



WE BELIEVE IN CLEAN AIR, WATER, AND **ENERGY. OUR COMPANY IS BUILT ON THE PREMISE THAT ECONOMIC PROSPERITY** AND SUSTAINABILITY ARE INTERTWINED. HERE'S HOW WE'VE BEEN DOING OUR PART FOR A BETTER WORLD.



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LABOR

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ABOUT ANGUIL



Anguil Environmental Systems, Inc. is an air pollution control, water treatment, and energy recovery system provider headquartered in Milwaukee, Wisconsin USA with operations in Europe and Asia as well as an extensive network of agents located throughout the world.

Anguil provides quality engineered environmental equipment and service solutions that solve complex air and water challenges for industrial applications and manufacturing industries.

For nearly five decades, Anguil has supplied a range of abatement technologies that control harmful and regulated Volatile Organic Compounds (VOCs), Hazardous Air Pollutants (HAPs), process odors,

Nitrogen Oxides (NOx) and various water contaminants. The result is thousands of successful installations around the world encompassing a wide range of applications and technology solutions. This experience provides Anguil with the confidence to assess and resolve nearly any industrial pollution application.

Anguil's ability to provide multiple abatement technologies allows us to select the best technology option for each project. Potential customers can expect an unbiased equipment selection based on the regulatory requirements, efficiency needs and process parameters. The solution will include an abatement system that seamlessly integrates into the specific process, providing customers with single source responsibility.

ANGUIL

Anguil.com

Company Directory

Read More About Anguil

ANGUIL PROVIDES ENVIRONMENTAL & ENERGY SOLUTIONS THAT ENSURE CLEANER AIR & WATER FOR FUTURE GENERATIONS.

ABOUT ANGUIL

HERE ARE OUR CORE VALUES:



ACT LIKE YOU OWN IT

Taking ownership isn't about WHO is right, it's about doing WHAT is right.



STRONGER UNITED

Collaboration is essential for success; we march together toward common goals.



Transparency builds trust and trust is our brand.



WE DON'T WALK AWAY

...from a customer, a project, a challenge, or each other.

"ANGUIL PUTS COMMON SENSE CORE VALUES ON DISPLAY DAILY, WITH A SPECIFIC FOCUS ON TREATING PEOPLE WITH SUCH A HIGH LEVEL OF COMPASSION AND PROFESSIONAL ETHICS, THAT IT HAS BECOME PART OF THE CULTURE." -New Anguil Employee

Since 1978, here's why companies both large and small have been placing their trust in Anguil's expertise:

- Single source supplier of air, water, and energy technologies, delivering holistically-designed and fullyintegrated treatment trains – We Can Solve Your Challenge.
- An innovative, unbiased solutionsbased approach grounded in quality engineering, custom-tailored to your application – We Will Find the Best Solution.
- In-house expertise across mechanical, chemical, and electrical engineering disciplines means diverse perspectives and broad industry experience – Put Our Knowledge and Experience to Work for You.
- Global operational strength and a vast web of supplier relationships, their expertise folded into our own
 We Will Deliver On Time, On Budget, and In Compliance.
- Responsive, industry-leading customer service that you'd expect from a family company – We Are Here For You.
- A tenacity for finding solutions and solving challenges for our customers
 We Don't Walk Away.

ABOUT ANGUIL

Anguil Environmental is a growing, aggressive, key player in the industrial air pollution control, water treatment, energy recovery, and soil remediation industries. We offer great benefits and the opportunity to work for one of the best companies in the industry.

Our employees enjoy a friendly, casual, yet professional work atmosphere, where both company and personal goals are shared and accomplished. At Anguil, we tend to promote from within and offer the possibility of a flexible work schedule.

We provide competitive compensation packages including retirement plans, as well as life, health, dental, vision, and disability insurance, paid vacation, training and an on-site fitness center.

Anguil has been recognized for numerous awards including Wisconsin Exporter of the Year (2x winner), Future 50 (4x winner), Top Workplace (9x winner), US Chamber of Commerce "Blue Chip", Green Masters Program "Maturing" status, and the Jeffrey Butland Family Business of the Year.



