



AI FIRE

ACADEMY FIRE

IMPACT FIRE

Corporate Social Responsibility

Corporate Social Responsibility

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Message from our CEO



Michael Lloyd
Chief Executive Officer

At AI Fire, LLC (“AI Fire, Academy Fire, Impact Fire” or the “Company”) we believe in doing the right thing – not because we have to or because we’re told to, but rather because we have a responsibility to those around us, and we take that responsibility very seriously.

We are aware that the decisions we make impact our employees, our clients, and our community. Our commitment to each of them is that we will work diligently each day to ensure that as we produce the highest quality work product possible, we do so with consideration to diversity, equity, and inclusion, both internally and with those with whom we work, corporate citizenship, and environmental best practices and sustainability.

Sincerely,

Values

MISSION CRITICAL: BE THE BEST

We are committed to being the premier fire protection service provider and preferred employer in the fire protection industry by operating under the following core principals:

- We put our employees and customers first, without exception.
- We build lasting relationships.
- We work in an open, honest, constructive, and safe manner.
- We are committed to supporting our employees in their professional development through workforce training and continuing education opportunities.
- We demand excellence from ourselves and those with whom we work.
- We make intelligent decisions for optimal impact.
- We prioritize accountability by encouraging employees to take ownership of their work.



People

Fostering Diversity, Equity, & Inclusion

AI Fire is committed to fostering, cultivating, and preserving a culture of diversity and inclusion. Our people are our most valuable asset. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities, and talent that our employees invest in their work represents a significant part, not only of our culture, but our reputation and the company's achievements as well.

We embrace and encourage differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees and all of those with whom we work in the value supply chain unique.

AI Fire's diversity initiatives are applicable, but not limited, to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:

- Respectful communication and cooperation between all employees.
- Teamwork and employee participation, allowing space for the equal representation of all groups and employee perspectives.
- Work/life balance to accommodate the varying needs of our employees.
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for the diversity of the world in which we live.



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People

Fostering Diversity, Equity, & Inclusion cont.

All employees of AI Fire have a responsibility to treat others with dignity and respect. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions (on or off the work site), and at all other company-sponsored and participative events.

Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action. Employees who believe they have been subjected to any kind of discrimination that conflicts with the company's diversity policy and initiatives should seek assistance from a supervisor or an HR representative.

Please refer to the Employee Handbook for the policy on Harassment, Discrimination and Retaliation Prevention, including guidelines on filing a complaint. Further, any vendor, wholesaler, distributor, or other partner who exhibits behaviors contrary to the standards to which we hold our employees will also be subject to a thorough review of the ongoing nature of our relationship.

Talented Workforce

We believe that the success of our employees is our success. As such, we are committed to supporting our employees in their professional development endeavors through workforce training and development, continuing education opportunities, and other investments in their growth and career progression.

AI Fire Living Wage/Living Income & Pay Transparency

At AI Fire, we believe that all workers deserve the opportunity to earn a living wage and income. We believe they have a right to compensation for a regular work week that meets the worker and their family's basic needs and provides some discretionary income.

Our Policy:

AI Fire understands that fair pay brings benefits not only families, but communities and businesses, and that economic growth is only sustainable when workers receive fair pay.

Simply, it's the right thing to do. The need to address living wages and income was accelerated by the COVID-19 pandemic, due to its disproportionate burdening of the most disadvantaged, while creating new vulnerabilities for others who were previously less impacted.

At AI Fire, we are taking action to maintain strong pay practices by continuing to pay a living wage to all our employees and encouraging our vendors, suppliers, and strategic partners do the same. To do so is critical to our long-term business success. We understand that workers are more productive and more inclined to stay committed to the organization when they are paid fair wages and treated with dignity and respect.

We use the definitions agreed by the Global Living Wage Coalition, a partnership promoting knowledge and information about living wage levels.

