



TIDI Products Sustainability Strategy

TIDI Product's 'True North' is to support caregivers & protect patients. Our sustainability strategy supports our purpose through strengthening our long-term capabilities and performance.

The sustainability strategy is built upon 3 pillars: Economic, Social, & Environmental.

- **Economic:** We are committed to maintaining and improving profitability.
- **Social:** We are committed to maintaining and improving human and social capital.
- **Environmental:** We are committed to reducing waste across the entire value stream.

TIDI Products Sustainability Initiatives

1. Economic

1.1. Investment

1.1.1. Strategic planning yields investment initiatives annually. All major investments are reviewed to ensure they will yield a return.

1.2. Asset Management

1.2.1. Robust systems are deployed throughout the organization to ensure assets remain viable and operational.

1.3. Profitability

1.3.1. Tiered management systems are deployed routinely to PDCA (Plan, Do, Check, Act/Adjust) as necessary.

2. Social

2.1. Community

2.1.1. We are a corporate citizen with responsibilities to the communities of which we are a part and to society in general. The most important responsibility we have is to provide good jobs and quality products. We also have a desire to be part of the community. We express this by supporting community activities, and by encouraging our employees to take an active part in and lead community activities.

2.2. Equal Employment

2.2.1. Respect for the individual is one of our Guiding Principles. One way we demonstrate this by providing equal employment opportunities for all. All employment decisions are made without regard to any protected category.

2.2.1.1. We comply with all applicable employment laws wherever our employees are located. This includes immigration laws, the Americans with Disabilities Act, the Family Medical Leave Act, and Equal Employment Opportunity Laws.

2.2.1.1.1. Leaders are required to go through training on these annually.

2.3. Non-Harassment

2.3.1. Another way we demonstrate respect is through our Non-Harassment Policy. Harassment claims are taken very seriously and investigated thoroughly.

Harassment has no place at TIDI, no matter if it involves an employee directly, a supplier, contractor, temporary worker, or guest.

2.3.1.1. Leaders are required to go through training on this annually.



2.4. Compensation

2.4.1. We are committed to paying employees fairly. All job descriptions and associated wages are reviewed at a minimum of every 24 months for accuracy and fairness.

2.4.2. Annually during budgeting, we review starting wages and perform competitive wage analysis to ensure we are paying fairly.

2.5. External

2.5.1. We have internal processes for denied party screening on all potential suppliers.

2.5.2. We maintain a Supplier Code of Conduct where we require all suppliers to comply with all laws, rules, and regulations, including labor, health, and safety, trade, environmental, and all further requirements dictated by local, national, and/or international law, in their respective countries where their products or services are sold, manufacture, or where raw materials are sourced.

2.5.3. Supplier Policies | TIDI Products

3. Environmental

3.1. Sustainable Design

3.1.1. Scrap and defect rate are critical inputs for process, equipment, and product design where 3% or less is targeted.

3.1.2. Raw materials and finished goods are routinely reviewed through robust systems to reduce cost and minimize overall consumption of raw materials.

3.2. Waste Management

3.2.1. We maintain waste disposal ID guide by product category

3.2.1.1. Recycling Resources for Product Disposal English | TIDI Products

3.2.2. We routinely review waste processes annually with a goal of limiting waste.

3.3. Water Management

3.3.1. We maintain and regularly review SPCC (spill prevention control & countermeasures).

3.3.2. We maintain and regularly review SWPPP in facilities where required (stormwater pollution prevention plan).

3.3.3. As part of our maintenance system, we perform routine leak testing on all water lines to ensure we waste as little as possible.

3.4. Energy Consumption

3.4.1. Our forklift fleet is all electrical.

3.4.2. We perform annual leak testing on all pneumatic lines.

3.4.3. We maintain motion sensors on all interior lighting.

3.4.4. We review lighting technology every 5 years to ensure that our current technology mitigates electrical waste.

3.5. Transportation Energy Consumption

3.5.1. We routinely review our 3rd party logistics providers and internal processes related to distribution.

3.5.1.1. All orders are ran through an optimization engine where performance is analyzed and improved continuously. This proactively consolidates transportation to reduce waste and optimize flow.

4. Sustainable Forest Management

4.1. Where possible we work with vendors that are FSC and/or FSI certified