

Purpose In Action

**Corporate Social Responsibility &
Sustainability Report 2023**

Progress and milestones as from
January 1 - December 31, 2023

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Message from our Chief Executive Officer, Glenn Bullock



As Chief Executive Officer of Antunes, I see my role as leading our company with a vision for the future. I know that we cannot achieve this vision unless myself and the Executive Team can inspire and engage our team members. We see our competitive advantage as a people first culture. Recently, I started using the phrase: The Antunes Way. What this phrase means to me follows in the footsteps of our Founder, August J. Antunes. The Antunes Way means that all our team members are living our core values and beliefs.

We have a strong culture of trust, respect, and collaboration with all team members and departments. I want people to see our company and our team members as leaders where we include all people and continue to ask for ideas and innovative solutions. I embrace and encourage a learning culture. We want to empower and develop our team members so that they can grow in their careers. As you review our 2023 Purpose in Action report, you will see many of the activities that we are doing to make a positive impact on our team members, and the communities we serve.

“The Antunes Way means that all of our team members are living our core values & beliefs.” - Glenn Bullock

VISION STATEMENT



PURPOSE STATEMENT

We exist to make our customers successful while positively impacting a world in motion; as we improve the enjoyment of food and water for everyone.



MISSION STATEMENT

To continue our growth as a world class provider of innovative solutions to the global foodservice industry, ultimately transforming our position in the marketplace.



PEOPLE

We respect and trust each other. We value the diversity of our workforce. We invest in the safety and development of our team members. We believe in the worth of every individual and the future of our company is dependent on these team members.



PASSION

We are passionate about building an enduring great company. On our journey to being more sustainable, we serve all of our customers, team members, suppliers and the communities we touch.



INTEGRITY

We keep our word. We are ethical. We hold ourselves to a single high standard of integrity in everything we do.



EXCELLENCE

We continually pursue excellence. We expect every solution, product and service that we provide to consistently exceed the customers' expectations. We are accountable.



FAMILY

We are one family - a strong, caring community. By fostering personal growth and development, we empower and support our team members. As a family-owned and operated organization, we have a tradition of preparing future generations.

CORE VALUES AND BELIEFS



Message from our Chief Purpose Officer, Jane Bullock

As Chief Purpose Officer, I am honored to work with our Team Members to ensure that we DO put our Purpose Statement into Action. In 2008 when we first put pen to paper to create our Vision Statement, we were able to identify our 5 core values and beliefs very quickly: integrity was first. We do what we say we will do, and we stand behind our products. The others: People, Passion, Excellence and Family followed right behind.

When we discussed our Purpose Statement, we had several long explanations. Yet, we ended with a simple, yet powerful statement: “We exist to make our customers successful.” If our customers are successful, Antunes will be successful. This is our external “WHY”. But internally, we stated that customers also mean our team members. If our team members are successful, we as a company will be successful. That is our internal “WHY”.

It is so important that we as a company hire passionate team members who want to make a positive impact on the world. As we grow our company, we want our team members to want to stay at Antunes. We want our team members to be engaged and to look for opportunities to grow personally, in their work with others, and in their careers. We want to offer tools to succeed. At the end of the day, we want our team members to find Purpose in how they interact with each other and in the work they do for our customers.

In the coming pages you will see how our Purpose in Action comes alive each day through the many initiatives and activities that we participate in to “make a positive impact on a world in motion; as we improve the enjoyment of food and water for everyone.”

Antunes Global Impact

A Message from our Managing Director of International Business, Daniel Schmidt: Having manufacturing facilities located closer to our customers enables us to better align with their growth initiatives and provide better service and support while reducing our global environmental impact.

In 2003, the primary purpose for opening our Suzhou facility was to be closer to our customers and to support their growth within the Asian market. Today, our facility includes producing cooking equipment and water filtration systems, podding ultrafiltration cartridges, component sourcing, sales and customer and technical support. In 2019, we started a joint venture in Chennai, India. The initial purpose of opening this facility was to support our Corporate Charity, Splash, as they expanded their mission to provide drinking water treatment systems and handwashing stations to schools in Kolkata. Since then, we have expanded our capabilities to include assembling cooking equipment and recently relocated into a larger facility to better serve our customers.