- A living wage is the remuneration received for a standard workweek by a worker in a particular place sufficient to afford a decent standard of living for the worker and her or his family.
- A living income is the net annual income required for a household in a particular place to afford a decent standard of living for all members of that household.

Elements of a decent standard of living include food, water, housing, education, healthcare, transportation, clothing, and other essential needs, including the provision for unexpected events. However, we understand that mandated minimum wages are rarely sufficient to allow workers a basic standard of living. Our goal is to do our part to help raise living standards, not only by paying a living wage to our employees, but also striving to work with other organizations who provide living wages to theirs.

AI Fire Living Wage/Living Income & Pay Transparency cont.

To maintain our commitment to paying AI employees a living wage, we will:

- Review employee wages against industry benchmarks on an annual basis and adjust any pay levels that would fall below the living wage level,
- Continue our efforts on promoting equity for people of color
- Ensure that all regional compensation managers are trained on the concept of living wages, Incorporate living wage concepts into our annual review process and wage requirements, and
- Assess the scope of our living wage efforts, relevant benchmarks, and methodologies for measurement which are continuing to evolve at both the national and international level on an annual basis.

Pay Transparency and Salary History

At AI Fire, we are aware that state and local governments across the country have passed, and continue to pass, laws for pay equity and wage transparency, as well as salary disclosure laws.

While these laws vary based on the jurisdiction, AI Fire works diligently to comply with each one in which we do business and/or have employees. To that end, we acknowledge the following:

- We do not ask job applicants about their past salary history during the application and interview processes.
- We do not set a compensation based on wage history if that history is learned.
- We do not prohibit current employees from discussing compensation in the workplace.
- We ensure that compensation for the same work is equal, regardless of gender.
- We use pay equity standards when setting compensation based on measurable factors, including education, years of experience, and location.
- We ensure work is distributed fairly, according to pay.
- We review compensation and associated policies, including promotion criteria, annually to ensure compliance with each applicable jurisdiction.
- We both physically and electronically post labor law posters. We provide employees notice as to the posters' electronic availability.

Additionally, for jurisdictions that require it, at a minimum, we:

- Disclose the minimum and maximum annual salary or hourly wage range in job postings.
- Disclose compensation ranges in all internal postings for promotion or transfer opportunities.
- Disclose that the compensation would be based on commission if the posting is for a position that is paid solely on a commission basis.
- Include a job description, if one exists, in job advertisements.



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People

Keeping People Safe

AI Fire is committed to providing a workplace in which employees can work without undue concern for their safety and health. The safety of our employees and contractors is our first priority.

Actions that are taken without regard to safety cause personal injury, pain, economic hardship, and property damage. These results always outlive the amount of time it would have taken to do the job properly from the outset. Management is committed to the prevention of injuries and illnesses through employee training, medical evaluations, and involvement in the continuous development of support programs. Our goal is to strive toward achieving zero incidents and injuries by creating a true safety culture and constantly striving to find opportunities for improvement.

To help achieve this goal, AI Fire has adopted a Safety Management Program, which includes safety training, hazard identification and correction, incident investigation, and most importantly, employee participation. Employee participation in the continuous improvement and development of the Safety Management Program will help maintain a workplace where everyone returns home in the same condition in which they arrived.

Employees and subcontractors of AI Fire are expected to actively participate in the Safety Management Program. We expect work to be done in a safe and efficient manner, with all company safety rules and procedures followed, and any unsafe acts, conditions, or incidents reported to management immediately. All employees, managers, and subcontractors will be held directly accountable for incident prevention and must diligently carry out the requirements of the Safety Management Program.

People

Keeping People Safe

Achieving our goal of zero incidents and injuries will not only ensure the financial health of AI Fire, but will also ensure the physical health and well-being of each employee and subcontractor. Each person's cooperation is essential for us to reach this important goal.