ANGUIL AT A GLANCE

200+

GLOBAL EMPLOYEES 48%

EMPLOYEES AT ANGUIL 5+ YEARS

41

POSITIONS ADDED IN THE LAST 5 YEARS

15%

EMPLOYEES AT ANGUIL 20+ YEARS

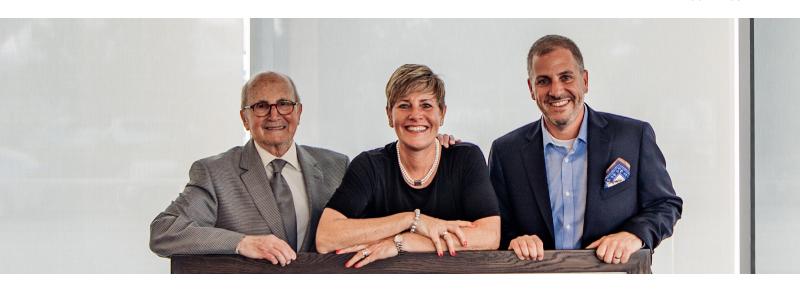
9

TOTAL YEARS RECOGNIZED AS A TOP WORKPLACE

7

EMPLOYEES AT ANGUIL 30+ YEARS





EXECUTIVE STATEMENT

Anguil Environmental Systems, sustainability is not only at the core our product offering, but also commitment to environmental our stewardship and corporate responsibility. As a global leader in the supply of air and water pollution control solutions, we recognize the profound impact our operations can have on the planet. This report reflects our unwavering dedication to sustainable practices, detailing our achievements, ongoing initiatives, and the strides we continue to make in minimizing our company's environmental footprint.

The Anguil family of employees are proud of the pledges found in this document and we strive to meet them in our daily operations. On projects, our dedication to both customer compliance and profitability is unmatched, which gives Anguil a unique perspective on our own environmental objectives.

Our core values align the company around an established set of beliefs that help us operate effectively, ethically, and prosperously. These values ensure that sustainability is embedded in the very fabric of our corporate DNA. As a family

of committed professionals, we embrace the meanings of the following phrases:

Act Like You Own It: Instilling a sense of responsibility and pride in every task we take on. This mindset propels us beyond the ordinary, creating a culture of ownership that extends to the successful integration of environmental responsibility into our business strategy.

Stronger United: Anguil thrives on the combined expertise and dedication of our diverse team, ensuring that we engage environmental challenges with a unified front. This unity not only enhances the quality of our solutions, but also amplifies our impact on sustainable practices in the industries we serve.

Transparency Matters: Transparency is a cornerstone of our operation. We believe in openness and accountability, not only to our customers and vendors, but also to the planet. Through transparent practices, we build trust, foster collaboration, and contribute to a shared vision of a more sustainable future.

We Don't Walk Away: Underscores our unwavering commitment. In the face

of challenges, we stand firm and resolute, dedicated to finding solutions that satisfy customer needs. Our resolve to confront environmental issues head-on and see them through to completion is what sets Anguil apart.

This sustainability report reflects not just our achievements but our ongoing journey toward a greener, more sustainable tomorrow. At Anguil, we don't just talk about sustainability; we live it, breathe it, and work towards it every day.

As you evaluate our company and offerings, please consider the following: Companies both large and small have been placing their trust in Anguil's experts for almost five decades. We specialize in complexity – challenging contaminants and timelines, fixing what others could not, solving the unknown without exceeding your budget. Anguil has the elite experience to complement your team, working together towards compliance.

Thank you for your consideration of Anguil Environmental Systems as your pollution control partner.

Sincerely, Gene, Deb, and Chris Anguil



OUR PRODUCTS ARE DESIGNED TO ASSIST CUSTOMERS IN REACHING THEIR ENVIRONMENTAL OBJECTIVES. IT IS CRUCIAL FOR US TO UPHOLD OUR OWN DEDICATION TO RESPONSIBLE BUSINESS PRACTICES THAT ALIGN WITH OUR ENVIRONMENTAL VALUES.

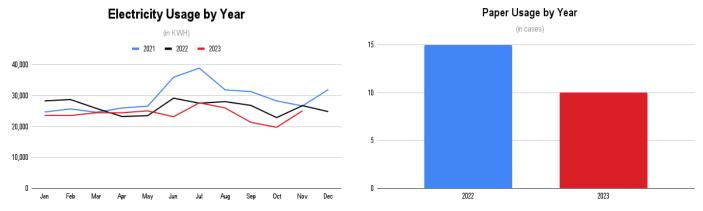
In 2023, Anguil worked with an outside contractor to conduct a whole-building audit of the corporate headquarters, and used the results of that audit to inform the company's strategic sustainability objectives for the year.

