CORPORATE SOCIAL RESPONSIBILITY POLICY

Approved | Effective October 8, 2026

Purpose

EM Automation Technologies LLC is committed to conducting business responsibly, safely, ethically, and in compliance with applicable laws. This policy establishes expectations for employees, leadership, subcontractors, and business partners in the delivery of industrial automation, instrumentation, electrical controls, and SCADA services.

Health & Safety

We prioritize the health and safety of our workforce, customers, and the public. We seek to identify and control workplace hazards, provide appropriate training and protective equipment, follow applicable safety requirements, and promptly report and address incidents and unsafe conditions.

Ethics & Integrity

We conduct business honestly and fairly. Bribery, corruption, fraud, falsification of records, and improper conflicts of interest are prohibited. Employees are expected to protect confidential customer information and raise concerns about suspected misconduct.

Fair Employment & Respect

We support equal employment opportunity, respectful treatment, and a workplace free from unlawful discrimination, harassment, retaliation, forced labor, and child labor. We comply with applicable wage, hour, and employment laws.

Environmental Responsibility

We seek to minimize waste, prevent spills and pollution, handle and dispose of materials responsibly, and use resources efficiently. On customer sites, we follow applicable environmental requirements and site procedures.

Quality, Customers & Communities

We strive to deliver reliable, safe, high-quality work; communicate accurately with customers; and address concerns promptly. We recognize the importance of the water, wastewater, energy, and infrastructure systems our work supports.

Legal & Supplier Compliance

We comply with applicable federal, state, and local laws, contractual obligations, and relevant customer requirements. We expect subcontractors and suppliers working on our behalf to uphold appropriate standards of safety, integrity, and lawful conduct.

Reporting & Accountability

Employees and business partners are encouraged to report concerns to company leadership without fear of retaliation for good-faith reporting. Management will review concerns, take appropriate corrective action, and periodically review this policy.

Implementation

Company leadership is responsible for communicating this policy, applying it in business operations, and reviewing it as the company grows. This policy does not replace applicable laws, contracts, or site-specific procedures.

Approved by: Paola Courville Date: October 8, 2026

Name / Title: Paola Courville, Chief Operating Officer