Community Involvement & Corporate Citizenship

AI Fire is committed to being involved in the communities we serve. To that end, we encourage and support our employees in their volunteering efforts, as well as our vendors and suppliers. AI Fire's vendor network consists of small businesses that are actively participating in their local communities and charitable outreaches across the country. As we support them, they support those around them. By working with numerous others across various geographical areas, we understand that we can further our corporate citizenship reach.



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Planet

Environment and Sustainability

As part of our commitment to environmental stewardship, we support environmentally friendly and sustainable business practices and work continuously to reduce our carbon footprint. We integrate responsible environmental practices into our business decisions and are dedicated to increasing efficiency throughout our company. This is demonstrated in our ongoing audit of toxic chemical use and the decisions made to ensure we use less toxic chemicals wherever possible to improve the safety for employees and reduce the overall environmental impact. Our guiding environmental commitments focus on preserving the environment by reducing waste and pollutants, and conserving energy and water, while complying with all applicable environmental regulations and policies.

We proudly do business with others who are industry leaders in the sustainability space. Our partners include leaders in fire detection/suppression system equipment manufacturing, such as Tyco, Viking, Victaulic, Ansul, and Amerex, among others, as well as leaders in retail and various other industries, such as Target, Public Storage, Home Depot, Office Depot, Christman Construction, Shell, Raytheon, Amazon, Turner Construction, Baylor University, Gillette Stadium, Baylor Scott White Healthcare, and SpawGlass.

Environmental and Sustainability Policy

I. Purpose

The purpose of this policy is to clearly define the fundamental principles for AI Fire’s commitment to the safety and well-being of the communities in which we are involved and the environment overall, while complying with the laws and regulations governing our industry.

It is our belief that optimizing risk management efforts through short- and long-term sustainability goals will not only ensure we are being environmentally conscious, but also drive competitive advantage over others in the industry.

II. Scope

This policy applies to all AI Fire employees, stakeholders, subcontractors, vendors, and temporary employees. Each of these individuals is expected to support, and adhere to, this policy.

III. Our Commitments

AI Fire is committed to:

1. Striving to become an industry leader in environmental sustainability to protect the Earth’s natural resources. We will do this through:
 - a. continuing education,
 - b. safer operations,
 - c. choosing chemicals that are safe for our employees and the environment
 - d. the efficient use of land, energy, and water in our operations.



Environmental and Sustainability Policy

III. Our Commitments (Cont.)

2. Mitigating climate change.

3. Taking all reasonable steps to manage and minimize our environmental footprint by developing programs to reduce energy and water consumption and increase waste diversion.

4. Increasing our use of green products and services.

5. Increasing environmental health by:
 - a. Using alternative technologies.
 - b. Selecting environmentally friendly packaging and materials.
 - c. Monitoring energy efficiency.
 - d. Minimizing water usage.
 - e. Eliminating or reducing environmental health hazards to workers and the communities in which we operate.
 - f. Educating employees, vendors, and end users.
 - g. Reducing, and properly disposing of, hazardous materials.
 - h. Minimizing solid wastes.

6. Working with suppliers and vendors who uphold the same or substantially similar commitments to environmental sustainability.



Environmental and Sustainability Policy

IV. Compliance

At all times, and in all actions, AI Fire strives to comply with all safety, risk, employment and environmental regulatory agencies governing our business

V. Management and Responsibility

This policy shall be subject to the oversight of Kristen Cooper, CSP, AI Fire Vice President of Risk Management, who is responsible for the overall administration and management of the policy, and implementing any processes, additional policies, or controls with regard to environmental or sustainability measures, including AI Fire's use of products, services, and additional processes.

The AI Fire Vice President of Risk Management shall manage a Safety Team, and guide them, along with each District's General Manager on this policy and all environmental and sustainability initiatives.