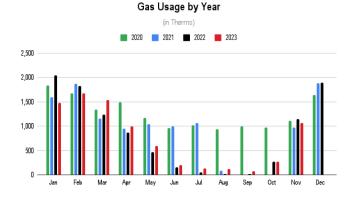
Benchmarking

As a result of that audit, we began measuring the following resource usage at Anguil's corporate headquarters:

- Water
- Sewage
- Electric
- Gas
- Paper

Additionally, we use the EPA's Energy-Star software to track electric and gas usage on a monthly basis, and report out to an external vendor for accountability purposes.





"MAKES NEW EMPLOYEES FEEL WELCOME. ENCOURAGES SUSTAINABILITY IN THE OFFICE AND PERSONALLY. CREATES A HEALTHY AND POSITIVE WORK ENVIRONMENT." -New Anguil Employee





During the audit, Anguil identified a number of appliances within our corporate office that were not high-efficiency or that used a significant amount of energy. During 2023, we removed all energy-inefficient appliances, including multiple refrigerators and a soda machine; all refrigerators were replaced with Energy Star refrigerators, and the soda machine was replaced by a small, energy-efficient refrigerator. Additionally, an Energy Star dishwasher was installed in a newly-renovated kitchen. Finally, the auditor noted that our hot water supply was keeping water hot for coffee during periods of time when no employees were in the building, so timers were installed on multiple machines to decrease the energy demand.



Limiting Energy Waste

The HVAC system at our corporate office in Milwaukee had several dampers still being modulated by pneumatic actuators. We removed all energy-intensive compressed air requirements from the building and replaced the controls with more efficient, electronic actuators that require far less energy and eliminate associated noise pollution on the receiving dock.

During our annual energy audit, Anguil identified areas of our corporate office that were not updated to LED lighting or did not yet have motion sensors. During 2023, we updated 20% of our lighting to LED bulbs and plan to convert the balance to LED and add appropriate common area motion sensors in 2024. In addition, we identified several common areas and employee workstations that were over-lit, so dimmers were installed to lessen the energy demand.

Additionally, when Anguil team members noticed that computer monitors were being left on overnight, the Sustainability Team and IT Department collaborated on messaging encouraging employees to change their screen settings to use less energy and even manually turn off their monitors at the end of each day to prevent energy waste.



Waste & Recycling Management

All employees have their own recycling bin at their desk to increase recycling efforts. New, large recycling bins are in common spaces, including kitchens and conference rooms, throughout the corporate headquarters with freshly updated signage to ensure that majority of recyclable items are captured. Packaging/boxes from our warehouse are recycled, and many parts are drop shipped directly to site in an effort to avoid routing the delivery through the Anguil office and on to the customer.

Anguil also expanded its metal and electronics recycling programs in 2023. Employees are encouraged to bring in household recyclables in addition to office waste.



ENVIRONMENT



An employee-led, elective team of sustanability champions meets monthly throughout the year with the purpose of evaluating, curating, and supporting the sustainability initiatives that serve as the foundation for Anguil's sustainability mission. The team designs and promotes company sustainability initiatives that support Anguil's environmental mission statement, increase energy efficiency, decrease Anguil's impact on the environment, and reduce company costs. Some 2023 initiatives driven by these employees include:

Reduced Battery & E-Waste

In 2023, the Sustainability Team introduced a rechargeable battery initiative for AA, AAA, and C batteries for use in common office electronics such as computer mice and clocks. Because Anguil also offers a battery recycling program that encourages employees to recycle their batteries in office and from their home for a number of years, over 50 pounds of single-use batteries were successfully recycled as part of this intitiative as well.





Paperless Trade Shows

In order to reduce the amount of paper material that is shipped to trade shows, as well as passed out and thrown out or recycled during the events themselves, Anguil has moved to a "paperless trade show" model where event attendees are welcomed to scan a QR code that takes them to a custom-built landing page on our website, supplying them with all of the information they are looking for, in a greener format.

