

November 8, 2022

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. Our products provide mobility an independence to wheelchair users around the globe, changing their lives for the better. In 2022 we celebrated BraunAbility's 50th anniversary of changing lives, as well as the fourth year of "Drive for Inclusion," our global movement for greater inclusion of the millions of individuals who live with a mobility disability. The 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 us.

### **Implementation:**

For the 50th anniversary a goal was set to build 50 ramps for households that needed an accessible entryway to their home. In addition, a goal was set for the month of October, which is Disabilities Employment Awareness Month, to reach other area employers and amplify support for hiring individuals that have physical and/or developmental disabilities. BraunAbility also published its 3rd annual Drive for Inclusion Report Card measuring the sense of inclusion of individuals with mobility challenges vs the general population, specifically focusing on disability inclusion in the workplace.

### **Measurement of Outcomes:**

- A total of 53 ramps were built in the communities where our employees live and work, and 393 employee volunteers participated.
- A panel discussion was held around disability employment in October, with over 70 area employers and representatives in attendance, including the Lieutenant Governor of Indiana.
- The 2022 annual Drive for Inclusion Report Card was recently published, with a special focus on disability employment.



## **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 it clear that BraunAbility is an “employer at will,” meaning employees have the right to leave their employment at any time.

Additionally, 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.

Our commitment to two primary focuses with regard to labor continued in 2022. These measured areas of focus are to: 1) Increase our employment of people with physical disabilities and 2) Increase the representation of females in leadership positions across the Company. In addition, we committed to measuring the level of engagement and inclusion within our employee population to set a baseline metric upon which to improve.

### **Implementation:**

We continued our partnership with the Fehribach Foundation, which focuses on internships for college students with physical disabilities. In addition, we continued to measure our progress against our goals for increasing females in leadership positions. Finally, we executed an “employee voice” survey to measure the level of inclusion within our workforce.

### **Measurement of Outcomes:**

- Two students with disabilities completed summer internships at BraunAbility during the summer of 2022.
- BraunAbility reached its target of 20% representation of females in leadership positions by the end of 2022.
- The employee voice survey provided a measured inclusion index of 56%.



## **Environment**

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

As part of our 2022 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 2021. Therefore, we continued with four reduction goals, that aimed for 5% reduction from 2021 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. In 2023 we will begin to focus our attention to reducing our CO<sub>2</sub>e emissions across all BraunAbility business units. A 50% reduction in Scope 1&2 CO<sub>2</sub>e emissions by 2030 using a 2016 baseline was established as a sustainability goal.

### **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:

- Installed a new trash compactor that will increase load capacities, reducing the number of pickups by the vendor,
- Began replacing fluorescent light fixtures with LED,
- Conducted an electrical metering study to identify high electrical consuming equipment,
- Partnered with Envizi (an IBM Company) to collect Scope 1 &2 emissions data from all business units

### **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 2021 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 and is reviewed and approved by the BraunAbility Board of Directors annually.

Additionally, in 2022, BraunAbility updated its trade restrictions procedure to include a section on export control of its products in line with its compliance practices.

Since undergoing an anti-bribery and anti-corruption compliance assessment in 2020 with an external consultant, BraunAbility has carried out an anti-bribery and anti-corruption compliance improvement plan, specifically addressing enhancements in its employee trainings, third-party screenings, employee communications and monitoring of the giving and receiving of gifts.

### **Implementation:**

Carried out an anti-bribery and anti-corruption compliance improvement plan.

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 anti-corruption training was administered to applicable employees of the global organization.

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

A third-party screening and due diligence software was investigated to allow for continuous monitoring.

### **Measurement of Outcomes:**

- Anti-bribery and anti-corruption policy and procedure communicated to all employees
- 100% employee completion rate of anti-bribery and anti-corruption training
- Progress to the anti-bribery and anti-corruption improvement plan reported to the Board of Directors quarterly
- Third-party screening and due diligence software purchased
- Quarterly reporting and tracking of all gifts given and received