285

Team Members in
Carol Stream, IL

40

Team Members in
Suzhou, China

8

Team Members in
Chennai, India

GLOBAL REACH



UNITED STATES
CORPORATE HEADQUARTERS
Carol Stream, IL

CHINA FACILITY
Suzhou, China

INDIA FACILITY
Chennai, India

WORLDWIDE REACH

SALES CENTERS
Shanghai, China and Nairobi, Kenya

BRANCH OFFICE
Madrid, Spain

EUROPEAN DISTRIBUTION CENTER
Trappes, France

150+ COUNTRIES SERVED
North America, Latin America, Europe, Africa and Asia



Suzhou's 20th Anniversary

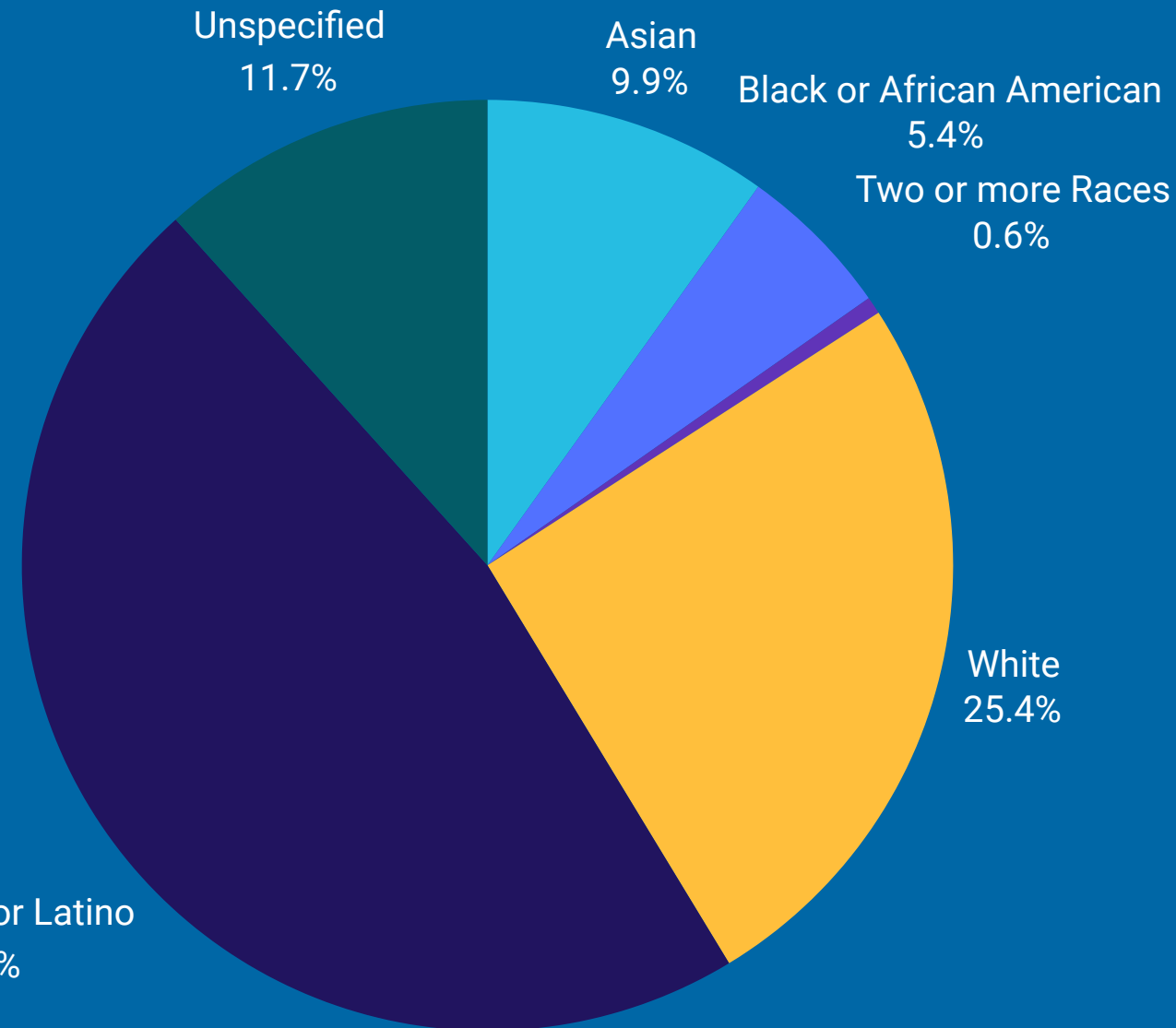
Twenty years ago, with Glenn's visionary decisions and determination, the company set our second office in Suzhou, China, a city known for its rich history and vibrant economy.

