



STEWARDSHIP PROGRAM

2023

INTRODUCTION



At Martin Engineering, we relentlessly pursue innovation and continuous improvement to enhance sustainable outcomes for our customers and communities. As global leaders, we deliver safe, groundbreaking products and technologies, driving positive change through responsible stewardship. Our core focus is on improving operational efficiencies, elevating product performance, and prioritizing safety. We empower our customers with valuable resources, including our series of Foundations™ books, live webinars, and e-books to help them achieve success.

The **stewardship program** is designed to assist our customers in enhancing their processes by offering innovative products and services that contribute to the cleanliness, safety, and productivity of their facilities. This program is built on three pillars: environment, social, and governance. For our employees, it's about refining our processes and becoming better stewards in our community.

In our second year of the stewardship program, we've focused on making improvements guided by the metrics we've established. We maintain the highest ethical standards, valuing people, honesty, integrity, and transparency in all that we do. As a company deeply committed to product safety and unparalleled customer service, we pledge

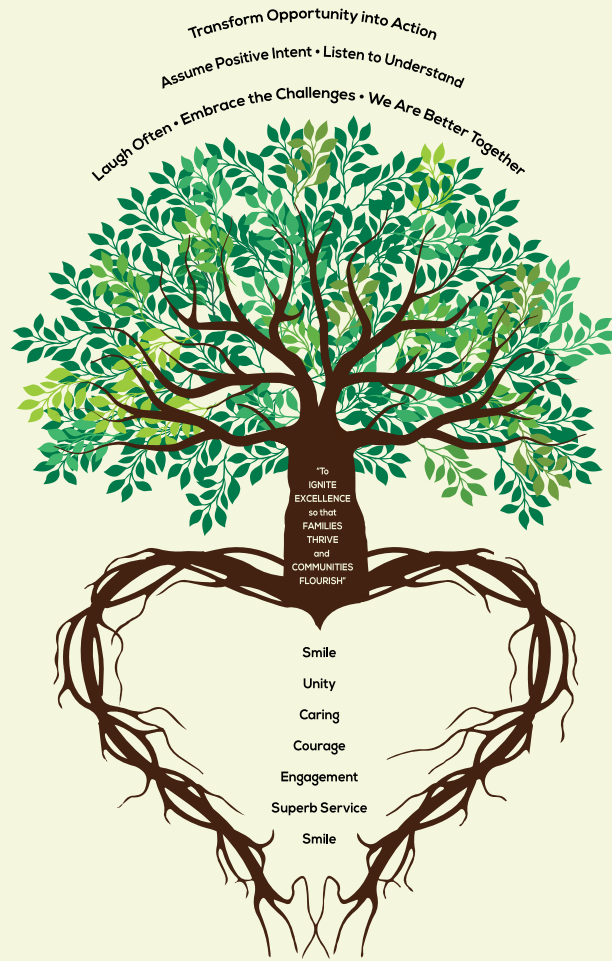
to continue conceiving and delivering innovative products that meet the highest safety standards and drive process improvements at our customers' facilities and within our own operations.

At our core, we are more than mere product providers; we are dedicated problem-solvers for our customers. We seek to deeply understand their unique challenges and needs, offering tailored solutions that go beyond transactions. Our goal is to nurture lasting relationships built on trust and dependability.

Our commitment to excellent service is unwavering, and we are resolute in our mission to drive meaningful change within our industry and for the customers we serve.

This initiative ties closely with our "Why" statement – "To Ignite Excellence so that Families Thrive and Communities Flourish."

Through this journey, we are committed to strengthening the communities in which we operate by making them a better place to live and work while enhancing our culture with our employees.



Our Culture Tree represents our culture and embodies our ‘values, why, and hows’ in a single cohesive concept.

Our roots—the foundation of our culture—are our values. These are the principles that anchor our culture, guiding and producing our best results and best days. Our values are enveloped by a heart representing all of our heartcounts, our people.

Our trunk—the pillar of our culture—is our why statement. This statement expresses why we come to work every day and defines our purpose. Our trunk, like our purpose, is strong, certain, and unwavering, helping to keep us firmly set on a steady and meaningful path.