Cleaner Kitchens

To reduce waste, Anguil headquarters has multiple fully-stocked kitchens with metal cutlery, glass drinkware, plates and bowls made from recycled content, and cleaning supplies to provide a home-like environment for employees and to encourage mindfullness of both food and plastic waste. To underscore the commitment to removing single-use plastics from the kitchens, corn-based plastic utensils are given to every new employee on their first day.

Additionally, Anguil has employed a new cleaning company that utilizes all environmentally-friendly cleaning products.



100%



OF NEW ANGUIL EMPLOYEES WHO RESPONDED TO OUR SURVEY BELIEVE THEIR CONTRIBUTIONS ARE RECOGNIZED & APPRECIATED WITHIN THE ORGANIZATION.



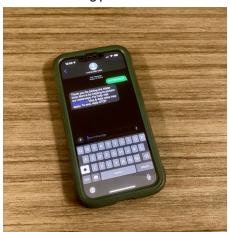
Highway Clean Up

Anguil has had an Adopt-A-Highway section since 2015. All employees have several opportunities throughout the year to volunteer and participate in the initiative to help keep our roads clean.



Water Drop Alerts

Anguil employees are encouraged via internal newsletter to subscribe to local alerts letting residents know when to limit their use of water resources due to heavy storms, etc. to protect local water tables from being polluted.



Earth Day River Clean-Up

In 2023, Anguil was a corporate sponsor of Milwaukee Riverkeeper's 28th Annual Spring Clean-Up, and 23 Anguil employees and family members volunteered as a group for the first time.





During 2023, Anguil hired a consultant to begin the process of evaluating adding solar panels to the corporate headquarters building, and plans to continue this exploration in 2024.

Other intiatives slated for 2024 include:

- Installing one or more rain barrels to capture rainwater for watering plant life shaded by an overhang
- Investigating implementing solar-powered charging stations for electric vehicles in the HQ parking lot
- Mapping the existing thermostats for higher energy efficiency during extreme weather
- Researching certifications for sustainable corporations



For the ninth year in a row, Anguil has been recognized as a Wisconsin Green Masters Program Participant. In 2023, the Green Masters program updated its award categories, leading Anguil to be awarded Maturing status within our industry. The Green

Masters Program provides a third-party, objective set of criteria for defining sustainability initiatives and legitimizes our work to push sustainability into our supply chain. Anguil is continually evaluated and accepted based on our involvement in key areas of environmental stewardship, community involvement and impact, employee experience, and sustainable governance.





EVERY HUMAN DESERVES INTEGRITY AND RESPECT.

Anguil respects international human rights efforts and supports these sentiments within our business. As we continue to expand toward a global economy, we communicate often with our supply chain and partners, encouraging them to follow our lead. We acknowledge that there are many global challenges related to human rights, and as a global company, we are committed to addressing these challenges on a broader scale.

Human rights are incorporated into our Anguil code of conduct, as well as our supplier code of conduct. We believe our employees are the most important aspect of our business. We strive to ensure that our supply chain has fair working conditions, as we do not tolerate any form of discrimination, forced labor, and child labor. It is our responsibility to ensure that these values are expressed and followed throughout our supply chain.

Anguil values integrity, respect and truthfulness, and we have a strong commitment to the highest ethical standards. We have an open-door policy between all Anguil employees and anyone with whom we conduct business.

Each new employee is trained on human rights and the Anguil code of conduct, and is provided with the resources to continue to reference. Continuous education is key to engraining these principles into all aspects of our business.

An internal SharePoint site was created to allow employees to anonymously submit concerns, questions, and grievances that they believe negatively impact Anguil. All employees are encouraged to raise concerns and questions to management and human resources as well, without reprimand.

Anguil participates in an annual program which monitors and evaluates the effectiveness of our sustainability initiatives, including diversity and inclusion efforts, and validates that our initiatives meet internationally recognized standards.

We are committed to diversity and inclusion within the workforce and strive to ensure an inclusive work environment. We value and leverage diverse perspectives, backgrounds, and experiences within our business practices.

Our commitment to human rights is dynamic and we are continuously looking for ways to improve. Anguil will continue to stay informed about emerging issues, revise policies and procedures, and actively seek feedback from stakeholders. As one of our core values, we are committed to transparency in all aspects of business, and will remain engaged in the dialogue and effort to respect all human rights.

