

November 8, 2021

To our stakeholders:

I am pleased to confirm that BraunAbility reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture, and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Staci Kroon  
President & Chief Executive Officer  
BraunAbility



## **Human Rights**

### **Assessment, Policy, and Goals:**

The core purpose of our business, mobility transportation products for persons with physical disabilities, supports and enhances human rights, as our products provide mobility and independence to wheelchair users around the globe, changing their lives for the better. This is the third year of our global movement for greater inclusion of the millions of individuals who live with mobility disability; the initiative is called “Drive for Inclusion.” Its goal is to build a more mobility-inclusive society that makes it possible for people of all ability levels to fully contribute to the world around them.

### **Implementation:**

Our second annual Drive for Inclusion report card was published in 2021 providing a benchmark on inclusion perception year over year and to also uncover discrepancies between general population perceptions and the realities for those with mobility challenges. This year’s report card uncovered that despite a steady year of diversity, equity and inclusion conversations, individuals with mobility challenges are viewed to still have the fewest accommodations for full inclusion into society.

### **Measurement of Outcomes:**

- Media outreach surrounding the Drive for Inclusion Report Card in 2021 reached 7.3 million individuals. Social media conversations resulted in nearly 13,000 individual engagements and a reach of 3.2 million.
- A mentorship program for college students with mobility challenges was established to help students gain knowledge in their field of interest and aid mentees in appreciating the value of a more diverse and inclusive workforce.
- For National Disability Employment Awareness Month, BraunAbility published an editorial entitled “Why Your Next Great Hire May Never Walk Through Your Door” and hosted a video panel discussion on tips and advice for employees – and employers – curious about disability employment.
- BraunAbility employee volunteers invested over 700 hours building ramps for the homes of low-income individuals. An additional 300 hours was invested in painting accessible parking spaces and volunteering at sport programs for individuals with physical disabilities.



## Labor

### Assessment, Policy, Goals:

Both our BraunAbility Code of Conduct and Partner & Supplier Code of Conduct highlight our commitment to the elimination of all forms of compulsory and child labor. In addition, our Employee Handbook makes clear that BraunAbility is an “employer at will”, meaning employees have the right to leave their employment at any time.

In addition, our Employee Handbook and Code of Conduct include the right to collective bargaining, and the Employee Handbook also includes several prohibitions with respect to discrimination, including a commitment to a workplace free of all types of harassment and discrimination, as well as a zero-tolerance policy regarding workplace violence.

In 2021 we continued two primary focuses with regard to labor. The first was to continue the work that had commenced in 2019 around increasing employment of people with physical disabilities. As we noted previously, our outward focus has always been on those with physical mobility challenges, and our goal continues to be to ensure that those with physical disabilities are represented in our employee population, as well. Second, we also put a focus on other types of diversity within our workforce and, specifically, setting a path to build an even more inclusive workplace. We believe this will ultimately lead to even greater diversity within our workforce.

### Implementation:

For the first focus around disability employment, we furthered our work with an existing summer intern program through Eskenazi Health, plus expanded it with a mentorship program. The internship program resulted in three students with physical disabilities holding positions with us in the summer of 2021 to gain valuable work experience. In addition, an internship program was put in place to provide mentors for current college students with physical disabilities, with three students being matched with BraunAbility executives. One of these students went on to become one of the three aforementioned interns. This program is being continued into the 2021-2022 school year.

For the second focus, we continued our established roadmap towards greater inclusion. A Diversity Council was established in the spring of 2021, made up of diverse employee representation across BraunAbility U.S. and European business units. This Council has two executive sponsors and has been implementing a 2021 action plan based on raising awareness of diversity and fostering a more inclusive workplace. As part of these efforts, special employee speaker events have been held around the topics of advancing female leadership and fostering disability inclusion.



### **Measurement of Outcomes:**

- Regarding focus #1, BraunAbility is working towards the goals of:
  - An overall representation of 2% of our employee population being those with physical disabilities.
  - All job openings being sent to our network of disability referral sources.
- For focus #2, the targeted outcomes are:
  - Establishing a benchmark score of inclusion in the workplace by end 2021.
  - Increasing female leadership to 20% within our workforce short-term, with long-term aspiration of 33%.



## **Environment**

### **Assessment, Policy, Goals:**

As part of our 2021 corporate compliance program, we were successful in maintaining our ISO 14001:2015 Certification. We reassessed our environmental aspects, impacts, and risks and found no change from 2020. Therefore, we continued with four reduction goals, that aimed for 5% reduction from 2020 on a per unit basis in the following areas: water consumption, waste disposal, electrical consumption, and natural gas consumption. Along with establishment of these reduction goals, reduction plans were developed, and monthly monitoring ensures our progress.

### **Implementation:**

Reduction plans are managed by various members of management and implemented in multiple areas around the BraunAbility campus. Reduction targets are reviewed on a monthly basis and changes to reduction plans occur as necessary. Projects that have impacted our metrics include:

- Increased our pulse welding operations
- Installed an additional robotic welder
- Installed new water meters in plant 3

### **Measurement of Outcomes:**

- Completed an Environmental Legal Compliance Audit and were found to be in compliance
- Completed a management review of our Environmental Management System
- Maintained ISO 14001:2015 Certification
- 5% reduction targets for 2020 were achieved



## **Anti-Corruption**

### **Assessment, Policy, Goals:**

BraunAbility has an anti-bribery and anti-corruption policy and procedure in which BraunAbility commits to conducting business in compliance with all laws and regulations. This procedure requires reporting of gifts given and received by BraunAbility employees, the input of which is monitored by management, in addition to preclearance procedures when giving gifts or other items of value. This procedure also addresses the Foreign Corrupt Practices Act and UK Bribery Act.

Additionally, BraunAbility updated its trade restrictions procedure to require a bi-annual screening against the export.gov search of all international entities and individuals BraunAbility conducts business with to ensure good trade standing. The revised procedure now also applies to BraunAbility's European subsidiary, requiring searches of customers located outside of the European Union; with the depth of the searches dependent on the assessed anti-corruption risk in those countries.

In 2020, BraunAbility also underwent an anti-bribery and corruption review with an outside consultant, which assessed anti-corruption elements including risk assessments, policies and procedures, training, leadership, third party due diligence, internal controls, reporting, and internal investigation and reactions to misconduct.

### **Implementation:**

The results of the anti-bribery and corruption assessment were shared with the board of directors.

Employee gift reports were reviewed by top management quarterly and a whistleblower reporting system continues to be available to all employees, vendors, customers, and other outside third parties.

Anti-bribery and corruption were assessed in BraunAbility's annual risk assessment process.

A trade restrictions provision was added to BraunAbility's standard terms and conditions of sale.

### **Measurement of Outcomes:**

- Priority was assigned to the area anti-bribery and corruption on BraunAbility's 2021 global compliance plan.
- A bi-annual screening of our international customers list was conducted.
- Quarterly reporting and tracking of all gifts given and received.
- A whistleblower hotline is in place at our five subsidiaries.