatment plant to be re-used. This process is managed by various municipalities.

The processes used to collect and monitor waste-related data.

Landfill data is provided to SVA by trash contractor and is compiled by quarter and by type of trash.

Environnement

GRI 306 : Waste

GRI 306-3 Waste generated

General KPIs information

GRI Description	Waste generated
Calculation Protocole available in :	GRI Standard. GRI 306 : Waste
	GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	United States of America

Quantitative KPIs information

	Units	FY23	FY24
Total weight of waste generated	Tons	184	219
Composition of the waste			
Hazardous waste	Tons	0	0
Non-Hazardous solid waste	Tons	169	204
Non-hazardous liquid waste	Tons	15,40	15,4

Qualitative KPI information

	Refers to GRI 306-2 to understand the contextual information and how the data has been compiled.
Contextual information necessary to understand the data and how the data has been compiled.	<p>Solid waste is considered to be of the "trash" category which is non-hazardous and goes to a landfill</p> <p>Liquid waste is considered to be process "waste water" and is figured at number of gallonsx8lbs per gallon/2000 lbs per ton.</p>

Environnement

GRI 306 : Waste

GRI 306-4 Waste diverted from disposal

General KPIs information

GRI Description	Waste diverted from disposal
Calculation Protocole available in :	GRI Standard. GRI 306: Waste GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	United States of America

Quantitative KPIs information

	Units	FY23			FY24		
		On-site	Off-site	Total	On-site	Off-site	Total
Total weight of waste diverted from disposal	Tons	9,03	651,02	660,05	0	646,42	646,42
Total weight of <u>hazardous</u> waste diverted from disposal beakdown by recovery operations:							
i) Preparation for reuse	Tons	0	0	0	0	0	0
ii) Recycling	Tons	0	0	0	0	0	0
iii) Other recovery operations.	Tons	0	0	0	0	0	0
Total weight of <u>non-hazardous</u> waste diverted from disposal beakdown by recovery operations:							
i) Preparation for reuse	Tons	9,03	0	9,03	0	9,15	9,15
ii) Recycling	Tons	0	651,02	651,02	0	637,27	637,27
iii) Other recovery operations.	Tons	0	0	0	0	0	0

Qualitative KPI information

Contextual information necessary to understand the data and how the data has been compiled.	Trash, wood cardboard data is collected by SVA's contract hauler. Scrap steel is collected by contract hauler and sent to scrap dealer. Reused cardbaord is purchased and repurposed to make our own custom boxes. This eleminated new cardboard allows SVA to repurpose the material.
Calculation and methodologies	Refers to GRI 306-2 to understand the contextual information and how the data has been compiled.

Environnement

GRI 306 : Waste

GRI 306-5 Waste directed to disposal

General KPIs information

GRI Description	Waste directed to disposal
Calculation Protocole available in :	GRI Standard. GRI 306: Waste
	GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	United States of America

Quantitative KPIs information

KPIs information		Units	FY23			FY24		
			On-site	Off-site	Total	On-site	Off-site	Total
Total weight of waste directed to disposal								
Total weight of <u>hazardous</u> waste directed to disposal beakdown by disposal operations:								
	i) Incineration (with energy recovery)	Tons	0	0	0	0	0	0
	ii) Incineration (without energy recovery)	Tons	0	0	0	0	0	0
	iii) Landfilling	Tons	0	0	0	0	0	0
	iv) Other disposal operations.	Tons	0	0	0	0	0	0
	Total	Tons	0	0	0	0	0	0
Total weight of <u>non-hazardous</u> waste directed to disposal beakdown by disposal operations:								
			0	0	0	0	0	0
	i) Incineration (with energy recovery)	Tons	0	0	0	0	0	0
	ii) Incineration (without energy recovery)	Tons	0	0	0	0	0	0
	iii) Landfilling	Tons	0	0	124,00	0	0	150,85
	iv) Other disposal operations.	Tons	0	0	0	0	0	0
	Total	Tons	0	0	124.00	0	0	150.85

Qualitative KPI information

Contextual information necessary to understand the data and how the data has been compiled.	Landfill is collected in a compactor and hauled by our contract hauler. Reports are generated quarterly and reported to management.
Calculation and methodologies	Refers to GRI 306-2 to understand the contextual information and how the data has been compiled.