100%



OF NEW ANGUIL EMPLOYEES WHO RESPONDED TO OUR SURVEY FEEL IF FACED WITH A CONCERN OR ISSUE, THEY WILL BE HEARD BY THEIR IMMEDIATE MANAGER AND THE ISSUE WILL BE DEALT WITH IN A FAIR AND TIMELY MANNER.



ANGUIL USES A PARTNER APPROACH, ALLOWING US TO EXTEND OUR MARKET REACH AND INCREASE BRAND RECOGNITION WORLDWIDE, WITHOUT THE OVERHEAD COSTS FOR ADDITIONAL OFFICES AND PEOPLE AND ENVIRONMENTAL IMPACT.

GLOBAL PRESENCE

Business Philosophy

Anguil's international business activities continue to make an impact globally. Our international philosophy is to bring our extensive process knowledge to address our international customer needs in markets worldwide. We strive to grow our business by applying proven application specific technical solutions to customers in their local markets. This requires developing capable sales and commercial expertise, as well as regional fabrication, local installation, and service support networks in our target markets. Anguil has done work in International markets to varying degrees throughout our history.

The growth of developing economies in SE Asia, India, Latin America, and the Middle East has continued to build in recent years. As these countries develop, their middle classes' demand for clean air has increased, allowing for more regulations and stronger government enforcement

efforts. Anguil is continuing to develop the unique skill set required to do business in complex international markets, with multiple delivery platforms and partner relationships while still being profitable.

With the continued efforts to grow and expand our international business, the projects, bidding procedures, and business relationships are becoming increasingly complex. Most international projects we choose to bid on tend to be the more technically complex, in which Anguil has process experience. This way, we can differentiate ourselves from other local, lower cost suppliers. These projects are often complete with very specific specifications, logistics, foreign country regulations, duties, tariffs, language, and cultural issues.

We are targeting projects where we can utilize Anguil's process engineering capabilities. We strive to offer a local solution to the customer. Not only does

this increase confidence the project will be supported locally, but is necessary to reduce freight, duties, currency, and often reduced local labor rates. Executing a complex International project requires a team approach for proper estimating and planning. Executing it on time and budget, requires good planning and excellent communication both internally among departments and externally with our partners and ultimately the customer. We continue to stretch all our capabilities to drive growth in international markets, and bring the margin to the bottom line.

We support our partners on most precontract activity and get the benefit of in-country sales effort, without having to pay for their time, travel, expenses, or office support. Local installation support is an added benefit, along with customer service longer term. These partners are a diverse group of companies with different backgrounds and capabilities, as well as commercial arrangements with Anguil.





At Anguil, we steadfastly believe that the delicate equilibrium between our employees' professional and personal lives is not only integral to their individual well-being but is also a cornerstone of our collective success. To fortify this commitment, we have meticulously crafted a benefits package and curated office perks that prioritize the holistic needs of our diverse workforce.

Our work environment is not just a place of productivity; it is a community where both company and personal aspirations converge and flourish. Embracing a friendly and casual ethos, Anguil has cultivated an atmosphere where employees collaboratively pursue and achieve shared goals. We take immense pride in fostering personal development and well-being while simultaneously nurturing a culture of camaraderie and belonging.

Cultivating Cohesion and Growth

To further enhance the cohesiveness and engagement within our team, Anguil has instituted a robust mentorship program.

This initiative pairs seasoned employees with new hires, creating a symbiotic relationship where mentors evolve into better leaders, and mentees develop into proficient team players. This structured approach ensures that our employees feel supported, empowered, and continually motivated to contribute their best to the company.

MENTORSHIP OBJECTIVES:

Positive Role Modeling: Providing employees with positive role models fosters a culture of inspiration and continuous improvement.

Knowledge Transfer: Closing the skills gap is imperative for sustained success. Through mentorship, we ensure a seamless transfer of knowledge, preserving institutional wisdom and expertise.

Diverse Perspectives: Our program encourages the exchange of diverse perspectives, contributing to a rich tapestry of ideas and innovation within our organization.

Talent Attraction: By emphasizing mentorship, we attract new and diverse talent to join our ranks, ensuring a vibrant and inclusive workforce.

Enhanced Engagement: Investing in our employees' growth and development significantly boosts overall engagement, contributing to a positive and dynamic workplace culture.

Our mentorship program is not just a professional development tool; it is a strategic investment in the career paths and personal growth of our employees. As evidenced by the fact that nearly half of Anguil's workforce has been with the company for five years or more, it is evident that we value and actively foster the delicate balance between personal and professional development.