Environmental and Sustainability Policy

V. Management and Responsibility (cont.)

Responsibilities include:

- Developing sustainability strategies, policies, and procedures to support the commitments specified in Section III above.
- Monitoring resources utilized in the implementation of this policy to ensure proper usage.
- Ensuring compliance with all applicable laws and regulations.
- Staying informed and up to date with regard to new laws and regulations impacting environmental requirements.
- Coordinating with other departments, as needed, to support the strategies and initiatives herein.
- Minimizing AI Fire's environmental footprint by taking reasonable steps, including, but not limited to, contracting for environmentally responsible products and services, and reducing waste.
- Ensuring proper disposition of items including, but not limited to: CFCs/halons, halogenated fluorocarbons, PFOA containing foam concentrates, lead acid batteries, sodium hydroxide, electronic components, and potassium carbonates.
- Regularly communicating environmental and sustainability responsibilities to AI Fire employees through policy acknowledgments at new hire, special email communications, Donesafe Safety Management System tasks, and any other communication deemed necessary by the AI Fire Vice President of Risk Management.
- Reviewing this policy and making necessary revisions, if any, on an annual basis.

Environmental and Sustainability Policy

VI. Training

At the direction of the AI Fire Vice President of Risk Management, AI Fire will provide environmental and sustainability training to all employees, consultants, independent contractors, and temporary employees, at a minimum, annually.

VII. Third Parties

The AI Fire Vice President of Risk Management shall oversee suppliers, vendors, and any other third parties with whom AI Fire engages. We reserve the right to choose to work with vendors, subcontractors, and suppliers who meet our expectations regarding adherence with this policy. Any incidents regarding alleged violations shall be immediately reported and addressed accordingly, up to and including the decision to disengage with the party found in violation.

VIII. Fire & Life Systems

AI Fire utilizes a clean agent fire suppression system to help eliminate harm. In this sense, “clean” means (1) safe for humans and (2) safe for the environment. For each product we use or handle, we maintain the applicable safety data sheet, as required by GHS, and follow the guidelines for the specific handling, use, and disposal of that product.

IX. Violations

Any violation of this policy may result in disciplinary action, up to and including termination of employment. Any employee who is asked to perform an action that is believed to be in violation shall report to the AI Fire Vice President of Risk Management as soon as possible.



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X. Questions

Any questions and concerns about this policy should be directed to Kristen Cooper, CSP AI Fire Vice President of Risk Management at kcooper@aifire.com.

XI. Revisions

It is the responsibility of the AI Fire Vice President of Risk Management to review this policy on an annual basis.



Supplier Code of Ethics

At AI Fire, we seek to do business with organizations that meet our high standards and conduct activities in ways that positively reflect on our company and the community. With this in mind, we choose our third party partners carefully and take appropriate measures to ensure they meet contractual requirements and follow the law, our Supplier Code of Ethics, and our policies.

When selecting third parties, we practice appropriate due diligence, evaluating potential third parties based on legitimate business criteria, such as:

- Safety, Compliance, and Adherence to our policies and procedures
- AI's and our customers' needs
- Cost
- Quality
- Services offered
- Availability
- Reputation and integrity



Supplier Code of Ethics

I. Introduction

At AI Fire, we strive to do business continuously and consistently in a manner that improves the lives of employees, partners, suppliers, vendors, and clients.

We expect all our suppliers to respect and comply with the criteria set out in this Policy and we will continue to work with and support those suppliers who demonstrate continual improvement.

We encourage our suppliers to be open and honest about the challenges they face, so we can help them find practical solutions. This Policy applies to all AI Fire suppliers no matter where they operate.

For questions or concerns regarding this Policy, please contact Kristen Cooper, CSP, AI Fire Vice President of Risk Management.

II. Fundamental Principles

1. Business is conducted lawfully and with integrity.
2. Work is conducted per the agreed upon and at-will documented terms of employment.
3. All workers are treated fairly and with respect and dignity.
4. Work is conducted on an at will basis.
5. All workers are of an appropriate age.
6. All workers are paid fair wages.
7. Working hours for all workers are reasonable.
8. Workers' health and safety are protected at work.
9. Workers have fair access to fair procedures and remedies.
10. Business is conducted in a manner which embraces sustainability and reduces environmental impact.