Social

GRI 401 : Employment

GRI 401-1 New employee hires and employee turnover

General KPIs information

GRI Description	New employee hires and employee turnover
Calculation Protocole available in :	GRI Standard. GRI 401 : Employment
	GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	United States of America

Quantitative KPIs information		Units	FY22	FY23	FY24
Number and rate of new employee hires	Total	Count	13	6	18
		Rate	10,70%	5,70%	18,90%
Number and rate of employee turnover	Total	Count	28	17	11
		Rate	23,00%	16,20%	11,60%

Social

GRI 401 : Employment

GRI 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees

General KPIs information

GRI Description	Benefits provided to full-time employees that are not provided to temporary or part-time employees
Calculation Protocole available in :	GRI Standard. GRI 401 : Employment
	GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	United States of America

Quantitative information

	Units	FY23	FY24
Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees.	Rate	86,40%	81,75%

Social

GRI 403 : Occupational Health and Safety

GRI 403-1 Occupational health and safety management system

General KPIs information

GRI Description	Occupational health and safety management system
Calculation Protocole availal	GRI Standard. GRI 403 : Occupational Health and Safety
	GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	United States of America

Qualitative information

A statement of whether an occupation health & safety management system has been implemented

- i. If the system has been implemented because of legal requirement, give a list of the requirement
- ii. If the system has been implemented based on recognized risk management, or system standards/guideline, list the standards/guidelines

Give a description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities, or workplaces are not covered

SVA has been registered to the ISO standard for safety (ISO45001) since Feb 2014. This system for safety is validated by a third party annually. All employees, onsite contractors and visitors are covered by this system. The ISO requirements and the OSHA standards are the basis of this system.

Our Occupational Health and Safety (OHS) Management System covers 100% of our employees, contractors, and on-site temporary workers engaged in production, maintenance, logistics, quality control, and related administrative support functions. This includes all activities conducted within our manufacturing facilities, warehouses, and associated office spaces.

GRI 403 : Occupational Health and Safety

GRI 403-2 Hazard identification, risk assessment, and incident investigation

General KPIs information

GRI Description	Hazard identification, risk assessment, and incident investigation
Calculation Protocole available in :	GRI Standard. GRI 403 : Occupational Health and Safety
	GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	United States of America

Qualitative information

A description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimize risks	Risks are identified at several levels; Management/business, facility, project, specific machine and identified through regulatory compliance. These risks are written by competent employees on the subject matter and reviewed by Management. The hierarchy of controls, RPN system Failure Mode Effect Analysis (FMEA) are used.
<ul style="list-style-type: none"> i. How the organization ensures the quality of these processes, including the competency of persons who carry them out How the results of these processes are used to evaluate and ii. continually improve the occupational health and safety management system 	<p>Results of processes and product conformance are compared against these risks to determine adequacy, and make improvements.</p> <p>Evaluated through internal audits and production performance</p>
A description of the processes for workers to report work-related hazards and hazardous situations, and an explanation of how workers are protected against reprisals	Complaint may be completed by the employee and turned into Human Resources. This form and contents are included within the "Whistleblower policy/procedure.
A description of the policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health, and an explanation of how workers are protected against reprisals	Complaint maybe be completed by the employee and turned into Human Resources. This form and contents are included within the "Whistleblower policy/procedure.
A description of the processes used to investigate work-related incidents, including the processes to identify hazards and assess risks relating to the incidents, to determine corrective actions using the hierarchy of controls, and to determine improvements needed in the occupational health and safety management system	The process to investigate any work related incident is the PAYCOM incident procedure. This process is based upon the "Paycom" system used for HR releated company activities, payroll, training and incident reporting.

Social

GRI 403 : Occupational Health and Safety

GRI 403-3 Occupational health services

General KPIs information

GRI Description	Occupational health services
Calculation Protocole available in :	GRI Standard. GRI 403 : Occupational Health and Safety GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	United States of America

Qualitative information

Give a description of the occupational health services' functions that contribute to the identification and elimination of hazards and minimization of risks, and an explanation of how the organization ensures the quality of these services and facilitates workers' access to them

Hazard and risk assessment sheets are developed by different departments heads and their supervisors and leads. Once drafted they are reviewed and released to the departments. Training is done on each one for each worker effected. Any feedback is funneled back through the departments for consderation for changes.

