

Corporate Social Responsibility

Policy brief and purpose

A.N. Deringer, Inc.'s Corporate Social Responsibility (CSR) policy refers to our commitment to our people and our planet. We realize that we are part of the international community and it is our duty to give back to the world, just as it gives to us.

We have organized this policy to address the components of the 'triple bottom line' encompassing economic, environmental, and human wellbeing. Deringer demonstrates this long-standing commitment through employee wellness and benefits programs, "green initiatives," and through support of various non-profit organizations.

What is corporate social responsibility?

Deringer's CSR policy outlines our commitment to environmental sustainability as well as the communities in which we work and live.

Scope

This policy applies to Deringer and our team members. It also refers to suppliers and partners.

Policy elements

To be a responsible business and meet the highest standards of ethics and professionalism, Deringer is sensitive to the environmental implications of our actions, the needs of our employees, and the vulnerable members of our communities.

Our company's social responsibility falls under two categories: **compliance** and **outreach**. **Compliance** refers to our company's respect for laws and willingness to observe community values. **Outreach** refers to our initiatives to promote human rights, help communities and protect our natural environment.

Compliance

Legality

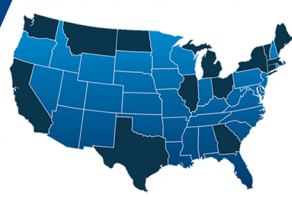
Our company:

- Respects the law and honors the intent of regulations
- Ensures that our business operations are legitimate
 - Keeps partnerships open
 - Fosters collaboration

Business ethics

We'll always conduct business with integrity and respect to human rights. We promote:

- Safety and fair dealing
- Respect for the consumer
- Anti-bribery and anti-corruption practices



Examples of Corporate Social Responsibility

Protecting the environment

Deringer recognizes the need to protect the natural environment. Keeping our earth clean is a benefit to all. We'll always follow best practices when disposing of waste and using chemical substances. We are mindful of our energy usage and seek to minimize our carbon footprint.

Deringer has championed sustainability in a variety of ways. As an industry leader, Deringer fully embraced the processing of entries from electronic images versus paper, promoted EDI transactions, completed energy audits, and sponsored energy efficiency days in partnership with our local energy providers. Further examples of our company-wide green initiatives are the use of recycled paper products and the use of tap-fed water purifiers and coolers, in lieu of individual serving-sized bottled water.

Protecting people

We actively strive to:

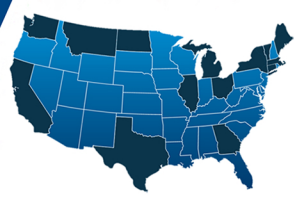
- Promote the health and well-being of our employees and communities
- Avoid harming the lives of local and indigenous people
- Support diversity and inclusion
- Encourage fair economic activities



We protect and help our people through wellness and prevention programs including free physicals, prevention screenings, on-site flu shot clinics, employee assistance programs, discount programs for weight loss, and online tools to access personal and general health information. We provide leadership and skill based training programs as well as tuition reimbursement programs. Deringer has a long-standing paid time-off offering that provides employees an opportunity to volunteer. We also provide flexible time to meet family needs.

Human rights

Deringer is dedicated to protecting human rights. We are a committed, equal opportunity employer and abide by all fair labor practices—ensuring that our activities do not directly or indirectly violate human rights in any country (e.g. forced labor).



Outreach

Donations and aid

Deringer preserves a budget to make monetary donations. These donations aim to:

- Advance the arts, education, and community events
- Alleviate suffering of those in need

Volunteering

Deringer encourages volunteerism; our employees give back through programs organized both internally and externally, and the company often sponsors events of other charitable organizations.

Examples of our charitable and volunteerism include:

- United Way
- Habitat for Humanity
- Dana-Farber Cancer Institute
- Ronald McDonald House Charities
- Special Olympics
- National Multiple Sclerosis Society
- Susan G. Komen Breast Cancer Foundation
- Local medical centers, libraries, humane societies, food shelves, youth organizations, and recreational programs

Apart from legal obligations, Deringer proactively protects the environment. Examples of relevant activities include:

- Recycling programs in all office locations
- Energy conservation throughout operations
- Use of environmentally-friendly technologies

Supporting the community

Deringer initiates and supports community investment and educational programs. We support nonprofit organizations or movements to promote cultural and economic development of global and local communities.

Learning

We are open to suggestions and listen carefully to ideas. Deringer strives to continuously improve the way we operate, a fundamental part of our Core Values.