In October 2023, we celebrated the 20th anniversary of Antunes China. To commemorate this incredible milestone, the Suzhou team organized a 20th anniversary celebration with the theme "Work Together, Win Together".



Team Member Highlights

Carol Stream
Team Members' Ethnicities



Leadership Team
45 Members

29% of Women
in Leadership
Roles

31% Minorities
in Leadership
Roles

10+ Years 70 Team Members

20+ Years 25 Team Members

30+ Years 12 Team Members

40+ Years 7 Team Members

50+ Years 1 Team Member

Team Member Testimonials

A Message from our President, Tom Krisch: In August of 2023, we launched our corporate rally cry, “Work Together, Win Together”. The purpose of the rally cry is to celebrate our year to date accomplishments, to promote a strong finish to the year, and to launch towards a greater future! We have our Core Values & Beliefs, a solid roadmap with our business plan, and a long history of relationships with our team members, business partners, suppliers, and customers.

Like any family, friend group, neighborhood, sports team or company, we are always better when we work together for a winning future!



“Tania Sanchez is one of the best bosses that I have had the pleasure to work both for and with in my fifty plus years in the industry. Tania is brilliant beyond her years and I have the utmost respect for her.

Tania has taught me that we need to focus attention on the team members. This insight goes a long way in establishing trust and respect for one another. Every team member brings value to our common goal, and this needs to be recognized and verbalized. I have taken that to heart and it helps me to be a nicer and better person.”
- Keith Kemper, Fabrication Supervisor sharing his thoughts about Tania Sanchez, Fabrication Manager



“As a member of the Antunes Suzhou team, I feel grateful for the chance to give back to the community. I truly appreciate being part of a team that is caring and compassionate, making a positive impact.” - Yuki Yao, Director of Human Resources



“Thank you for providing opportunities for us and other team members to volunteer during our work hours. The 'dollars for doers' and matching gifts programs demonstrate Antunes' commitment to making a difference.”
- Francisco Vega, and Indira Patel, Sandy Jolly, and Guadalupe Flores

Infinite Mindset Goals

We review and set our company goals each year. Ever since Glenn introduced us to the book, *The Infinite Game* by Simon Sinek, we have added infinite mindset goals. These are goals that look into the future and are not based on sales or operating income. Sales and Operating Income goals are important, but the infinite-minded goals affect our operating income and sales indirectly. As an individual team member, we can directly affect the infinite goals.

Key Indicator	Activity / Project	Data / Outcome
Voluntary Turnover Rate below 10%	At Antunes, we advocate for a positive culture where team members enjoy coming to work and want to stay at Antunes. If we had a high turnover rate, we are doing something wrong.	Ended 2023 at 5.2%
Internal Promotions 45% of all Posted Positions	We want to set our team members up for success to be ready for their next career path at Antunes. That is why our commitment to a Culture of Learning is so important to grow our team members' skill sets.	65% of Promotions were Internal
Safety Metrics from OSHA Index Rate less than or equal to 2.6	Safety for our team members is vital at Antunes. We record all safety incidents and offer multiple safety trainings to team members throughout the year.	End of 2023 at 1.37

United Nations Sustainability Goals

Antunes supports the United Nations Sustainable Development Goals that were established in 2015. We focus on the topics that most pertain to our company and industry where we believe we can positively impact the world in motion while improving the enjoyment of food and water for everyone.



