

SUSTAINABILITY AT TIDI PRODUCTS

Thank you for your interest in **Sustainability at TIDI Products**. Our approach to sustainability mirrors our broader approach to business, which is to strive for continuous improvements that will have a positive impact on our customers, our employees, and the communities in which we operate. Our sustainability efforts are organized into three pillars: Environmental Stewardship, Social Responsibility, and Corporate Governance. We look forward to sharing more details on our sustainability activities in this report.

True North

TIDI Products navigates by True North, a course of action defined by our purpose, core values, and guiding principles. The elements of True North are manifest in our ongoing sustainability initiatives and our popular market brands.

Purpose

As a trusted manufacturer of high-quality medical devices, TIDI's purpose is to **Support Caregivers** and **Protect Patients**.

Core Values

TIDI's organizational culture is built on values such as understanding our customers, keeping our commitments, being honest, providing a safe work environment, encouraging teamwork, and fostering individual development. These values reinforce our dedication to sustainability.

Guiding Principles

Consistent application of the following principles helps guide TIDI's approach to sustainability:

- Align by thinking systemically and creating constancy of purpose
- Enable by leading with humility and respecting every individual
- Focus on process by embracing scientific thinking, improving flow-and-pull value, assuring quality at the source, and seeking perfection

Market Brands

Our registered brands, which include Posey, C-Armor, Sterile-Z, AquaGuard, Grip-Lok, TIDIShield, PenBlade, and Zero-Gravity, are emblematic of our purpose, core values, and guiding principles, as is the name TIDI itself.



Posey®



C-Armor®



Sterile-Z®



AquaGuard®



Grip-Lok®



TIDI Shield®



PenBlade®



Zero-Gravity®

Environmental Stewardship

TIDI Products is committed to resource efficiency and energy efficiency across our enterprise. We also take steps to reduce waste wherever we can. Here is a sample of some of our key environmental stewardship initiatives.

Resource Efficiency

TIDI's goal of minimizing scrap and defect rates informs our product design, manufacturing processes, and equipment procurement. We conduct routine reviews of raw materials and finished goods to reduce costs, minimize consumption of raw materials, and leverage lightweight materials.

When procuring paper goods, we consider factors such as sustainable forestry and prefer to work with FSC- or SFI-certified vendors.

We also conduct an annual review of our waste management processes. In 2023, 86% of all solid waste at our site in Neenah, Wisconsin, was recycled. To encourage recycling of TIDI products whenever possible, we maintain a [Waste Disposal ID Guide](#) for consumers.

Energy Efficiency

TIDI proactively measures energy usage and pursues energy efficiency opportunities. From 2020 to 2023, energy efficiency efforts led to a 14% decrease in energy consumption at our site in Tijuana, Mexico.

Energy efficiency efforts at TIDI include 100% electrification of our forklift fleet, installation of motion sensors on interior lighting systems, routine review of lighting to ensure current technologies are best-in-class, and routine evaluation of compressed air lines.

In the spirit of continuous improvement, we began measuring our carbon footprint in 2024 and plan to evaluate further opportunities for reduction.

Additional Initiatives

Beyond key activities addressing resource efficiency and energy efficiency, TIDI works to ensure that other aspects of our operations also apply sustainability best practices. Additional efforts include the regular review and maintenance of spill prevention and control countermeasures, regular review and maintenance of stormwater pollution prevention plans, routine leak testing on all water lines to identify and eliminate leaks, and the optimization of product distribution to consolidate transportation needs where possible.

In 2023,
86%
of all solid waste at our
site in Neenah, Wisconsin,
was recycled.

From 2020 to 2023,
energy efficiency efforts led to a
14% decrease
in energy consumption
at our site in Tijuana, Mexico.

Energy efficiency
efforts at TIDI include
100%
electrification
of our forklift fleet.

Social Responsibility

TIDI Products is committed to making a difference in people's lives by demonstrating respect for every individual, enacting comprehensive workforce safety policies, maintaining robust supply chain management, and facilitating active community engagement.

