

### **CSR Policy Statements**

Corporate social responsibility is vitally important to who we are as a company. Our policies ensure that we rigorously adhere to the highest standards in ethical behavior, environmental sustainability, data security and more.

### **Code of Business Conduct and Ethics**

The Code of Business Conduct and Ethics sets a high standard for behavioral conduct in areas that include workplace health, safety and environment, human rights, harassment and discrimination, conflicts of interest and gifts and entertainment. Every team member is familiarized with the Code during onboarding and encouraged to report all suspected violations by contacting management or Human Resources.

### **Environmental**

Power Sonic recognizes that the long-term health of our business is directly connected to the health of the planet and local communities. We remain focused on sourcing environmental solutions that will lessen our footprint, while serving as an example to our peers. Our environmental guidelines focus on finding solutions that reduce our own footprint and inspire action in others. Power Sonic is ISO 14001:2015 certified.

Each Power Sonic operating company identifies and works to minimize relevant environmental impacts and appoints a senior sustainability leader accountable for performance.

### **Combating Slavery and Human Trafficking**

Power Sonic is committed to the zero-tolerance policies adopted by the U.S. and other governments to combat slavery or the trafficking of persons for any purpose. Power Sonic prohibits trafficking-related activities and we expect our suppliers and contractors to uphold these important principles, as well.

Power Sonic encourages the reporting of any suspected violations through the Power Sonic Alert Line or other channel, and our policies forbid any form of retaliation for fulfilling this obligation.

### **Data Security and Privacy**

Protecting the privacy of our customers, vendors and employees is critical to our ability to maintain their trust. Power Sonic fully understands how the risks related to Information Security and Privacy affect our business operations. We take precautions to safeguard sensitive information, to include customer data, in order to ensure a safe and secure online environment. Our Data Protection Policy which is compliant to GDPR highlights how we deal with data security and privacy, alongside information and processes on how Power Sonic protects customer privacy and resources to help customers identify, report and mitigate risks.

Rev 2 – Jan 2025



A Power Sonic Group company

Power Sonic Corporation  
365 Cabela Drive  
Suite 300  
Verdi  
Nevada 89439  
United States of America

T: +1 (775) 824 6500  
E: [customer-service@power-sonic.com](mailto:customer-service@power-sonic.com)

[power-sonic.com](http://power-sonic.com)