Anguil's commitment to sustainability encompasses the sustainable development of our most valuable asset — our people. Through initiatives like our mentorship program and a holistic approach to employee well-being, we are not just ensuring the success of today but also cultivating a resilient and thriving workforce for the future.

100%





Various health and wellness opportunities occur throughout the year at Anguil to encourage a healthy lifestyle and prioritize mental health for our employees:

Fitness Programming

Over the year Anguil provided various exercise classes from yoga to boxing, a lunch and learn focused on biking safety, and a holiday health challenge between teams of employees.



Work-Out While You Work

At-desk exercise equipment is available to employees to borrow during the day to move while working at their desk.

Healthy Snacking

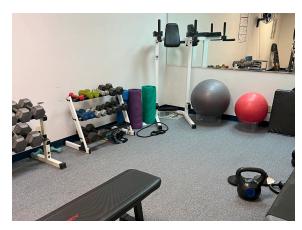
Anguil also removed the classic vending snack machines and replaced them with healthier snack options available for employees to purchase. Every other week fresh vegetables and fruits are provided by Anguil for employees to snack on at no charge.

Outdoor Options

Anguil is currently developing an outdoor space for employees to have meetings, work solo, or take lunch outside. The outdoor space will be ready for employees to enjoy by the summer of 2024.

Ergonomics

The majority of our employees enjoy having the option of a stand-up desk and fatigue mat to promote positive ergonomics in the workplace. This option continues to promote Anguil's commitment to overall wellness in the workplace.



"QUITE A LARGE PERCENTAGE OF MANAGERS AND INDIVIDUAL CONTRIBUTORS ALIKE WHO ARE NOT ONLY PASSIONATE ABOUT THE ORGANIZATION, BUT ARE ALSO NOTICEABLY TALENTED, HAPPY, AND HELPFUL." -New Anguil Employee



FITNESS CENTER

Anguil has a fully-functional fitness facility with various equipment and free weights open for employees to enjoy from 6am-9pm.



HEALTH RISK ASSESSMENTS

Each year Anguil offers all employees and their families a free annual Health Risk Assessment. The assessment provides an evaluation of the individual's overall health risks and quality of life both in and out of the office.



BENEFIT ENROLLMENT

- Health: 73
- Vision: 66
- Dental: 75



COMPANY CULTURE

Flexible Work Environment

Anguil employees enjoy a relaxing but professional work environment, well as a flexible work schedule that allows employees to fulfill their work responsibilities all while being able to adhere to personal responsibilities outside of work. Along with a custom work schedule each day to best fit the employees' needs, Anguil also allows two days of remote working per week.

Remote Employee Relocation

At Anguil, we recognize the importance of providing adaptability and support to our valued employees. In order to accommodate the evolving needs of our workforce, employees seeking to relocate while continuing their remote work arrangements are encouraged to engage in open communication with their respective managers. We aim to empower our team members can thrive both personally and professionally, regardless of their physical location.

Casual Dress Code

All employees enjoy a comfortable, casual dress code in the office as well as while working remotely.

92.9%



TOP WORKPLACE

This distinction is awarded from the Milwaukee Journal Sentinel and is based on the results of an employee survey measuring qualities such as company communication, career opportunities, working environment, managerial skills, pay, and benefits.

Anguil prides itself on being designated a Top Workplace winner for nine years. As a family-owned company that started in 1978, we have strived to continue to express our company values:

- Act Like You Own It
- Stronger United
- Transparency Matters
- We Don't Walk Away



ONE OF OUR RECENT HIRES WITHIN THE **OPERATIONS** DEPARTMENT SHARFD SOME THINGS **ABOUT APPLYING TO ANGUIL:**

"From the moment considered applying, it was clear that this company holds a unique position in its industry, not only for its cutting-edge solutions in air and water pollution control but also for its unwavering commitment to sustainability. Anguil's reputation as a global leader aligns with my own aspirations for making a meaningful impact internationally. The organized application process reflected the company's professionalism and dedication to collaborative and positive work environment."

