

ENVIRONMENTAL POLICY

ESG

Revised: 11/28/2022

Standex International Corporation recognizes that effective long-term management of a global industrial manufacturing company requires the balance of environmental impacts and business activities. We strive to achieve this balance by acting in accordance with established guidelines that will enable us to contribute to create a sustainable, environmentally conscious society.

We are committed to:

- reducing our impact on the natural environment and acting on climate change. We believe
 that in order to be sustainable, we must consider the environmental impacts of our growth
 plans.
- continuously improving the management of our environmental impacts. We expect our supply chain to reduce environmental impacts primarily through voluntary efforts with the aim of improving environmental preservation and the efficiency of resources and energy.
- complying with all relevant environmental laws and regulations. Given our global footprint
 and the diversity in our operations and products, environmental regulatory compliance is the
 responsibility of facility-level EHS/Quality professionals who operate with oversight and
 guidance from division and corporate management.
- following internationally recognized best practice environmental management systems, like ISO 14001.
- training and educating our employees on environmental issues that pertain to our business and the environmental effects of their actions. Employee engagement, at all levels of the company, is necessary to achieve objectives. Individual facilities share best practices with one another to drive continuous improvement through our monthly Operations Council meetings.
- establishing clear environmental performance objectives via strategic leadership goals and tracking progress against those objectives.
- keeping key stakeholders, including employees, customers, suppliers, and investors, informed on our environmental priorities and progress.
- conducting monthly meetings with the operations leaders of all divisions globally to discuss current progress on identified projects to reduce energy and water consumption as well as reducing solid waste.