



Providing Lean(er) Chemical Solutions for the Next Generation

Public Grievance Procedure

This procedure provides a transparent process for employees, customers, suppliers, contractors, community members, and other stakeholders to raise concerns related to Ecolink's operations.

Scope

This procedure covers concerns relating to human rights, fair labor practices, diversity, equity, inclusion and belonging (JEDI), ethics, environmental stewardship, climate action, supplier conduct, community impacts, privacy, or other conduct inconsistent with Ecolink's values and policies.

Related Policies

- Human Rights & JEDI Policy
- Climate Action & Environmental Stewardship Plan
- Supplier expectations and applicable Code of Conduct

How to Submit a Concern

Stakeholders may submit concerns, questions, or complaints by emailing info@ecolink.com. Please include, where possible, a description of the issue, date(s), location, individuals or organizations involved, and any supporting documentation.

Review Process

- Receipt of grievances will be acknowledged when contact information is provided.
- Concerns will be reviewed by appropriate leadership while maintaining confidentiality to the extent practical.
- Issues involving human rights, discrimination, harassment, retaliation, or significant environmental impacts will receive priority review.
- When appropriate, Ecolink will investigate the matter, determine corrective actions, and communicate the outcome to the reporting party when feasible.

Non-Retaliation

Ecolink prohibits retaliation against any individual who raises a concern in good faith or participates in an investigation.

Continuous Improvement

Information from grievances is periodically reviewed to identify trends, improve management systems, strengthen implementation of the Human Rights & JEDI Policy, and enhance Climate Action and Environmental & Social Commitment initiatives.

Public Transparency

This grievance policy and our contact form will live on our website to allow for public access to the policy and the grievance process.

DocuSigned by:
Signature: Brandon Pelissero
A14F906CEDEF0461...

Date Signed : 8/31/2026

Name: Brandon Pelissero

Title: President