Our branches—the expression of our culture—represent our hows. These are the tools we use to navigate change, challenges, new seasons, and also during times of celebration. Like branches, our company naturally changes, grows, and moves in different directions.

Our Culture Tree is a representation of our forward vision and growth, rooted in and expressed by the principles of our culture that guide our decisions and actions as ambassadors of Martin Engineering.

ENVIRONMENT



	Environment	7
	Maintenance	8
	Production	11
	Cost	1
	Safety	1



CONVEYOR PRODUCTS

In Brazil, our ECOSAFE (Patent Pending) primary cleaner is 27% lighter and generates 47% less waste, resulting in a yearly waste reduction of 3,000 KG for a single customer. The ECOSAFE secondary cleaner is 36% smaller in volume and eliminates 56% of urethane waste per blade, which, based on one customer, reduces annual waste by nearly 12,000 KG. Additionally, these cleaners reduce service personnel's time by 1 hour per cleaner. As a result, transitioning to these cleaners has led to a significant decrease in production costs related to energy consumption. We are soon launching this product in the United States and Germany.



We've made fundamental improvements to the N2® Position Indicator (PI), focusing on streamlining the user experience. We've expanded the range of sensors and enhanced data insights by introducing a new dashboard and app, simplifying the maintenance planning process for our belt cleaners. These new sensors are integrated with the ECOSAFE product mentioned earlier, reducing over 90% of inspection actions. This revision ensures a smoother flow and clarifies the relationship between the PI, the new sensors, and the ECOSAFE product.



At a cement plant in the UK, the N2® Position Indicator is used for remote monitoring. This not only decreases the need for on-site visits but also provides alerts to signal when the blade is nearing the end of its operational lifespan.



At a pulp and paper facility in Colombia, replacing a competitor's product with our impact bars increased the lifespan by 33%.



At a plant in Mexico, we reduced material spillage by 67.2 tons per year, saving an estimated 729 hours in technician maintenance.



At a U.S. cement plant, the installation of CleanScrape® primary cleaners improved material cleaning, eliminating the need for a secondary cleaner and removing 95% of carryback. In addition, this cleaner delivers up to 4 times the lifespan of competing urethane cleaners, thereby reducing the amount of urethane waste going to the landfill. This reduced the on-site technicians' cleaning schedule from over 16 hours per month to just 1 hour per month.



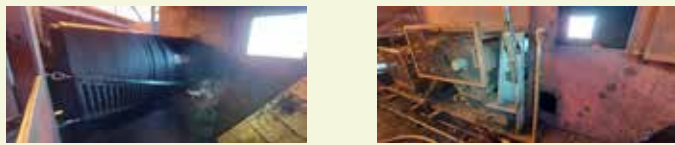
At a paper mill in the Southeast, we offered support to a customer facing challenges with an air-supported conveyor. This conveyor had been modified from a traditional 120-foot-long transfer point to an air-supported conveyor tube, resulting in several issues. One significant problem was belt mistracking. We successfully addressed this issue by installing our upper and lower belt tracking units which corrected the belt's alignment, reducing spillage and belt damage at the transfer point. After resolving the mistracking problem, we continued to provide ongoing support to the customer. Our combined solutions and support have opened up further opportunities to enhance material containment at the facility.



This packaging plant was experiencing issues with spillage, carryback, and misalignment. To address these challenges, we implemented a comprehensive solution, comprising of a primary belt cleaner, a secondary belt cleaner, and a tertiary cleaner, all equipped with mini blades. Additionally, we introduced a vibrating dribble chute and installed upper and lower trackers, inspection doors, and a diagonal plow. We also installed a modular transfer point. The successful implementation left the customer highly satisfied, and they are now considering addressing other transfer point issues in the future.



At a steel plant in France, continuous carryback issues were causing significant problems. Moreover, the necessity for workers to clean walkways while the conveyor was in operation posed a hazard to employees. To address these concerns, we installed CleanScape® primary and secondary belt cleaners equipped with tungsten carbide blades. This cleaning system effectively eliminated carryback on the return side of the belt. As a result, the cleaning schedule for operators was reduced to routine sessions only. This not only saved operator time and reduced exposure to hazards but also significantly improved product retention by eliminating carryback.