Antunes Goals Driven by Purpose



We reduce hunger and food insecurity through continuous donations and community volunteering through local organizations; Feeding America, Northern Illinois Food Bank, Humanitarian Service Projects, Feed My Starving Children and Ronald McDonald House Charities.



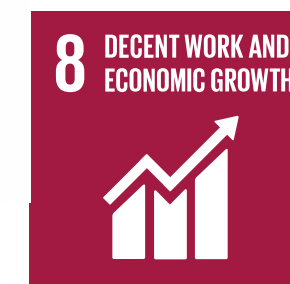
We support education to all and are committed to ongoing education for our team members personal and professional development. We are dedicated to educating younger generations on the importance of the foodservice and manufacturing industry.



We are dedicated to creating equipment that allows access to clean, safe drinking water, and provide sanitary hygiene for all. We supply our water filtration equipment and offer donation opportunities throughout the year to support our corporate charity, Splash. Splash works to improve water, sanitation, hygiene and menstrual health conditions for the urban poor, especially children at schools and orphanages.



We wish to reduce food waste within our facilities and in our product packaging. At our facilities we recycle our corrugated cardboard, wood, plastic, stainless steel, and aluminum with a local company to divert our waste to landfill. Also, we started composting our food scraps and paper towels in 2022 which diverts 75 pounds, every 2 weeks to the landfill. We have set goals to find a solution for recycled packaging to reduce waste when shipping our equipment to end users.



Team member safety and wellbeing are our top priority. We thrive to protect labor rights and promote safe and secure working environments for all Antunes workers. We follow ISO and OSHA guidelines to ensure our facilities are satisfactory.



Purpose Champions 2023 Achievements



- Green Solutions Equipment Highlights
- Impact on Customers
- Tech Service Solutions
- Sustainable Suppliers Accountability



- Work Life Balance
- Culture of Learning
- Team Member Safety & Wellbeing
- Active Diversity Teams
- Internal Celebrations



- Splash Donations
- Matching Donations
- Customer Charity Donations



- Carol Stream Pond & Stream Clean Up
- Volunteering at Northern Illinois & HSP Food Banks
- In House Food Packaging Event for Local Food Banks



- Record GHG Emissions
- Waste & Water Consumption Reduction
- Sustainable Packaging
- Paper Reduction

Product Solutions

01

Goal

Highlight Pieces of Sustainable Equipment per quarter

02

Goal

Create 3 Products or Service Solutions for Customers

03

Goal

Increase Revenue spend by 10% with Sustainable Suppliers by 2030

Green Solutions

Committed to environmental sustainability, Antunes equipment is strategically designed to implement the most eco-friendly measures. The Antunes Green Solution Spotlight was created to showcase our most sustainable, value adding products.

Antunes works with the top chains around the world to figure out what works for the unique needs of commercial kitchens. The Green Solution is another way Antunes spotlights products that help our customers save money while protecting our planet.



VZN-541VE Water Ultrafiltration System

With the sustainability in mind, Antunes engineers sustainable, high-quality water treatment systems that separate the chemical and mechanical filtration. This separation means that your carbon filters don't need to be changed as often – helping reduce landfill waste.



GST-2H Gold Standard Horizontal Toasters

Saves on energy compared to previous model toasters – up to 30% savings. Reduces heat admittance which puts less strain on HVAC at restaurant level.



TTS-8 Solar Timer

Equipment to help customers use less energy. Solar powered design– no electrical outlet required. Reliable cooking and holding 8-channel timer with audible and visual signals when timing is complete.

Customer Impact

Antunes equipment is strategically designed to implement the most eco-friendly measures while providing the highest quality performance our customers' operations can rely on.

We are committed to making high-quality, durable equipment that doesn't need to be replaced as often. Our products are repaired for free under warranty. This ensures less waste in our industry. Even if a repair can't be made, we replace the equipment with a new unit and we will refurbish the returned equipment to resell. When the product finally does come to the end of life, Antunes will take it off our customers' hands to be recycled.