CARING IS OUR CULTURE

- HAS PARTICIPATED IN LOCAL ADOPT-A-HIGHWAY CLEANUP SINCE 2015
- DONATES 2,000 POUNDS OF FOOD AND/OR \$2,000 TO FEEDING AMERICA ANNUALLY
- IN 2023 ALONE, ANGUIL MADE ADDITIONAL CHARITABLE DONATIONS TO:
 - Alzheimer's Association
 - Brain Up
 - Brookfield East Robotics Club
 - Brown Deer School District
 - Catholic Ecology Center
 - Girls on the Run

- Little Warrior Foundation
- Marquette University High School
- **UWM Physical Therapy Program**
- Village of Brown Deer
- Whitefish Bay Ball







TEAM BUILDING

- Employee Celebrations
- Pop-up Brunches
- Summer Food Truck Party
- All-Company & Department Potlucks
- Halloween Spooktacular & Chili Competition
- Offsite Department Roundtables & Strategy Sessions





Project Engineering Group Cookie Exchange, December 2022







Top Workplace Picnic Celebration, September 2022







Halloween Spooktacular in 2021, 2022, and 2023







17

Holiday Party, December 2022



WE ARE COMMITTED
TO THE SAFETY OF
OUR EMPLOYEES,
CONTRACTORS, AND
CUSTOMERS.

ANGUIL HAS ONLY HAD ONE WORK-RELATED INCIDENT OVER THE LAST TEN YEARS.





THAT'S 1,652,236.75
HOURS SAFELY WORKED
BY EMPLOYEES
WITHOUT INCIDENT.

SAFETY

Anguil is pleased to have our safety coordinator leading our safety team. The safety team's focus is on safety in and around our building, at our fabrication shops, supplier locations and at our customer sites. The team's goal is to increase awareness of safety issues and create a culture focusing on safety. The team is developing safety policies and procedures and ensuring all employees are fully trained on them.

Anguil has updated the safety manual in 2023 and it is available upon request. Anguil has an Anguil Standard Practice (ASP) for the minimal personnel protective equipment (PPE) each employee needs. There is a SharePoint site that the company uses to store all safety related information.

The safety team meets monthly. The team reviews safety incidents, near misses and injuries. The team then decides on the best method to communicate information to the entire organization. The team addresses any outstanding safety issues or risks and future safety needs.

Tornado / Fire Drill

We held both a tornado drill and fire drill and all employees were required to exit as quickly and calmly as possible and meet in a designated meeting zone.

BY THE NUMBERS

.72

FLOOR CAPTAINS FOR FIRE/ TORNADO DRILLS

SAFETY COMMITTEE MEMBERS MEETING MONTHLY

ALTERNATE FLOOR
CAPTAINS FOR FIRE/
TORNADO DRILLS

14 OSHA 10 CERTIFIED EMPLOYEES

OSHA CONSTRUCTION SAFETY
MANAGER COURSES TAKEN

OSHA 30 CERTIFIED EMPLOYEES

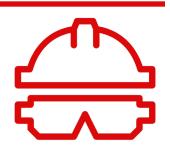
CERTIFIED FORKLIFT DRIVERS

NO. OF ISNETWORLD TOPICS
COVERED PER SHOP OR
FIELD VISIT

FIRST AID/CPR/AED/BLOOD BORNE PATHOGEN TRAINED EMPLOYEES

ACCOMPLISHMENTS

- IMPLEMENTED ANGUIL SAFETY DEPARTMENT COMMENT BOX
- CONDUCTING MONTHLY SAFETY AUDITS/INSPECTIONS
- DEVELOPED ANGUIL NEW HIRE SAFETY TRAINING
- THE SAFE WORK PRACTICES MANUAL IS AVAILABLE ON THE COMPANY ONEDRIVE



IT SECURITY



ANGUIL PROUDLY SPONSORS A FREE ELECTRONICS RECYCLING PROGRAM FOR ALL MAJOR ELECTRONIC ITEMS.

Anguil takes a comprehensive approach to business continuity to ensure business sustainability without interruption. An updated Business Continuity plan ensures the company is prepared in the case of disaster or business interruption.

Additionally, Anguil's Information Technology department works to implement year-round developments in order to bolster company efficiency and sustainability in the digital age:

Firewall Upgrade

In 2022, we replaced our Firewall stack with new equipment. While still providing the same services, the new equipment has enhanced integration features that we plan on utilizing going forward. These enhanced features will allow further metrics and automatic analysis of certain network activity.