Above ground or below ground, Martin Engineering is dedicated to resolving the most challenging dust issues in the mining industry. Beginning with the inby belt (the belt moving towards the underground mining face), we improved airflow by sealing the headbox and incorporating baffles or dust curtains above the belt to slow the air. Additionally, we added belt support to the outby belt (the belt moving away from the working face of the mine) to prevent belt sag and material entrapment. Expanding from there, we constructed a settling zone with more baffles, further reducing airspeed. This enabled dust to settle on the belt, significantly reducing airborne dust exposure throughout the mine. As reported by the customer, this area is now 'clear as clear can be' for the first time.



At a site in Kentucky, the customer faced significant spillage issues in the load area of a transfer point. To address this problem, Martin® Manufactured Canoe Liners were introduced to contain the spillage. The customer is highly satisfied with the noticeable improvement.



A customer faced a substantial spillage issue at their facility. Upon investigation, we discovered that the load zone had been in use for over 20 years with no impact beds. They had recently installed approximately 70 rollers in the 82-foot load zone. Martin, along with contractors, completed this project in just three days. It's safe to say that the customer was highly impressed with the seamless flow achieved.



In the batch digester area of a paper mill, they faced chute plugs whenever they exceeded 210 tons per hour. To address this issue, we proposed Stage 1, which aimed to enhance the chute leading to the upper conveyor and make modifications to the chutes to facilitate the load zone leaving the belt without spillage. The customer considers this a significant success, as it increased the volume to 450 tph.



At a wood pellet plant in the Southeast, a significant issue of spillage was hampering the effective operation of the belts, resulting in a substantial problem. We conducted an assessment of the belt system and offered quotations for the installation of new cleaners as well as the repair of some existing components to minimize spillage.



In Wyoming, a customer faced the challenge of dust control, primarily due to the material's fine particle size, and they were initially reluctant to implement dust collection. To mitigate this issue, we took a multi-step approach. First, we hung several dust curtains to reduce air speed over the belt. Additionally, we established a sturdy roller foundation on another belt to prevent belt sag. Building on this foundation, we created a settling zone with multiple dust curtains to further slow down the air. As a result of these measures, dust levels were reduced by 50%, and the need for dust suppression was entirely eliminated.



In the EfW (Energy-from-Waste) sector, incinerator bottom ash (IBA) is a valuable resource for metal recovery and aggregate production. However, IBA is known for its abrasive and corrosive nature, moisture content, and even the potential for retained heat pockets. This challenging material often adheres to conveyor belts, causing carryback, buildup, and extensive wear and tear on conveyor systems, including corrosion issues. To tackle this problem, we introduced QC1+™ primary cleaners with stainless steel components on select belts at five out of their eleven UK operations. The results were so impressive that they soon extended their agreement to include nationwide installation and blade maintenance. Today, Martin cleaners are in use on over 200 belts, featuring 'set-and-forget' SQC2S™ Secondary Belt Cleaners. This tailored solution and commitment to continuous improvement are contributing to the sector's ability to maintain productivity and promote circularity.



A prominent global producer of calcium carbonate and a distributor of specialty chemicals worldwide sought a solution to address material accumulation under one of their conveyors. The team from Martin France visited the site to assess the situation and identify the issues. Following this visit, several enhancements for the conveyor system were recommended. To resolve the problem, the Cleanscrape® primary cleaner was selected due to its design, which closely fits the discharge pulley, is gentle on the belt, and requires minimal supervision. According to the customer's feedback, the Cleanscrape® cleaner has been highly effective and low-maintenance after three months of operation. As a result, the overall situation has improved, and fugitive material has been significantly reduced.



At a cement plant in Turkey, we have installed belt cleaners on 55 conveyor belts. However, the plant faced a challenge as they lacked the manpower to effectively service the cleaners. To address this issue, a 1-year service contract was established. This contract includes the provision of belt cleaner kits, spare blades, assembly, and maintenance services for the identified belts. Furthermore, the package also incorporates the new-generation N2® remote monitoring technology, significantly enhancing maintenance process efficiency. After the completion of the scraper assembly and the commencement of periodic maintenance, the scraper performance has remained consistent since the initial installation. The N2® Position Indicator allows the monitoring of blade wear status, the determination of the next replacement time, and the tracking of blade changes from mobile or desktop devices.