VCTM-3N1

Customer 1 - Energy Savings, Increase Counter Space & Staff Ease

Issue

- Customer offers multiple bread variations on their menu utilizing 3 different bread toasting equipment
- Two toasters were only used for 1 bread type
- Third toaster was used for multiple bread types and 2 toasters were required of each store
- Total of 4 toasters for each store, taking up precious counter space

Antunes Solution

- Antunes designed a custom bread toaster with 3 separate conveyor lanes that could be used for ALL bread types

Results/Benefits

- Reduced the number of toasters per store
- Reduced energy usage
- Increased amount of counter space
- Reduced complexity for restaurant staff



Customer Impact

Customer 2 - Energy Savings & Food Waste Reduction with Consistent Product

Issue

- Customer's original hamburger bun toaster was sticking, slipping and marking buns
- Needed 2nd unit to hold and heat the toasted buns
- Not energy efficient equipment

Antunes Solution

- Released a new Toaster, GST-2H with heated bun holder

Results/Benefits

- Energy efficient heat source provides 30% energy savings
- Total annual saving for customer is \$450, with a 3 year payback period
- Eliminated the need to buy bun holding unit and toaster table
- Provides a more consistent, higher quality toasted bun and toasts various thickness



GST-2H



VZN-541V-T5

Customer 3 - Reduce Water Usage & Waste to the Landfill

Issue

- Customer was using Reverse Osmosis (RO) water filtration system for the whole store, with 9 total cartridges, that were not being frequently changed
- Fountain beverage and coffee quality was suffering and their equipment was frequently scaled up

Antunes Solution

- We provided the VZN-541V-T5 with flow totalizer

Results/Benefits

- Only changing 1 carbon filter annually, instead of 9, which reduced waste to the landfill and constant change outs
- The flow totalizer allowed them to track water usage
- Reduce service calls from equipment scaling
- Higher quality beverages