- i. How the organization maintains the confidentiality of workers' personal health-related information

All records are maintained by the Human Resources department. They have very strict protocol over those records. We are in full compliance with the USA Hippa laws.

- ii. How the organization ensures that workers' personal health-related information and their participation in any occupational health services is not used for any favorable or unfavorable treatment of workers

This information can not be reviewed by anyone except by the workers written consent or suspended by a recogized court.

Social

GRI 403 : Occupational Health and Safety

GRI 403-4 Worker participation, consultation, and communication on occupational health & safety

General KPIs information

GRI Description	Worker participation, consultation, and communication on occupational health & safety
Calculation Protocole available in :	GRI Standard. GRI 403 : Occupational Health and Safety
	GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	United States of America

Qualitative information

A description of the processes for worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers.

Input is solicited by all members of the organization. Once documents are drafted they are routed to appropriate departments for feedback and formal review and approval.

Where formal joint management-worker health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees.

The second wednesday of each month members of management and representatives of non-management gather and review objectives, tasks, continuous improvement issues and countermeasures.

Which occupational health and safety topics are covered in local or global formal agreements with trade unions

n.a.

Social

GRI 403 : Occupational Health and Safety

GRI 403-5 Worker training on occupational health and safety

General KPIs information

GRI Description	Worker training on occupational health and safety
Calculation Protocole available in :	GRI Standard. GRI 403 : Occupational Health and Safety GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	United States of America

Qualitative information

A description of any occupational health and safety training provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities, or hazardous situations	There are 4 major categories of training. They are Safety (OSHA), Accident Prediction Training (APT's), Manufacturing Work instructions and HR Specific.
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Social

GRI 403 : Occupational Health and Safety

GRI 403-8 Workers covered by an occupational health and safety management system

General KPIs information

GRI Description	Workers covered by an occupational health and safety management system
Calculation Protocole available in :	GRI Standard. GRI 403 : Occupational Health and Safety GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	United States of America

Quantitative information	Units	FY23	FY24
Employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by an occupational health & safety management system	Number	55	53
	%	49%	50%
Employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by an occupational health & safety management system <u>that has been internally audited</u>	Number	18	20
	%	33%	38%
Employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by an occupational health & safety management system <u>that has been audited or certified by an external party</u>	Number	18	20
	%	33%	37%

Qualitative information

Why any workers have been excluded from this disclosure, including the types of worker excluded	No exclusions
Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used	General audit scheme for temps works out to be about 1/3 the temp workforce. The number and percentage has increased although the total has not.

Social

GRI 403 : Occupational Health and Safety

GRI 403-9 Work-related injuries

General KPIs information

GRI Description	Work-related injuries
Calculation Protocole available in :	GRI Standard. GRI 403 : Occupational Health and Safety GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	United States of America

Qualitative information	Units	FY23	FY24
		For all employees	
Fatalities as a result of work-related injury	Number	0	0
	Rate	0	0
High-consequence work related injuries (excluding fatalities)	Number	0	0
	Rate	0	0
Recordable work-related injuries	Number	0	5
	Rate	0	8,164
The main type of work-related injury		N/A	pinch points (fingers), strains and ankle
Number of hours worked	Hours	222560	237120

Qualitative information

The work-related hazards that pose a risk of high-consequence injury

i. How these hazards have been determined

SVA has multiple risk assessments by area and processes. Based on hierarchy of controls and the RPN method risks are calculated and countermeasures put into place.

ii. Which of these hazards have caused or contributed to high-consequence injuries during the reporting period

Dual stops are on machines of high risks and the 1/4" inch rule is in place of Brake Press machines.

iii. Actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls

The best method is the elimination of the risk. We are a metal manufacture of metal parts. Two hand controls and the 1/4' stop gap have proven to be the most effective. The worst method is PPE

Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls

Risk sheets consider all elements of the working environment including, noise, aire/water pollution.

Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked

(#incidents)x#employees @40 wk)x 52 weeks a year. 200000 is the baseline number used.

Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded

This statement covers all (everyone (SVA and Temps)

Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used

(#incidents)x#employees @40 wk)x 52 weeks a year. 200000 is the baseline number used.

GRI 403 : Occupational Health and Safety

GRI 403-10 Work-related ill health

General KPIs information

GRI Description	Work-related ill health
Calculation Protocole available in :	GRI Standard. GRI 403 : Occupational Health and Safety GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	United States of America

Qualitative information	Units	FY23	FY24
For all employees			
Fatalities as a result of work-related ill health	Number	0	0
	Rate	0	0
Recordable work-related ill health	Number	0	0
	Rate	0	0
The main type of work-related ill health		n.a	n.a
For non-employees workers			
Fatalities as a result of work-related ill health	Number	0	0
	Rate	0	0
Recordable work-related ill health	Number	0	0
	Rate	0	0
The main type of work-related ill health		n.a	n.a

Qualitative information

The work-related hazards that pose a risk of high-consequence ill health

i. How these hazards have been determined

Human Resources maintains all personnel files regarding health. There has been none recorded with respect to working in our facility. Or which may have led to an incident or accident.

ii. Which of these hazards have caused or contributed to high-consequence injuries during the reporting period

n.a.

iii. Actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls

There are some areas such as powdercoat, welding and operation of large machines. All of these have safety controls in place to prevent conditions or by products of a process which could have caused ill health. Examples are in powder coat the use of fitted suits and breathable air units, Welding examples are PPE including safety glasses. Operation of large machines the use of PPE, machine guarding and automatic stops or guards.

Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded

None

Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used

Health and Safety records

Social

GRI 404 : Training and Education

GRI 404-1 Average hours of training per year per employee

General KPIs information

GRI Description	Average hours of training per year per employee
Calculation Protocole available in :	GRI Standard. GRI 404 : Training and Education
	GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	United States of America

Quantitative KPIs information

Units

FY23

FY24

Average hours of training per employee	Count	8	5,5
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Qualitative information

Express employee numbers as head count or FTE	Normal year the data is 15 main courses at 1 hr per for 150 employees. Plus 75 associates trained for 15 minutes a day (huddle talks) over 50 weeks.
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Social

GRI 405 : Diversity and Equal Opportunity

GRI 405-1 Diversity of governance bodies and employees

General KPIs information

GRI Description	Diversity of governance bodies and employees
Calculation Protocole available in :	GRI Standard. GRI 405 : Diversity and Equal Opportunity
	GRI Standards can be downloaded at the following link: https://www.globalreporting.org/standards
Boundaries:	United States of America

Quantitative KPIs information

	Units	FY21		FY22		FY23		FY24	
		Women	Men	Women	Men	Women	Men	Women	Men
Percentage of individual within the organization's governance bodies	%	29,50%	70,50%	28,70%	71,30%	28,60%	71,40%	26,30%	73,70%
Percentage of employee per gender									
Executive/Senior Level Officials and Managers	%	0,00%	4,50%	0,00%	4,90%	0,00%	3,80%	0,00%	4,20%
First/Mid-Level Officials and Managers	%	2,30%	3,80%	2,50%	4,10%	1,90%	4,80%	2,10%	5,30%
Professionals	%	2,30%	9,10%	3,30%	9,80%	2,90%	8,60%	3,20%	9,50%
Technician	%	0,00%	4,50%	0,00%	3,30%	0,00%	3,80%	0,00%	4,20%
Sales Workers	%	0,00%	6,10%	0,00%	6,60%	0,00%	4,80%	0,00%	5,30%
Administrative Support Workers	%	7,60%	2,30%	6,60%	0,80%	7,60%	1,90%	7,40%	2,10%
Craft Workers	%	0,00%	1,50%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
Operatives	%	3,00%	29,50%	2,50%	29,50%	4,80%	35,20%	2,10%	35,80%
Laborers and Helpers	%	14,40%	9,10%	13,90%	12,30%	11,40%	8,60%	11,60%	7,40%
Service Workers	%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%