

Mission Statement and Company Core Values

Wytech Industries, LLC and Mountain Manufacturing Technologies, LLC (the Companies), hold their core mission to partner with medical device companies with passion and expertise to develop and manufacture wire and metal tube components that help our customers achieve superior clinical outcomes for their patients.

The Companies are renowned for world class customer service, technical expertise, and quality. The credit for this amazing customer experience goes to every one of our employees.

OUR EMPLOYEE VALUES define the Company's culture and our competitive advantage in the market.

- We are **accountable** for the job we've been asked to do while providing the best quality, service, support, and environment for our employees and customers.
- We believe **teamwork** is best demonstrated in having a **positive attitude** and **respect** for others when striving to achieve a common goal.
- We pride ourselves on being a **quality-focused team**, with the customer being our number one priority.
- We are **customer focused** and recognize that we manufacture critical medical device components that make a positive impact in the lives of patients.
- We are results driven, with a **never-ending desire** to be the best at our job and consistently accomplishing more than what has been asked.

We are committed to providing an engaging workspace and the ability to foster the personal talent of each individual employee. We encourage an open-door working policy and direct lines of communications throughout our organization. We act respectfully and humbly towards each other and the outside world. We recognize that we are part of a larger community in the Union County, NJ, and Twin Cities area, and we also are part of the global medical device community. We recognize that when our communities grow and are successful, the Company and our employees will also grow and be successful.

To that end, the Companies believe that incorporating fundamental principles of environmental, social, and governance into their leadership and strategy decisions creates continued value for their community, customers, and stakeholders. This ESG policy outlines the Companies' core tenets for responsible production of key technical components for their customers.

ESG Core Tenets:

The Companies considered several industry standards and policies when preparing this ESG Policy, including the United Nations Global Compact, the International Sustainability Standards Board (ISSB), the Climate Disclosure Standards Board (CDSB), and the Global Reporting Initiative (GRI). The companies seek to adhere to the following principles when producing products for their medical device and life sciences customers:

- The Companies support and respect the protection of internationally proclaimed human rights and will ensure that we are not complicit in human rights abuses
- The Companies support the elimination of all forms of forced and compulsory labor, the effective abolition of child labor, and the elimination of discrimination in respect of employment and occupation
- The Companies support a precautionary approach to environmental challenges, and undertake initiatives to promote greater environmental responsibility, and encourages the development and diffusion of environmentally friendly technologies
- The Companies' work against corruption in all its forms, including extortion and bribery

ESG Procedures

The Companies set responsibility of the management and oversight of ESG reporting with The Companies' ESG Committee, who has responsibility for this Policy. The ESG Committee ensures that this Policy is shared with all employees and training is provided as appropriate. The Companies' ESG Committee is also responsible for all improvement actions and reporting. The ESG committee meets on an ad hoc basis and is comprised of the Executive Leadership Team of the Companies.

Ethical Business Practices

The Companies prohibit all forms of corruption, misrepresentation, extortion or bribery. Employees are expected to comply with all applicable anti-corruption and anti-bribery laws including, but not limited to, the Foreign Corrupt Practices Act of 1977. Employees must never pay or accept bribes or other improper inducements in business or government interactions. All financial books and business records maintained by The Companies must be truthful, accurate, and complete and are audited by an independent third party. The Companies' employees are expected to avoid all conflicts of interest, whether actual or perceived. The Companies' employees must never provide inducements or favors to customers or to those working on behalf of The Companies to secure an improper advantage or to obtain or retain business.

Conflicts of Interest

The Companies' associates or their immediate family members cannot work for the companies' suppliers unless such potential conflicts of interest are disclosed and addressed.

Confidentiality and Intellectual Property

The Companies safeguard their own and their customers' confidential and proprietary information. In addition, we actively protect and enforce our intellectual property and respect the intellectual property of others.

Export Compliance

The Companies comply with international trade laws affecting the transfer of goods, services, software, and technology (including embargoes, sanctions, and anti-boycott regulations) and

applicable U.S. export control laws, including, but not limited to, the International Traffic in Arms Regulations (ITAR) and the Export Administration Regulations (EAR).

Human Rights, Fair Labor, and Employment

The Companies respect the human rights of all workers and will not tolerate any form of human rights or labor abuses in their supply chains.

Prohibition Against Involuntary Labor, Child Labor, Human Trafficking

The Companies shall not use, support, or permit slavery, forced labor, child labor or trafficking of any kind within its operations. The Companies ensure all workers are of legal age for employment in their local country or the country where work is performed, whichever is the highest. The Companies maintain official and verifiable documentation of each employee's date of birth, or lacking this documentation, has a legally recognizable means of confirming each employee's age.

Non-Discrimination

The Companies values diversity, inclusion, and belonging and condemns discrimination of any kind, including but not limited to, discrimination based on age, race, gender, sexual orientation, disability, or religion. The Companies' employees are prohibited from engaging in any form of unlawful workplace discrimination.

The Companies are focused on creating a diverse and inclusive workforce. We recognize that having a diverse and inclusive workforce increases productivity, morale, and customer and employee engagement.

Fair Wages and Benefits

Wages paid by The Companies comply with all applicable wage laws, including those relating to minimum wages, overtime hours, and legally mandated benefits. Overtime hours should entitle employees to receive overtime pay, at a rate higher than the employee's regular wage.

Safe and Healthy Workplace

We are committed to promoting environmental excellence in our operations and communities and to providing a safe and healthy workplace for our employees. Achieving these goals requires more than just complying with applicable regulations in the regions where we operate and with medical device industry standards. It also includes embracing a responsible supply chain, maintaining a focus on product stewardship, implementing our own results-driven Environmental, Health, and Safety (EHS) programs, and respecting the EHS programs of our customers and stakeholders. The Companies' have an EHS team that tracks KPIs for workplace reportable incidents, with a goal of zero incidents per year.

The Companies provide all workers with access to a safe and sanitary workplace, including, but not limited to, accessible and clean toilets, safe drinking water, sanitary facilities for food storage, and adequate fire exits. We use our worker health and safety program to address physical, chemical, and biological hazards in the workplace.

The Companies' employees shall not be subjected to corporal punishment, mental coercion, physical contact, sexual coercion, sexual harassment, verbal abuse, or the use of gestures, language, or graphic materials that are threatening, abusive, or exploitive.

Environmental Responsibility

Environmental responsibility is integral to delivering world-class products that create patient, stakeholder, and community value. The Companies comply with all applicable environmental laws and regulations, including but not limited to: management and disposal of hazardous materials; releases of contaminants to the air, soil, and water; protection of natural resources; prohibition or restriction of specific substances; and recycling of materials. The Companies strive to eliminate or reduce waste of all types, including waste of materials, water, and energy, by appropriate means (for example, by recycling and conserving material). All hazardous materials and chemicals, including wastewater and solid waste generated from operations, must be disposed of using environmentally responsible practices. The Companies also expects its Suppliers to demonstrate a commitment to responsible environmental stewardship by implementing environmental management systems and continuously monitoring and improving their environmental performance.

Supplier Compliance with Laws and Regulations

The Companies' suppliers are required to operate in full compliance with all laws, rules, and regulations that apply to their operations globally, including but not limited to laws regarding ethical business practices, human rights, labor and employment, environmental protection, and health and safety. Suppliers are expected to follow generally accepted industry standards and to obtain and maintain in good standing all necessary permits, approvals, licenses, and registrations from relevant regulatory bodies.

Business Continuity

The Companies have prepared for unforeseen issues by developing a Business Continuity/Disaster Recovery Plan.



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