



# Corporate Social Responsibility & Sustainability Report

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Melton Machine & Control Company (MMCC)

Fiscal Year: 2026

## Message from MMCC

Our company believes that long-term success requires responsible business practices that benefit our employees, customers, communities, and the environment.

As an employee-owned manufacturing and engineering organization, our people are not only employees—they are owners who share in the responsibility of building a sustainable and resilient business.

Over the past year we continued to invest in our workforce, strengthen our safety culture, support our communities, and improve the efficiency of our manufacturing operations. Our engineering and automation solutions also help customers improve productivity and reduce waste in their own operations.

This report summarizes our approach to corporate responsibility and sustainability. While we are proud of the progress made, we remain committed to continuous improvement in the years ahead.

## About the Company

Our company is a provider of engineering, automation, and manufacturing solutions serving customers across multiple industries including automotive, aerospace, and general industrial markets.

Core capabilities include:

- Automation system design and integration
- Precision machining and fabrication
- Advanced manufacturing solutions
- Engineering and project management

We focus on delivering highly engineered solutions that improve productivity, enhance safety, and increase manufacturing efficiency for our customers.

## Sustainability Strategy

Our sustainability strategy focuses on four key pillars:

### Environmental Responsibility

We work to reduce the environmental footprint of our facilities while helping customers improve the efficiency of their manufacturing operations.

### People & Culture

Our employee owners are the foundation of our success. We prioritize workplace safety, professional development, and employee well-being.

### Ethical Governance

Strong governance and ethical business practices guide how we operate and interact with our stakeholders.

### Community Engagement

We support the communities where we live and work through volunteerism, local partnerships, and charitable giving.

## **Environmental Responsibility**

Manufacturing operations require energy and materials. We strive to operate responsibly by improving efficiency, reducing waste, and supporting recycling programs across our facilities.

Examples of initiatives include:

- Energy efficient equipment upgrades
- Preventive maintenance programs that improve equipment performance
- Recycling of scrap metals and materials
- Responsible disposal of regulated materials

By continuously improving operational efficiency we reduce environmental impact while also improving productivity.

## **Waste Reduction & Materials Management**

Metal machining and fabrication operations generate recyclable materials such as steel, aluminum, and other alloys. Our facilities maintain recycling programs that ensure the majority of scrap material is recycled rather than sent to landfills.

Additional initiatives include:

- Scrap reduction through improved process control
- Responsible handling of cutting fluids and industrial materials
- Packaging reduction initiatives where possible

## **Employee Well-Being & Workforce Development**

Our workforce is the most important asset of our company. As an employee-owned organization, we believe that investing in our people strengthens the long-term sustainability of the business.

Programs include:

- Technical skills training
- Apprenticeship and career development programs
- Leadership development
- Financial wellness and retirement education

These programs help ensure that our workforce remains skilled, engaged, and prepared for future opportunities.

## **Health & Safety**

Safety is a core value across all operations. We maintain comprehensive safety programs designed to prevent workplace injuries and promote a culture of accountability and awareness.

Key elements include:

- Safety training programs
- Regular safety audits and reviews
- Employee involvement in safety initiatives
- Continuous improvement of safety procedures

## **Ethics & Governance**

Our company is committed to operating with integrity and transparency. Ethical conduct is fundamental to our relationships with customers, suppliers, employees, and the communities we serve.

Governance practices include:

- Board oversight of strategic direction
- Code of conduct and ethical business standards
- Compliance with applicable laws and regulations
- Confidential reporting channels for ethical concerns

## **Responsible Supply Chain**

Our supply chain partners play an important role in delivering quality products and services to our customers. We expect suppliers to maintain high standards related to quality, safety, environmental responsibility, and ethical conduct.

Supplier relationships are built on long-term collaboration, performance, and mutual respect.

## **Community Engagement**

Supporting the communities where we operate is an important part of our corporate culture.

Examples of community engagement include:

- Supporting local charities and community initiatives
- Participation in education and workforce development programs
- Employee volunteer activities
- Partnerships with local schools and technical programs

## **Customers & Sustainable Innovation**

Our products and services help customers improve the efficiency and sustainability of their manufacturing operations.

Automation solutions can:

- Reduce production waste
- Improve energy efficiency
- Enhance worker safety
- Increase product quality

By helping customers improve productivity, we contribute to more efficient manufacturing systems across multiple industries.

## **Sustainability Goals**

We remain committed to continuous improvement in the following areas:

- Improving operational efficiency and energy usage
- Maintaining strong safety performance
- Expanding workforce development programs
- Strengthening community engagement initiatives

Future sustainability efforts will continue to focus on responsible growth and long-term value creation for all stakeholders.