At the Turkish soda plant, we provided a solution to address excessive material spillage and dusting issues occurring in the process belt conveyors. To tackle this problem, a pilot area was selected on one of the conveyors with the most debris and dust. A comprehensive engineering skirtboard solution was implemented, encompassing under-belt support, side sealing, tail protection, upper and lower belt path stability, and belt cleaners. The successful application of these measures to the respective belt conveyor resulted in a significant reduction in dusting and material spillage issues in the area.



At a paper mill in South Africa, the conveyor system with a 900 mm belt handles materials that are by-products from the power and recovery boilers. The boiler ash, a product of the boilers, is discharged through chutes and conveyed underwater to cool before being transported up the chevron belt for disposal. However, the system was plagued with issues of product buildup and carryback, resulting in downtime for manual cleaning. To resolve these problems, we opted for a different approach. Instead of adding a spray bar and another primary scraper, we installed a brush cleaner below the head pulley and set up a spray bar to distribute water onto the brush cleaner and the belt. This new configuration effectively addressed the carryback and buildup issues. Downtime and spillage were significantly minimized.



In West Bengal, India, a cement plant with an annual capacity of 1.65 million tons grappled with challenges involving a 1400 mm wide conveyor responsible for transporting high-temperature clinker and limestone. The use of makeshift skirtboard seals, consisting of non-standard components, led to issues such as dust, spillage, and belt damage. To address these problems, the plant teamed up with Martin Engineering India. Together, they implemented a solution by installing 45 meters of Martin® ApronSeal™ HD heat-resistant grade, designed to withstand material temperatures of up to 120°C. This advanced sealing system not only safeguarded the conveyor but also had a positive impact on the environment. The transformation was significant. Dust and spillage, previously affecting the air and land, were substantially reduced. This solution wasn't just about improving operational efficiency; it served as a testament to the plant's commitment to environmental responsibility. Building on this success, the plant decided to replicate this environmentally conscious approach on another conveyor, procuring an additional 50 meters of Martin® ApronSeal™. This investment demonstrated their dedication to maintaining a cleaner, more efficient, and environmentally friendly operation. A company spokesperson expressed their satisfaction with the system's performance, service, and overall functionality. Within a mere seven months, the cement plant not only resolved its operational challenges but also took significant steps toward establishing a more environmentally friendly and sustainable operation, leaving a positive impact that extended well beyond the confines of its facility.



	Environment	2
	Maintenance	5
	Production	8
	Cost	1
	Safety	5

FLOW AIDS AIR CANNONS

In a facility in Mexico, more than 100 air cannons were repaired, which had been neglected for years without maintenance. The outcome was a remarkable 25% boost in production and the elimination of the daily 2-hour maintenance stoppage.



At a facility in the UK, we implemented SMART™ Series Nozzles to operate every half an hour. Within just one month, this approach led to an impressive 80% reduction in the number of cleaning stops required.



At a cement facility in the UK, the mixture of materials being processed included sticky substances, posing service challenges with the previous solution. We implemented a solution by installing 140 tanks, each with a 70-liter capacity, equipped with positive-acting valves that are fired frequently. Additionally, we added two 150-liter tanks to the burner pipe. The outcome has been notably successful, enhancing material flow and reducing the maintenance workload for the site personnel.



At a medical waste facility in the Northeast, a safety concern arose as employees had to don safety gear and air lance the boiler every four hours, 24/7. To address this issue, seven cannons were installed, leading to immediate improvements. More successes are expected in the future.



At an Oklahoma plant, excessive buildup in the blend silo piping posed safety risks to employees. MSHA identified the danger due to dust exposure when operating ball valves and 'air lancing' the buildup. To mitigate this issue, three air cannons were installed to eliminate dust exposure for employees.



At a salt facility in Texas, a substantial buildup issue occurred within their bin. To address this problem, we installed two air cannons. Within just one month of operation, the bin was no longer experiencing buildup, and the previously trapped material was successfully cleared from the bin and put to use again.



