



OUR COMMITMENT

At Estes, we are committed to managing our operations responsibly now and for the future, which means taking good care of our people, customers, communities, the planet, and our business. At our core, Estes operates for good.

OUR SUSTAINABILITY PILLARS

- ***Uplift People:*** We believe that helping others leads to a fuller and happier life. Estes is committed to taking good care of our customers and our teammates and their families, as well as making a difference in our communities.
- ***Serve Our Customers:*** Serving our customers isn't just about providing them with products or services; it's about fostering a relationship built on trust, integrity, and mutual respect. In today's world, where sustainability and social responsibility are paramount, our commitment to serving our customers goes hand in hand with our dedication to working for the greater good.
- ***Focus on Our Planet:*** Moving goods efficiently and responsibly is essential to our country and the world. Our innovative and optimistic spirit means Estes is always trying new ways to be good stewards of our resources through reusing, recycling, reducing, and reinventing. We believe that finding creative solutions, measuring our impact on the climate, and continuing to support others on all of our sustainability journeys will lead to better outcomes for our planet.
- ***Live Our Principles:*** As a financially stable, privately held company, our true north of taking good care of our customers and employees hasn't wavered. There's nothing better than an honest day's work to humbly serve our customers and each other. Since 1931, operating our business responsibly and with integrity has simply been in our DNA.

OUR PRACTICES AND APPROACH

- Promoting actions that protect and preserve environmental as well as economic and social health.
- Complying with relevant federal, state, and local environmental, social, and workforce policies, practices, regulations, and legislation wherever we operate, as well as industry-specific legislation.
- Committing to the principles of reducing the environmental impact of our business and sustaining a cadence of continual improvement.
- Implementing activities that are economically and operationally practicable to protect the environment, including reducing energy use, air emissions, water and resource consumption, and waste generation.
- Reducing the consumption of natural resources in daily operations, including fuel, electricity, water, and paper, with the overarching goal of reducing our overall environmental impact.
- Reducing waste whenever possible and disposing of it appropriately; recycling resources whenever possible, including metal, water, paper, parts/components, and dunnage for bracing loads on trucks.
- Encouraging suppliers to meet high standards of environmental performance.
- Continuing our focus on employee engagement and wellbeing.
- Monitoring and reporting on our sustainability performance and progress against our objectives, goals, and targets.
- Promoting equal employment opportunities for all employees and applicants, including recruiting and employee advancement efforts that will tap into a diverse field of highly qualified candidates for promotion and to fill new positions.
- Promoting a company culture that embraces multiple and different viewpoints.
- Adhering to Estes' Health, Safety, and Environment, and Risk Management procedures and Security guidance, Code of Conduct, Human Rights, and Code of Ethics and Business Conduct documents.

These guidelines were developed in May 2024 and apply to all Estes entities, divisions, and affiliates, employees, and facilities.