

Corporate Social Responsibility

The values at Reell Precision Manufacturing provide the foundation for all we do. This document provides a summary of how Reell strives to be a good corporate citizen through our business practices.

HUMAN RIGHTS

Our fundamental principles are documented and apply to all our Customers, Coworkers, Shareholders, Suppliers, and our communities to ensure they are treated with dignity and respect. From our Declaration of Belief:



- We believe the dignity of every individual to be sacred...
- We believe life's highest purpose for each individual is to become all that she or he is created to be, and...
- We believe the highest purpose for the Corporation is to make worthy contributions to the common good, therefore...
- All activities, objectives and policies are to be ordered toward individual development and the common good.
- Reell has established policies and practices that allow concerns to be directly communicated directly to management via “open door” or communicated via anonymous means. These communications are done with confidentiality and without fear of retaliation.
- Respect for human rights is a natural and consistent extension of our fundamental views of people. Dignity and respect are extended to all people independent of nationality, gender, religion, educational background, or any other classification that might be used for discriminatory purposes. Reell will not participate in any practice that compromises our fundamental views of people and will only do business with other institutions that also respect human rights. As such Reell will
 - Only hire Coworkers that are a legal age to work
 - Respect the right to privacy consistent with the regional and national laws
 - Not tolerate forced labor (includes human trafficking, indentured labor, or debt bondage)
 - Not tolerate harassment
 - Not tolerate discrimination
 - Pay fair wages and overtime and benefits will comply with all local and national laws
 - Encourage open, respectful and trustworthy conversations with management. The desire is to always have mutual trust so that there is no fear of retribution or intimidation. Coworkers have the ability to join or choose to not join labor unions
 - Provide all Coworkers with clean, safe and healthy working conditions and applicable laws and codes will be followed

BUSINESS ETHICS

Business ethics is embedded in all that we do, it is even what the name Reell means: Fair, Genuine, Honest, Trustworthy. Reell has been recognized for upholding our ethics and has won the Minnesota Business Ethics award twice and has been recognized nationally once.



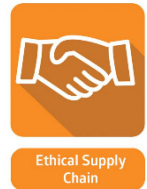
Our foundational documents guide us in how we operate and say, “Do what is right” and this means that “We are committed to do what is right even when it does not seem to be profitable, expedient or conventional.” This influences everything we do, including how we support customers, coworkers, suppliers, our environmental impact, and community service.

Reell will not participate in transactions that involve any form of bribery, embezzlement, or other forms of corruption.

Reell will protect the intellectual property (IP) it generates and will respect IP from other companies.

RESPONSIBLE AND ETHICAL SUPPLY CHAIN

Reell will not knowingly source or supply any product that negatively impacts our environment, people or violate any regulatory or governmental obligations. Several environmental certificates and statements are available on the Reell website including Safety and Health, Environmental, RoHS, Reach SVHS, California Proposition 65, Conflict Free Minerals Declaration Cobalt & Mica and PFAS.



FINANCIAL STEWARDSHIP

Reell recognizes that our customers need confidence that we are a stable and reliable company. Being a privately held company we do not share financial details in the same manner as public companies, but we can provide additional quantitative information regarding our financial well-being when this is required by our customers. Reell is managed for the long-term and that means that we will selectively invest for a balance between risk and growth. We certainly invest for future growth including investments in generating new IP and applied development activities; however, we will avoid having concentrated risk in one market sector, one customer or in one region. We also will avoid signing agreements that are not balanced in their risk approach. Shared risk engenders collaboration and true partnerships.



Reell uses best practices for segregating internal financial duties and our financial accounting is reviewed yearly in all regions by a major internationally recognized accounting firm.

ENVIRONMENTAL STEWARDSHIP

“Do What is Right” directly translates into minimizing the impact on the environment as a result of our activities. This, combined with our desire for continuous improvement, means that we will continually seek ways to be more efficient, use fewer resources and minimize our impact on the earth.



This approach is good for the earth and good for business. Reell is committed to protect our environment and to conserve our natural resources. Reell’s approach to the environment is expressed in our Environmental Policy that can be found on our website. Investments in our facility infrastructure have reduced CO2 emissions while also lowering costs. Such investments are implemented on a continuous basis and have resulted in a 13% reduction in the energy consumed for the US facility. Additional investments will be implemented in 2024 and an additional 10% reduction in energy usage is projected for the next two years. For most packing materials used in manufacturing, we use reusable packaging materials (such as packing trays) or recyclable materials. Furthermore, we recycle metal scrap to minimize our landfill waste. Since 2020 Reell has recycled over 60 tons of metal. We realize that waste and scrap do not provide value to any of our constituents and is also detrimental to our environment. Reell has active cross-functional Coworker participation with yearly goals to reduce waste and scrap. We will continuously work to reduce scrap in all areas of our operations.

COMMUNITY INVOLVEMENT

Consistent with our *Direction Statement* we will use a share of our energy and resources to meet the needs of our local and global community.



Since 1970 Reell has used 10% of pretax profits to participate in a wide variety of efforts to serve the common good, striving to build hope in our world by changing lives for the better through both financial aid and service to our communities. Coworkers get up to 16 hours of their time each year to work on non-profit projects that promote the common good. Our primary areas of giving (financial and hands-on service) include growth & development, essential human needs, disaster relief, healing & restoration.

For additional information please visit the Community Involvement page on the Reell.com website.

Shari Erdman

Shari Erdman
Co-CEO