At a cement plant in Spain, Martin® SMART™ Series Nozzles have been successfully installed. This plant produces 15 different types of cement, making it one of the world's top ten factories with the most diverse product range. It's the second-largest factory in Europe for oil well cement production and the global leader in producing various clinker types. Currently, there are 50 Martin® air cannons installed. These nozzles are primarily used to clean the walls of one of the cyclone preheaters, ensuring minimal impact on the refractory. The nozzles can be installed at specific angles on the wall, maximizing the cleaning area. Before the installation, Martin provided training to the plant's technicians during a site visit, and the installation was supervised remotely. The customer is highly satisfied with the product's performance, with the nozzle tips remaining in perfect condition after six months of operation. As a result, additional units have been ordered.



At a plant in Australia, delays in unloading were being caused by material blockages. To address this issue, we installed four 70-liter Hurricane Air Cannons equipped with new valve technology, which provides twice the force of previous models. This enhancement significantly improved material flow and eliminated costly delays. Moreover, it reduced the risk of operator injuries, as there was no longer a need for manual clearance of blockages.



At an aggregate plant producing crushed rock, a persistent material blockage issue occurred at the truck dump hopper, which feeds the primary jaw crusher. The buildup in the dump hopper required an operator to spend an hour each day cleaning with a back hoe, causing a delay equivalent to ten truckloads a day (40-ton trucks). To resolve this problem, we installed air cannons that deliver timely and powerful bursts of air. This installation eliminated the need for the back hoe cleanup, leading to increased production and reduced idle time.



FLOW AIDS VIBRATION



In a Midwest township, drivers were facing the challenge of climbing into the truck bed to shovel out remaining road salt or rocking the truck back and forth to dislodge the material. To eliminate this unsafe practice, a Cougar® DC Truck vibrator was installed, allowing for efficient emptying of the load and ensuring the safety of the driver.



At a coal power plant in Utah, the challenge of coal hanging in the storage silos and persistent buildup led to the use of sledgehammers and personnel having to access confined spaces. To address this issue and ensure a safer environment, we strategically installed piston vibrators. This cost-effective solution eliminated the need for operators to manually dislodge the coal.



At a Midwest Food Waste Recycling facility, they faced an issue with material sticking to their trailer during transportation. While it wasn't a typical application, our Cougar® DC Truck Vibrator proved to be up to the task, effectively cleaning the trailer bed. This successful method is now being adopted at other facilities.



INITIATIVES

In 2023, we are maintaining our leadership by hosting Foundations™ webinars for customers. We've offered 11 webinar sessions, which have attracted almost 1,000 attendees. Additionally, we have scheduled 6 virtual classes and 88 live classes.

In terms of our recycling programs, we have successfully recycled a total of 200,000 kg of steel, with a significant portion (17,000 kg) consisting of aluminum, primarily sourced from our 6-pack air cannon valve program.

In the USA, we implemented recycling programs for paper and plastic. We made significant changes to our water coolers, transitioning them to provide filtered, reverse osmosis water and eliminating the need for water jugs. Our most substantial initiative was the removal of single-use water bottles, and to encourage this change, we provided all employees with reusable bottles. In less than six months, our efforts have led to the recycling of 1,636 KG of paper and plastic.