Supplier Code of Ethics

III. Mandatory Requirements for our Suppliers and Vendors

Business Integrity

All of our suppliers and vendors must conduct business lawfully and with integrity. They are required to:

- Not engage in bribery.
- Disclose any conflicts of interest.
- Not accept gifts, hospitality, or entertainment in exchange for influencing future business.
- Engage in competitive behavior in compliance with all relevant antitrust or other laws and regulations.
- Conduct all business dealings transparently.
- Safeguard all confidential material.
- Be sure that all products meet specifications for quality.
- Comply with all federal, state, territorial, and international laws, including those related to data protection and antitrust.
- Comply with AI Fire's safety, compliance, and insurance requirements.
- Report any concerns without retaliation.



Supplier Code of Ethics

III. Mandatory Requirements for our Suppliers and Vendors (cont.)

Labor Rights

All of our suppliers and vendors must treat their employees fairly by:

- Safeguarding their rights under local and national employment law.
- Treating all workers equally and with dignity.
- Ensuring all workers are voluntarily providing service and not under indenture, bonded labor or any other forms of human trafficking.
- Ensuring all workers are of an appropriate age based on local and federal laws.
- Ensuring all workers are paid a fair wage for their work, which includes overtime pay, under local and state law.

Environmental Impact

All of our suppliers and vendors must:

- Manage their own impacts and work with us to meet our environmental objectives.
- Have an environmental policy and operate in compliance with all applicable laws and regulations.
- Ensure the specification of environmentally sustainable materials wherever technically and commercially feasible.



Supplier Code of Ethics

IV. Supplier Diversity Statement

At AI Fire, we actively strive to engage with businesses that fall into one or more of the following diversity categories:

- Minority-owned Business Enterprises (MBE)
- Woman-owned Business Enterprises (WBE)
- Lesbian, Gay, Bisexual, Transgender -owned Business Enterprises (LGBTBE)
- Disability-owned Business Enterprises
- Small Disadvantaged Businesses (SDB)
- Historically Underutilized Businesses (HUB Zone)
- Veteran-owned Businesses (VBE)
- Service-disabled Veteran-owned Businesses (SDVBE)



Supplier Code of Ethics

V. Modern Slavery and Human Trafficking

AI Fire is committed to treating people with dignity and respect in the workplace and in the communities where we do business, including the zealous protection of human rights. We have a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships, and to implementing and enforcing effective systems and controls to ensure that slavery, forced labor, child labor, workplace abuse, and human trafficking are not taking place anywhere in the AI Fire business or in any of its supply chains.

We are also committed to ensuring there is transparency in our own business and in our approach to identifying modern slavery through our supply chains, consistent with our disclosure obligations under the Modern Slavery Act of 2015. We expect the same high standards from all our contractors, suppliers, and other business partners, and we expect that our suppliers will hold their own suppliers to the same high standards.

Profits

Customer Centric Approach

At AI Fire, we are not merely interested in earning a profit. We are passionate about earning customers for life by gaining their trust that we are a company they can rely on to do the right thing.

Provisions for Annual Update and Continuous Improvement

AI Fire's Corporate Social Responsibility policies and procedures, just like all policies and procedures, are living documents that must have the ability to grow and adapt with the company. While the intent and core elements of the policies will likely remain the same year after year, the specific details regarding how to accomplish what we set out to do may need to change to reflect changes in the organization, in the industry, in the law/regulations, and in the world. As such, the Corporate Social Responsibility policies set forth herein shall be reviewed by the CEO, Michael Lloyd, and designees on an annual basis, at a minimum, and recorded below:

Revision History

This Policy will be reviewed on at least an annual basis, and if revisions are made, they will be documented in the table below.

Policy Reviewed Date	Reviewed By	Revision(s) Made