Password Manager for Critical Roles

In 2022, we rolled out an enterprise grade password manager for the following departments: IT, Accounting, Safety, and HR. Using a password manager helps us create strong and unique passwords that enhance the security of the services we interact with on a daily basis.

Data Recovery Upgrade

In 2022, we upgraded our Data Recovery and Disaster Response hardware to accommodate our growing network shares and build in additional capacity.

Duo MFA

In 2022, we rolled out Duo Multi Factor Authentication company wide. Multifactor authentication further increases our user and service account security by requiring a second method of authentication anytime someone logs into company services.

ERP/CRM Upgrade

We upgraded our ERP and CRM in 2023 and we are now operating on the newest version of the platform which has added extra features and corrected multiple long-standing issues with the product. Marketing is also working a current project to take our CRM activities into the cloud.

New Printers

We upgraded our printers in 2023 with brand new machines. These printers are more efficient than our previous printers and help reduce waste and power consumption.

New Office Spaces

Multiple new work areas have been created for employees in 2023 as the business continues to expand and we take on more new hires.

KnowBe4 Email Security & Training:

KnowBe4 is a best-in-breed service when it comes to deploying, tracking, and managing employee computer training, as well as performing simulated Phishing Campaigns. KnowBe4 will help all employees stay up-to-date and informed regarding emerging cyber threats and provide IT with better tools to respond to bad actors and threats.

Trello Cleanup

IT analyzed all Trello memberships in 2023 and cleaned up the membership list, garnering a substantial reduction in Trello costs and overhead. These types of activities are crucial as we evaluate a successor for Trello and determine which types of operations are conducted in Trello.

Teams Phones

In 2023, we moved to Teams Phones for our company phone service. Instead of having multiple apps that users need to be signed into to get work done and communicate, Teams Phones has allowed us to incorporate internal and external communications into a single platform and move away from extension-based numbering conventions to a more familiar name based convention.

Data Analyst

Anguil Environmental hired it's first data analyst in 2023. Having a dedicated resource available for report writing and data analysis will help streamline business analytics as we move forward into the future.

SUPPLIER MANAGEMENT & DIVERSITY

As our customers have demanded more from our company, we too have demanded more from our suppliers; this has led us to be a stronger partner with our customers and suppliers.

ANGUIL CONTRACTS LOCAL
FABRICATORS AND SUPPLIERS
WHEN POSSIBLE TO REDUCE
ENVIRONMENTAL IMPACT,
CREATE A MORE SUSTAINABLE
SUPPLY CHAIN, AND
CONSOLIDATE LOGISTICS.

In addition, we have started to seek partnerships with fabricators in geographic proximity to our key customers to reduce environmental impact of logistics and transit.

Supplier Diversity

Anguil works extensively with our existing supply base to ensure that we encompass diverse suppliers and our Supply Chain Managers look to source and develop partnerships with suppliers who have diverse certifications.

A diverse supply chain brings commercial benefits to both the supplier and buyer and working with a diverse supply chain has a strong impact on local communities and on the broader national economy. Supplier diversity is evolving into a strategic partnership that provides access to innovative products and increased market share in new and developing communities. We pride ourselves in being a top-performing organization in this area and apply the principles of

social diversity to such areas as supplier partnering, reputation management, and global expansion.

We recognize that minority-, womenand veteran-owned businesses, small business, and other diverse organizations contribute to the world we live in. We started as a small business and have worked hard to get where we are. We believe we have greatly strengthened the world we live in.

Supplier Management

We take a strong strategic management approach when working with suppliers and look to foster relationships through mentoring, corrective action procedures and information sharing. This allows us to streamline our partnerships through sharing of company priorities, fostering key areas of vendor improvement, tracking overall process of the relationship, minimizing risks, and supporting incentives for supplier performance.

While recognizing that we cannot address issues on our own, we are confident that through sincere efforts and cooperation with our customers and vendors, we can contribute to positive changes benefiting the planet. This may involve adopting eco-friendly practices, decreasing greenhouse gas emissions, minimizing water usage, enhancing human rights standards, and responsibly engaging with the community.

Anguil has completed an exhaustive Responsible Business Alliance (RBA) audit of our company and business practices to further our corporate social responsibility efforts. This is an internationally recognized coalition of businesses that have partnered to ensure supply chains are acting responsibly towards the environment and rights of workers, and Anguil is proud to be a part of a recognized sustainability initiative.





