

Environmental, Social and Governance Statement

TSP's ESG considerations are founded on three core principles:

1. Environment: Limit the Impact of TSP's operations on the environment

- **Environmental Stewardship:** Strive to minimize the environmental impact of operations, improve efficient use of resources over time and embed sustainability into our operating processes.
- **Ethics and Fairness:** Operate with high ethical standards by conducting business activities in compliance with applicable legal and regulatory requirements and our own code of conduct.
- **Reporting:** comply with EPA standards for handling and disposal of hazardous materials.

2. Social: Be good stewards within our community

- **Local Employment:** Strive to employ local talent. Almost 100% of our personnel come from within the community where our facilities are located and operate, providing jobs and adding value to our economy.
- **Community Engagement:** Engage with the local philanthropy community to ensure that their interests, safety and well-being are considered. Empower and encourage employees to participate in our community.

3. Governance: Ensure the well-being and safety of Employees

- **Employee well-being:** Meet or exceed all applicable labor laws and standards which include respecting human rights, offering competitive wages and implementing nondiscriminatory, fully inclusive hiring and personnel practices.
- **Health and Safety:** Maintain compliance with all federal and local laws and regulations.
- **Transparency:** We strive to be accessible to all stakeholders and are responsive to requests for information and timely in our communication.