

Environmental Social Governance (ESG) Policy Statement

Inline believes the integration of ESG business practices will create lasting results that benefit all our stakeholders, including our customers, employees, investors, and the local community in which we live and operate.

We are committed to achieving a more sustainable future and foster a dialogue on ESG matters with relevant experts, employees, shareholders and other stakeholders.

Our Director is responsible for reviewing and overseeing corporate responsibility policies and programs. The management team (ESG Committee), oversees the implementation of these policies and coordinates our efforts to identify, address, train and report on our ESG challenges and opportunities.

ENVIRONMENTAL SUSTAINABILITY | We're committed to operating in an environmentally responsible manner to reduce our impact on climate change, conserve natural resources and operate in compliance with environmental regulations.

We are committed to protecting the earth's natural resources and reducing our environmental impact by operating in an ethical and responsible manner. We recognise that climate change is a global issue that requires the cooperation and contributions from industries, businesses and governments, nationally and globally. Reducing greenhouse gas emissions, switching to renewable energy sources when possible and taking other actions to mitigate the effects of climate change are necessary to help protect our future.

SOCIAL RESPONSIBILITY | We're committed to being a socially responsible employer by fostering an environment of diversity and inclusion across our business, with a focus on empowering women and minorities, operating ethically and supporting our local communities. We are committed to the prevention, detection and reporting of Modern Slavery in any part of the business and supply chains.

We create a fun, spirited work environment that rewards innovation and collaboration at all levels. Leaders are encouraged to demonstrate an "open door policy" and employees can provide feedback through their annual performance reviews. We hold periodic employee appreciation events, such as our monthly luncheon, holiday celebrations and birthday recognition. We also aim to foster both personal and professional growth for employees at all levels of the organisation through annual performance reviews, role-specific training and professional development opportunities.

CORPORATE GOVERNANCE | We're committed to building a culture dedicated to ethical business behaviour and responsible corporate activity. We believe strong corporate governance is the foundation to delivering on our commitments.

All employees, managers, contractors, and other stakeholders shall comply with all relevant and applicable local, state and federal environmental laws, regulations and company policies.

For more information on how Inline is delivering on ESG initiatives, please review the following codes and policies:

- Code of Conduct
- Social Responsibilities
- Work Health and Safety
- Equal Opportunity
- Environmental