Respect for Every Individual

TIDI understands that our most important responsibilities are to provide safe, high-quality medical products and create good jobs in the communities in which we operate. We believe in respecting every individual and effectively demonstrate our commitment in a number of ways:

- TIDI provides equal employment opportunities and employment decisions.
- TIDI complies with applicable employment laws at all locations, including laws and requirements related to immigration, diversity, equity, inclusion, and human and labor rights.
- TIDI's leaders receive annual training on anti-discrimination and anti-harassment principles.
- TIDI's zero-tolerance policy for harassment extends to employees, suppliers, contractors, temporary workers, and guests.
- TIDI works with diversity recruitment and compliance organizations to provide opportunities for diverse candidate pools.

Furthermore, TIDI works to cultivate a respectful workplace where employees can thrive and build meaningful careers. We use several strategies to achieve these aims:

- Employees have 1-on-1 monthly meetings with managers to discuss performance and development goals. Feedback from employees on how TIDI can better support them is invited. This practice makes it easier for employees and managers to maintain an open dialogue and eliminates issues caused by having only annual performance reviews.
- All job descriptions and associated wages are reviewed at least every 24 months to assess accuracy and fairness.
- Salary reviews correspond to market competition, internal equity, and professional development.
- TIDI manufacturing facilities have onsite medical professionals available for all employees.
- TIDI provides comprehensive benefits to employees, including health insurance, dental insurance, vision insurance, life insurance, and a retirement savings plan.



Workforce Safety

Each TIDI site has a safety team to address safety issues, maintain compliance, investigate and reduce incidents, and pursue specific safety initiatives. Each site also develops an annual safety action plan that is reviewed by leadership and communicated to all employees; the sites are monitored for progress against their annual safety action plan. Employees receive monthly health and safety training on a wide variety of subjects, including personal protective equipment, ergonomics, fire safety and severe weather drills, safety policy reviews, and job-specific topics.



TIDI's total recordable incident rates (TRIR) for our Neenah and Tijuana sites consistently outperform industry benchmarks.

Social Responsibility Cont'd

Supply Chain Management

TIDI has an internal process to evaluate potential suppliers and maintains a [Supplier Code of Conduct](#). This code requires all TIDI suppliers to comply with all laws, rules, and regulations including labor, health and safety, trade, environmental, and all other requirements dictated by local, national, and/or international law in their respective countries where products or services are sold, manufactured, or where raw materials are sourced.

Community Engagement

TIDI strives to be a good member of the communities in which we operate by supporting local organizations and events. Employees are encouraged to engage and/or take on leadership roles in community activities. In Neenah, Wisconsin, and Tijuana, Mexico, we volunteer time and donate both money and resources to a broad range of organizations whose diverse missions include helping those in need, youth programs, nature conservancy, and more.



MARINE CORPS RESERVE



Corporate Governance

TIDI Products is committed to accountability, transparency, and ethical behavior in all decision-making and operations.



Standards for Ethical Business Practices

TIDI maintains a Standards for Ethical Business Practices document for all employees. These standards are also applicable to all contractors working with our company. The document provides guidance relating to non-harassment, employment laws, product safety and quality, supplier relations, conflicts of interest, government requests and communications, confidential information, and additional topics.

Code of Conduct

TIDI upholds a code of conduct that includes anti-bribery and anti-corruption policies. We require annual ethics training for sales personnel that presents information on anti-kickback legislation and other compliance topics. TIDI also provides clear guidance on selling practices and how to interact with healthcare professionals.

Whistleblower Hotline

TIDI employees have access to a third-party anonymous whistleblower hotline along with a third-party confidential tip line to report any concerns, inappropriate behavior, or unethical business practices. TIDI's whistleblower policy protects employees from retaliatory action.

Cybersecurity

TIDI takes seriously its responsibility to protect and manage our customer and employee data. We uphold data protection best practices and continuously review our cybersecurity procedures. Our employees are required to participate in ongoing cybersecurity training.

Thank you for your interest in **Sustainability at TIDI Products**.
To request more information, please contact rfi@tidiproducts.com.