FACILITY IMPROVEMENTS

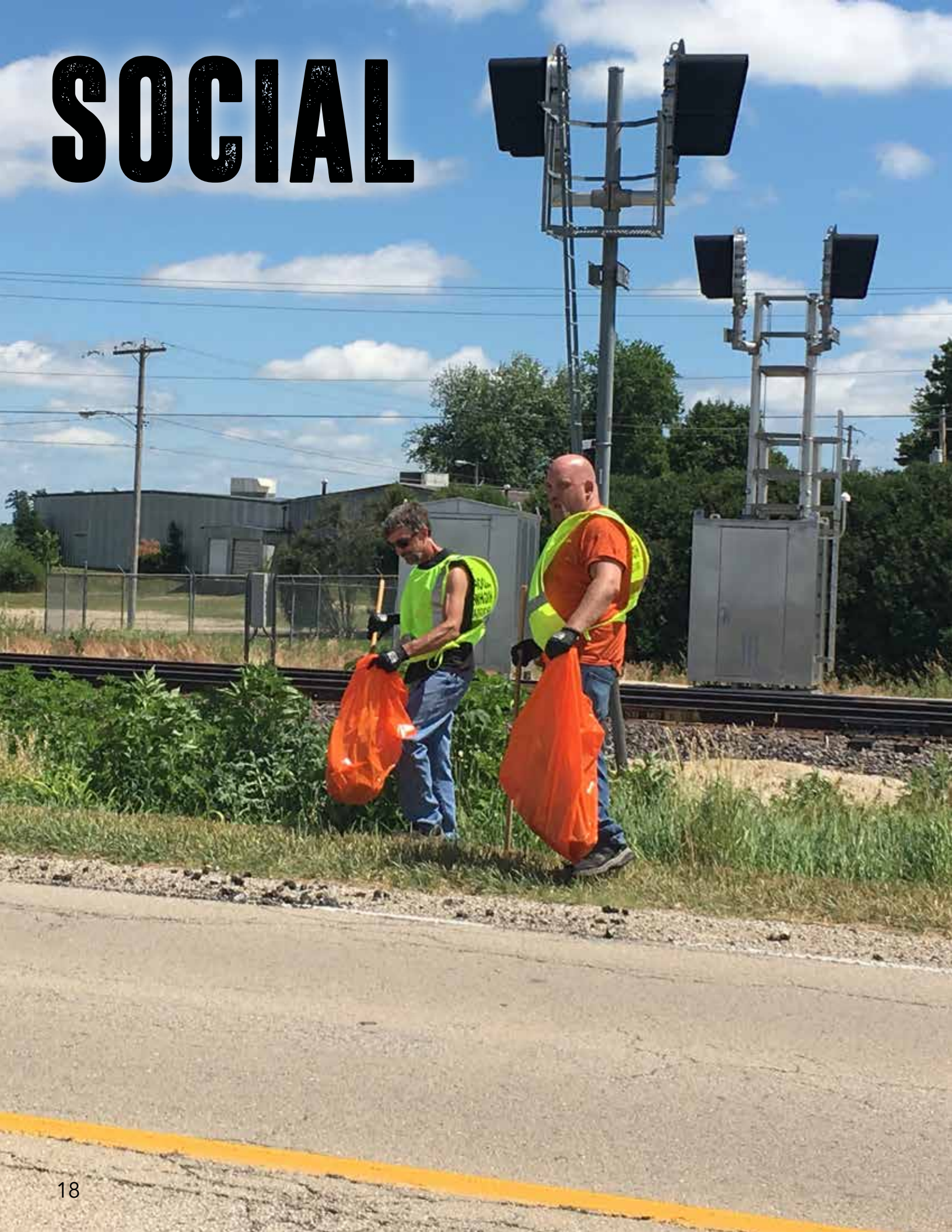
At our facility in Mexico, we have successfully installed solar panels, with an estimated payback period of 2.6 years and an annual savings of 163,000 kWh.

Meanwhile, at our plant in China, we've implemented various eco-friendly measures. We collect rainwater for purposes such as grass irrigation and as greywater in the bathrooms, leading to annual savings of 2,000 tons of water. We've also adopted a Geothermal HVAC system, resulting in energy savings of 162,250 kWh annually. In our workshop, we've transitioned to LED lighting, yielding savings of 53,000 kWh each year.

Additional improvements include reducing paper usage by transitioning to electronic document storage, saving an estimated 60,000 pieces of paper per year. We've also switched our water coolers to an on-demand style from bottles, resulting in savings of over \$500 annually.



SOCIAL





COMMUNITY INVOLVEMENT

In the USA, we contribute approximately USD 1,400 per employee, and globally, our community contributions amount to USD 300 per employee.

Susan G. Komen

FIRST Robotics

Casa Hogar Orphanage

Red Cross

Pay it Forward for Communities

Local Arts Councils

Junior Achievement

Local Schools and Children’s Homes

Shelters for homeless and single women

Turkey Earthquake Victims

Fire and Ambulance Departments

Medical non-profits such as:

St. Jude’s Foundation

Ronald McDonald House Charities

Cystic Fibrosis Foundation

Multiple Sclerosis Association

Alzheimer’s Foundation

Arthritis Foundation

Downs Syndrome projects

Smile Train

In the USA and Mexico, we conduct ‘Pink’ campaigns involving the sale of pink products and fundraising for breast cancer awareness organizations. In 2022, our efforts in the US raised over USD12,000 in donations for the Susan G Komen organization.

