	Refractory Construction Services ESG Report		Doc No:	ESG20
			Initial Issue Date	
			Revision Date:	
Environmental, Social & Governance Report			Revision No.	1
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Statement from the President

Refractory Construction Services Co., LLC (“RCS”) is focused on offering our clients superior project results, accomplished through professional project planning, execution, and monitoring. We operate with the understanding that a well-developed plan is crucial to successful project execution. RCS considers immediate, efficiently coordinated responses to unplanned/emergency work to be equally important. We have established a safety culture in which safe work practices are kept at the forefront of our employees’ mindset. By investing in each and every employee through indoctrination, training, and incentivizing, we have built a work force that is empowered to take responsibility for themselves, their fellow workers, and the environment in which they work. RCS has assembled a management team consisting of experienced project managers and supervisors, all carrying industry certifications.

Building on a solid foundation of proven project methodologies, combined with a perpetual drive for excellence, RCS is committed to continue providing industrial services that set the benchmark for customer expectations while always taking into consideration the impact on ESG (Environmental, Social and Governance).

Chris Lanclos / President

Operating Responsibility

RCS commits to work in ways that take into account ESG considerations. Our goal is to have every key strategic and operational decision we make contribute positively to all stakeholders, including employees, shareholders, the environment and society at large.


As such, we commit to provide resources, expertise and support for expanded ESG practices to our employees. We commit to continually monitor ESG impacts and implement best practices.

We are believers that companies participating in ESG initiatives generate long-term successful business partners. We commit to leverage our resources in support of ESG to generate positive relationships with our employees, customers, vendors, etc.

Environmental and Sustainability

Preserving the environment is inherent to our mission and vital to improving global health. The natural resources we all rely on, such as clean air and water, sustain life and are the building blocks of thriving communities. We are working to reduce the environmental footprint of our business. From awareness of carbon impact to total regulatory compliance, we insist on a commitment to environmental responsibility for all operations.

Some examples of how RCS reduced the overall energy use, energy intensity and greenhouse gas (GHG) emissions.

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- RCS has reduced its vehicle fleet by **39%** since 2018. As a result, hundreds of thousands of miles less traveled and hundreds of thousands of gallons of fuel saved. Hundreds of thousands of tons of vehicles emissions avoided.
- RCS has reduced sq. footage and facilities in in the past few years. This results in less impact on the environment due to less heating and cooling requirements.

Employee Health and Safety

Our Goal to make RCS the best place to work starts with safety. We are committed to ensuring everyone can do their job safely, and we seek to lead the industry in safety performance. Our strong safety track record is supported by ongoing training and by providing our employees with the tools and resources needed to responsibly enhance their health and safety processes to go beyond compliance. RCS is on the forefront in finding new ways to protect employee health and safety. The most recent innovations has been through RCS’s patent holding silica mitigation system and stud welding ventilation system.

Safety is woven into the fabric of our organization at all levels of RCS, including our senior management, President, and Board of Directors. Our commitment to health and safety begins with performance metrics that have a target of zero accidents or injuries, and the robust set of safety practices we have implemented across all of our jobsites are designed to achieve this goal. Every meeting from field level up to the Board of Directors starts with safety.


Employees are empowered with “stop work” authority to halt activity if they perceive a hazard or have a safety concern, providing an opportunity to assess and resolve the situation. We promote safety awareness with safety briefs/alerts that are broadcast via the RCS safety app.

RCS aims to continually improve safety performance throughout the company through a variety of programs, which included implementing supervision/management safety audits on each jobsite. RCS has conducted over 2,000 safety audits since the beginning of 2019.

These values have helped RCS maintain an industry leading safety record. RCS has only had 2 recordables since being founded in 2007 during which it has worked over 4.8 million field hours.

Workforce and Leadership Diversity

Supporting diversity and equality at RCS means fostering a respectful, creative, productive environment where every employee can reach their full potential — regardless of gender, ethnicity, nationality, disability or age.

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Community Support

RCS demands all of its leaders, partners and employees to properly respect and support the communities which host operations and interests. RCS has donated to 33 various local charities since being founded in 2007. We continually review, discuss and implement the best ways to support the community.

Governance

We believe strong governance is vital to meeting our growth and sustainability objectives in an ever-changing industry and that strategic foresight coupled with a sound governance structure provides the platform needed for accountability, transparency, and value creation. Our company has an unquestionable legacy of ethical business management and operation, and we expect the same from our partners.

Governance Practices:

- Apply our Code of Business Conduct and Ethics throughout the organization.
- Regularly review, update, and educate our workforce on policies, including our policies prohibiting gifting customers or suppliers.
- Refresh employees' understanding of, and compliance with, key corporate policies through mandatory training and certifications.
- Assess skillsets of management and the Board of Directors when determining succession planning.
- Honor our core values, which serve to guide us in every decision we make.