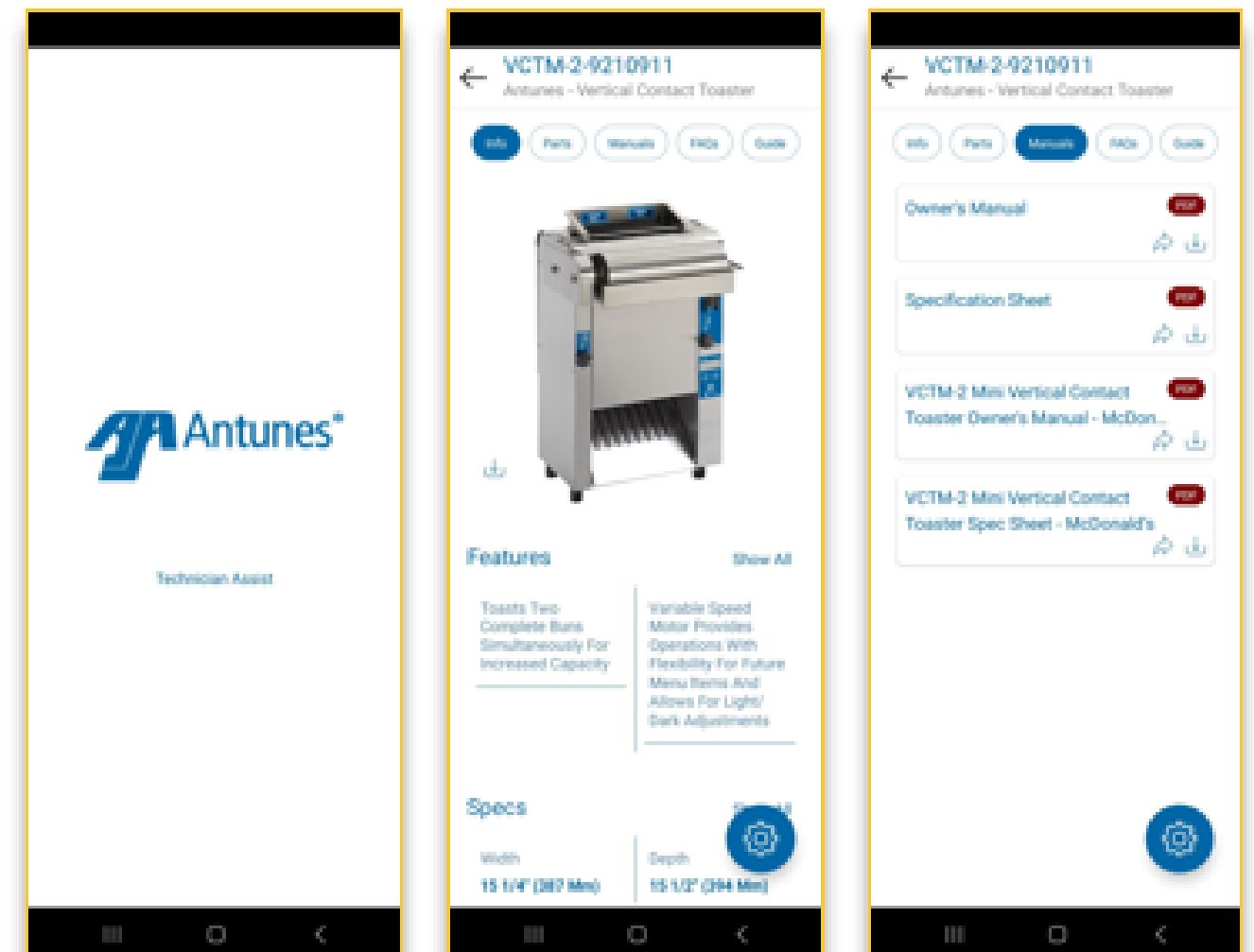
Tech Service Solution

Antunes also focuses on product solutions for our customers with the equipment we have in the field. Antunes already provides white glove service to our customers over the phone, but the external service companies are suffering from technician shortages with occasional long lead times.

Antunes is proud to offer a solution with Antunes Service Technicians for all Antunes Equipment :

- Offering Field Service Technicians within areas with the most calls: Chicago, Philadelphia, and Orlando
- Provide great service at a lower price for all Antunes equipment in and out of warranty
- Able to send out an Antunes Technician same day in specific areas

Coming in 2024, Antunes is launching an AI software solution, Bruviti. This software will give customer service agents insight into Antunes' services and workforce data to reduce call handling time and service avoidance.



Sustainable Suppliers Accountability

Goal: Increase Revenue spend by 10% with Sustainable Suppliers by 2030



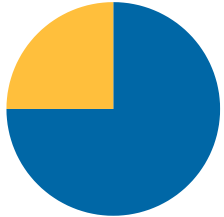
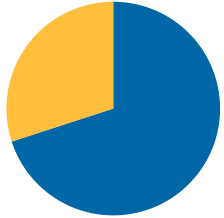

Antunes worked on defining what a sustainable supplier means to our company:

- Provide goods & services without negatively impacting the Environment or Society
- Share goals to reduce a negative impact on the planet
- Suppliers using Recycled Materials
- Shared Values with Antunes

We surveyed our top suppliers to understand their initiatives in responsible culture, environmental sustainability and community involvement. Our next steps will be to establish measurements and work closely with them to achieve our 2030 goal.

NEXT STEPS

- Establishing Specific Goals Expected from Suppliers
- Educate Suppliers on Unified Journey
- Train Suppliers on Positively Impacting the World

Supplier Survey Question	Yes  No 
Does your organization have initiatives related to Diversity, Equity, Inclusion & Belonging?	
Does your organization have initiatives related to Community Impact?	
Does your organization have initiatives related to Climate or Energy reduction or improvement?	

Small portion of data from survey, gathered from 48 responses. We continue to receive responses from suppliers to update data.