Red Cross – Several of our units have actively participated in Red Cross Blood Drives and other challenges to support Red Cross efforts in the region.



Mexico Race for Red Cross:



We support community environmental projects, including disaster relief for floods and other natural disasters, 'Adopt a Highway' initiatives, recycling partnerships with local non-profits, and donations to earthquake victims.



In Brazil – Managers donating blood



In the USA, we've donated boots and coats to preschool students at Head Start, as well as contributed to the local food pantry, schools, toy drives, and more. Additionally, we provided book bags for all employees' children and distributed "Safety Always" reflective Halloween bags.

SANParks Honorary Ranges Golf Day – to benefit national parks

Promoting blood drive



We actively donate to support local schools in the communities where our facilities are located.



Our employees volunteer at an orphanage in Mexico



We have eight employees in the US who volunteer for this effort, which benefits high school students. Some of our volunteers have dedicated over 300 hours per year to Martin Motion.



We encourage our employees to volunteer in their communities and offer flexibility to accommodate the needs of these organizations. In addition to Martin Motion, our employees volunteer at local schools, community fire departments, local government boards, church boards, senior facilities, and at-risk children's centers.

In the USA, we encourage students to look towards manufacturing as a career through Career Fairs, Welding Competitions, and Manufacturing Day tours.



EMPLOYEE ACTIVITIES AND RECOGNITION

In Peru, we have achieved the 'Great Place to Work' recognition for 7 years.



Many of our units celebrate International Women's Day to celebrate one another.



We have 51 people that have worked for Martin over 25 years.



Team building activities



BENEFITS/WELLNESS PROGRAMS

All of our units have wellness programs in place for their employees. These programs may include a committee dedicated to promoting wellness activities, the engagement of outside wellness education consultants, and the provision of healthier cafeteria options. Many of our locations offer onsite exercise equipment, and some units even cover gym memberships to further promote wellness. In numerous areas, we provide annual physicals as part of our commitment to employee health. Our benefits go above and beyond local norms, including the provision of private insurance in certain areas and the operation of a free-of-charge medical clinic at our headquarters.



Mexico won a wellness award for the 2nd year.



Our Mexico team has started having health breaks, healthy eating classes, and health exams as well as stretch and fitness breaks.



In Brazil, we celebrated 'Healthy April' with health posters, exercising, and webinars to encourage good health.



In the US, we have various wellness activities each month from getting active and tracking miles walking or biking, to healthy Lunch-N-Learns, weight loss contests, and stress-reducing activities.



#MARTINBEMESTAR
Abril Saudável

VOCÊ SABIA? **Benefícios de beber água**

A ÁGUA TEM INÚMERAS FUNÇÕES NO CORPO HUMANO. SEM ELA MUITAS REAÇÕES NÃO ACONTECEM. AS VITAMINAS DO COMPLEXO B, POR EXEMPLO, EXERCEM SUAS FUNÇÕES NA PRESENÇA DA ÁGUA.

A RECOMENDAÇÃO DIÁRIA DE ÁGUA É DIFERENTE PARA CADA UM.

PARA SABER QUAL A QUANTIDADE VOCE PRECISA CONSUMIR DE ÁGUA TODOS OS DIAS É NECESSÁRIO FAZER O SEGUINTE CÁLCULO:

SEU PESO CORPORAL * 35
 EX: PARA UMA PESSOA QUE PESA 80 KG O CÁLCULO FICA ASSIM: 80 X 35 = 2.800ML POR DIA.

DICA:
 PARA FACILITAR O CONSUMO DE ÁGUA PODEMOS SARDIAR A ÁGUA COM INGREDIENTES DE NOSSA PREFERÊNCIA. PARA ISSO, ESCOLHA UM DOS SEQUINTE ITENS: MENTELA, MAÇÃ, CENOURA OU ABACAXI.

FIQUE O ALIMENTO ESCOLHIDO E COLOQUE DENTRO DE UMA ZARRA OU CARRAFINHA DE ÁGUA. DEIXE COZINHA POR ALGUNS MINUTOS E BEBA SEM SEGUIDA.

