



DECLARATION OF CORPORATE SOCIAL RESPONSIBILITY

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1. We, the members of Speights Group LLC (hereafter, “SG”), being unified in our mission to act with integrity, beneficence, nonmaleficence, autonomy and sound moral and ethical principles, do herein formally declare our commitment to the following precepts and principles:

a. **QUALITY** - SG is dedicated to the continuous measurement, improvement, and assurance of its effectiveness in all facets of operation, in accordance with the generally accepted principles of the repudiated global organizations to which it submits; in all applicable areas, SG strives to exceed the minimum required standards of quality and reliability established by the overseeing organizations of the industries wherein we operate, through value-added policies, practices, controls, resources, techniques and procedures;

b. **SAFETY AND HEALTH** - SG commits to the sustainable care, security, and well-being of all living things, property, assets and equipment as if they were our own; to promoting safe and healthy initiatives that are considered to be best practices at the global scale; SG promises to safeguard the sites wherein we work, increasing quality of life, maintaining cleanliness, neatness, organization, and use of environmentally-sound practices and products; all personnel at SG are encouraged and expected to use clear communication, to stop any potentially unsafe act that they observe, to report violations of policies, regulations, statutes, and laws, and to engage in and promote habits that are physiologically, psychologically, spiritually and socially healthy; SG further devotes to influencing and driving a robust safety culture through resource allocation and continually enhanced awareness training;

c. **PRIVACY** - SG promises to act legally and responsibly with regard to personal and professional information, materials, documents, media, and conversations that are of a private, proprietary, confidential, classified, or otherwise sensitive nature, including but not limited to personnel files, financial records, agreements and accords, electronic and hardcopy correspondence, text messages, images and logos, videos, in-person and phone conversations;

d. **DIVERSITY** - Acting always with respect for people both internal and external to our organization, irrespective of age, gender, race, national origin, disability, religion, economy, or any other protected or unprotected status; SG commits to growing, maintaining, and promoting a diverse work environment and general culture at all times, through hiring, promotion, operating practices, business and personal relationships; SG maintains and has on file an Affirmative Action Plan, and is committed to bolstering equality for women, minorities, and economically disadvantaged persons at every opportunity, to providing reasonable accommodation for those with disabilities, and to exercising cultural awareness and sensitivity wherever we operate;

e. **SUSTAINABILITY** - SG commits to exemplary leadership in environmentally-friendly practices to include waste reduction, pollution prevention, sustainable consumption, the use of sustainable resources and renewable energy, mitigation of environmental impact, protection and maintenance of biodiverse cultures, and general protection of the environment and the earth’s natural resources; maintaining climate change awareness; SG further commits to creating, adopting, maintaining, and improving operational practices to assure sustainability, including but not limited to standardized administrative, purchasing, logistics, and supply chain practices, GAAP



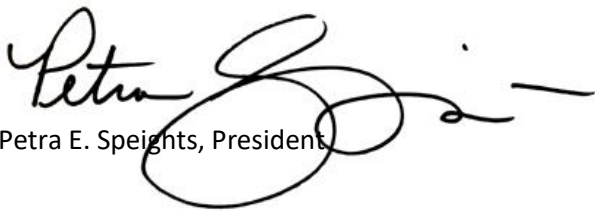
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accounting, full lifecycle costing, and investing in local communities, small businesses, disadvantaged and underdeveloped entities;

f. COMPLIANCE - SG and its personnel will, at all times, adhere to and comply with all regulatory standards, procedures, rules, policies, mandates, directives, codes, statutes, laws, and legal requirements within its scope, span, and sphere of operation. Where required, SG will maintain records, certifications, licenses, registrations, and documentation in accordance with customer and legal requirements. Human rights and labor issues.

2. Duly agreed and signed this 21st day of August, 2024:



Petra E. Speights, President



Maria E. Vazquez, Director



Matthew J. 'Matty' Speights, Director



Joshua D. Speights, Member



Caleb C. Speights, Member