Equipe People&Culture



One of China's fitness competitions



CAFÉ

We offer subsidized or free meals to our employees, depending on the location. In the USA, the Café is provided to employees at no cost, with a value of USD 1,100 per year per employee. In Brazil, China, and India, lunch is provided to our employees at an average global cost of over USD 800 per year per employee.



TRAINING PROGRAMS

Annually, we provide our employees on average 30 hours of training - spending nearly USD 500 per employee in the US.

Education reimbursement is provided in most regions for individuals wishing to pursue continued university or college education.

We have a 'Listen Like a Leader' program led by internal trainers with 212 employees trained thus far and refreshers are held each year. Employees learn valuable insights and new communication skills to use at work and home.

We partnered with our local manufacturers association, IMEC, to provide Lean 101 training to over 80 individuals.



In the USA, we are starting our third group in the 2-year Development Program. 32 individuals have participated in the program and 13 have received promotions since participating.

In China, we have started the development program as well.



The Development Program together with our succession training will help to prepare for the future. We provide internships and paid apprenticeships in many locations. We have provided in-house and onsite training for our operators and service teams.





DIVERSITY

Globally, we have a diverse workforce with multiple nationalities, regions, and races. We are an equal-opportunity employer that works to attract employees from all different backgrounds. Twenty six percent of our managers are female. In South Africa we have achieved Level 2 of the BBBEE - Broad Based Black Employee Empowerment.



WE ARE BETTER TOGETHER

SIBANGCONO UMA SIHLANGENE
HI KAHLE HINKWENU
SINGCONO KUNYE
SIKAHLE SINDZAWONYE
ONS IS BETER SAAM
ETHATA HA RELE NGATA ELE ENGWE
SINCONO MASISONKE
REA UTLWANA MMOHO
NDI ZWABHUDI RI ROTHE
SINCONO MASISONKE

WE ARE BETTER TOGETHER

SIBANGCONO UMA SIHLANGENE
HI KAHLE HINKWENU
SINGCONO KUNYE
SIKAHLE SINDZAWONYE
ONS IS BETER SAAM
ETHATA HA RELE NGATA ELE ENGWE
SINCONO MASISONKE
REA UTLWANA MMOHO
NDI ZWABHUDI RI ROTHE
SINCONO MASISONKE

EMPLOYEE SAFETY

We promote a 'Safety Always' culture, including awareness and monthly education for all employees. In the USA, all field employees receive onsite product training, confined space, lockout/tagout training, MSHA/OSHA training, and customer onsite safety training. We track near misses and work to ensure everyone goes home to their families unharmed.

Globally, we follow all local guidelines for safety and provide safety training to all employees as well as track near misses, incidents, and improvements where needed.

In the USA, we brought all of our service technicians in for a week-long class covering product installation, confined space, lockout/tagout training, and team building.



GOVERNANCE



BOARD

a diverse board governs us with two internal people and three external board members. The external board has a diverse background which includes sales, executive leadership and board governance. The board has a diversity of 20% women and the board meets 4 times a year.

We have an outside audit firm that reports to the two-member audit committee with one of the board members being an SEC-qualified expert.

Our CEO, directors, and area vice presidents strive to ensure that we manage our risks, evaluate our budgets versus sales, and ensure growth that meets the needs of all stakeholders.

In the US and Colombia, we are proud members of the United Nations Global Compact organization following the ten principles based on human rights, labor, environment, and anti-corruption.

POLICIES

Stewardship, Foreign Corrupt Practices/ Trade Sanctions/Ethics, Diversity, Conflict of Interest, Privacy, Anti-Harassment, and Cyber Security. Some of these policies require annual review by employees.

DIVERSITY

we have a policy in place to promote diversity and inclusion at every level while following all local requirements.

COMPLIANCE

ISO, Product Safety and Risk – ISO 9001:16 Certified, New Product Introduction process that includes product tests and safety evaluations. Product rationalization is in place.

An agreement policy is in place to promote risk management including contract review with a tiered approval process. Non-disclosures are reviewed for risk from customers.

In the USA and other locations, we evaluate new suppliers and have surveyed our top 20% of suppliers in areas of stewardship, safety, HR policies, and conflict minerals.



STEWARDSHIP PROGRAM

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