Responsible Culture

01

Goal

Average of 30 Learning Hours,
minimum of 8 hours per team
member, per year

02

Goal

Safety Metric from OSHA Index
Rating below or equal to 2.6

03

Goal

Have 3 Active Diversity Teams

Work Life Balance

As a people-centric company, Antunes always strives to keep our team members' needs at the forefront of our decision-making. Antunes continues to prioritize the well-being of our team members in the pursuit of a solution that will offer our team members temporary relief from the extremely high gas prices, inflated grocery bills, and valuable time spent with family by offering a 4 day work week, 10 hours per day in some departments, with hybrid options for office employees. In order to align with our sustainability initiatives, we hope to reduce our emissions and conserve energy with these opportunities.



Culture of Learning

Antunes offers multiple learning opportunities to help team members meet an average of 30 hours, minimum 8 hours, and continue learning in their career and everyday life.

Antunes partners with local McHenry College to have teachers onsite to train our team members in our internal classroom and training area.

- Apprenticeship Program: team members to learn new skills in operations, welding technician, maintenance technician, fabrication technician, and leadership
- Leadership Training Opportunities
- English Spanish Language Courses
- Automation Project Trainings
- LinkedIn Learning
- Lunch & Learns
- Department Book Clubs
- Summer Internship Program



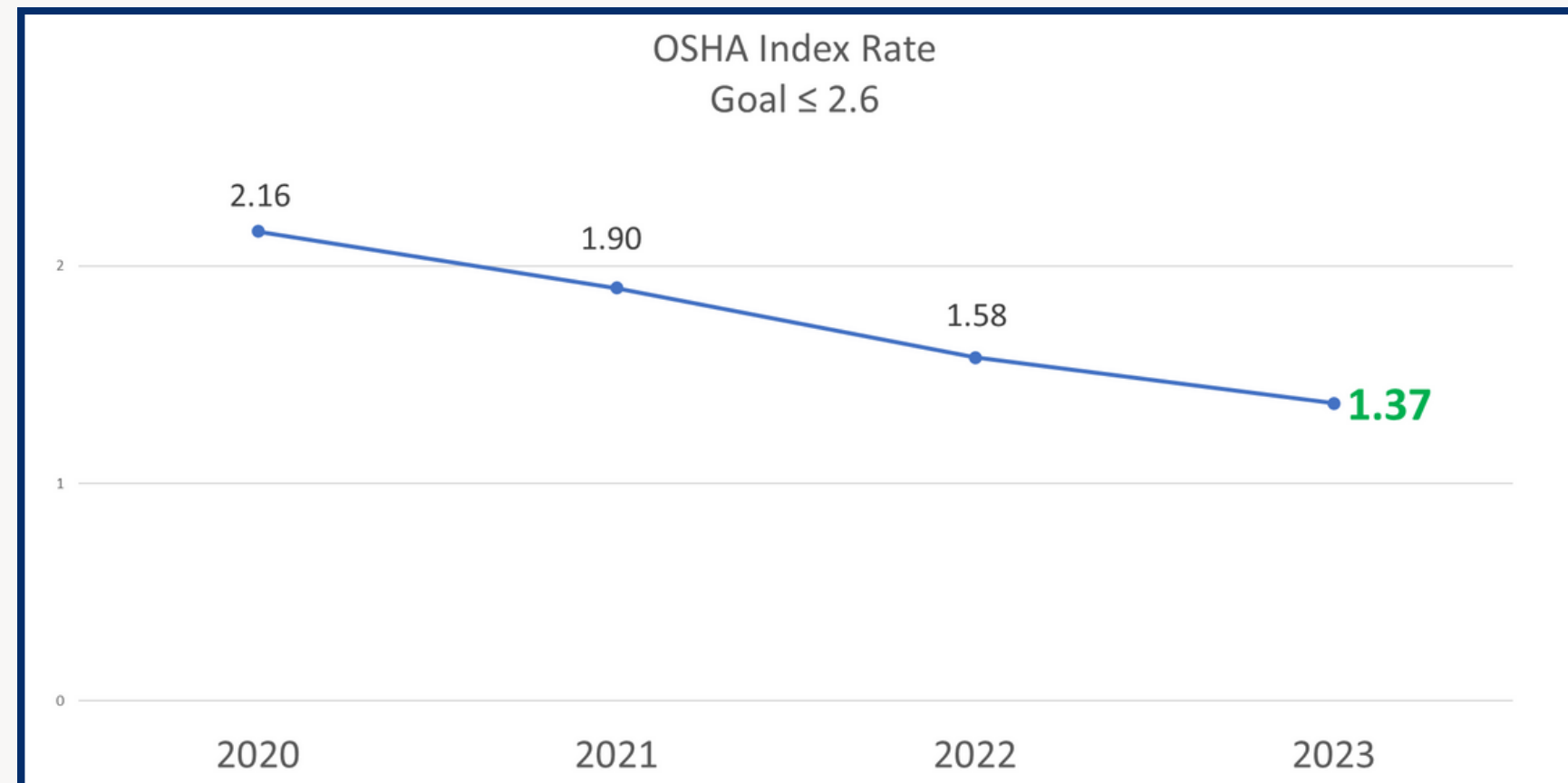
Goal Achieved: **59 Hours**

Team Members' Average Hours for 2023

Team Member Safety & Wellness

Ensuring the safety and health of Team Members is our top priority, Antunes complies with the required OSHA guidelines (Occupational Safety and Health Administration). These guidelines include achieving universally recognized standards, quality management system, and ensure safe and healthful work conditions for workers. We started tracking OSHA safety index in 2020.

Antunes provides an onsite Wellness Center for team members and their families to use. The Wellness Center offers Ergonomic Physical Cognitive Assessments & Organizational Health at Work, Biometric Wellness Screenings, PSA, Thyroid testing, vaccines, and more. We also offer a work out facility on sight for our team members to use to support their health goals.



Goal Achieved:
1.37
Index Rate
Goal ≤ 2.6

Diversity Teams

Antunes started Diversity Teams in 2021 to lead innovation within cross functional teams that may have different experiences at Antunes and in their personal lives. These teams come together to create new, innovative ideas that can make a difference at Antunes and make an impact on the world.

2023 Three Active Diversity Team Initiatives:

1 Celebrating Diversity

- Raise awareness of cultural celebrations important to team members
- Four different cultural observations a year



2 In-House Blood Drives

- Team hosted two blood drives at Antunes
- Over 50 team members donated blood
- Impacting over 150 patients in need
- Our Suzhou team members also gave blood to impact their community
- 3 Blood Drives scheduled for 2024



3 Glenn Bullock Scholarships

- Invests in 4 or 5 team members' children a year that are continuing their education after high school
- Funds for four years while receiving their bachelor's degree at their respective colleges
- Young adults complete an application which includes volunteer work/community activities, a project, extracurricular activities, and/or Awards Achieved at School



Glenn Bullock Scholarships Award Impact on 2023 Winners



**Diana Andrade, daughter of
Anameli Mendoza**

“It financially alleviated a heavy burden on my shoulders. I can dedicate more time to my academic studies and your confidence in me motivates me to continue to work harder.”

- Diana



**Zuresmy Robledo, daughter of
Alfonso Robledo**



Prerak Chavda, son of Ajay Chavda

“The scholarship has helped me pursue my academic and professional goals. It has provided me with the resources and support I need to succeed in my endeavors, for which I am extremely grateful.” - Prerak



**Ayanna McDonald, daughter of
Clarence McDonald**

“This scholarship has helped me in an unimaginable way and prepared me for any unexpected situations that may arise during my four years at Mizzou.” -Ayanna



**Stephanie Ortiz, daughter of Juan
Ortiz**

“It inspires me to continue striving for excellence in everything I do and to make the most of the opportunities presented to me.” - Stephanie

Internal Celebrations



Years of Service Awards

International Women's Day



Breast Cancer Awareness



Diversity Day



Giving Back

01

Goal

Raise \$125,000 for Splash

02

Goal

Donate over \$50,000 to
Customer Charities

Corporate Charity - Splash

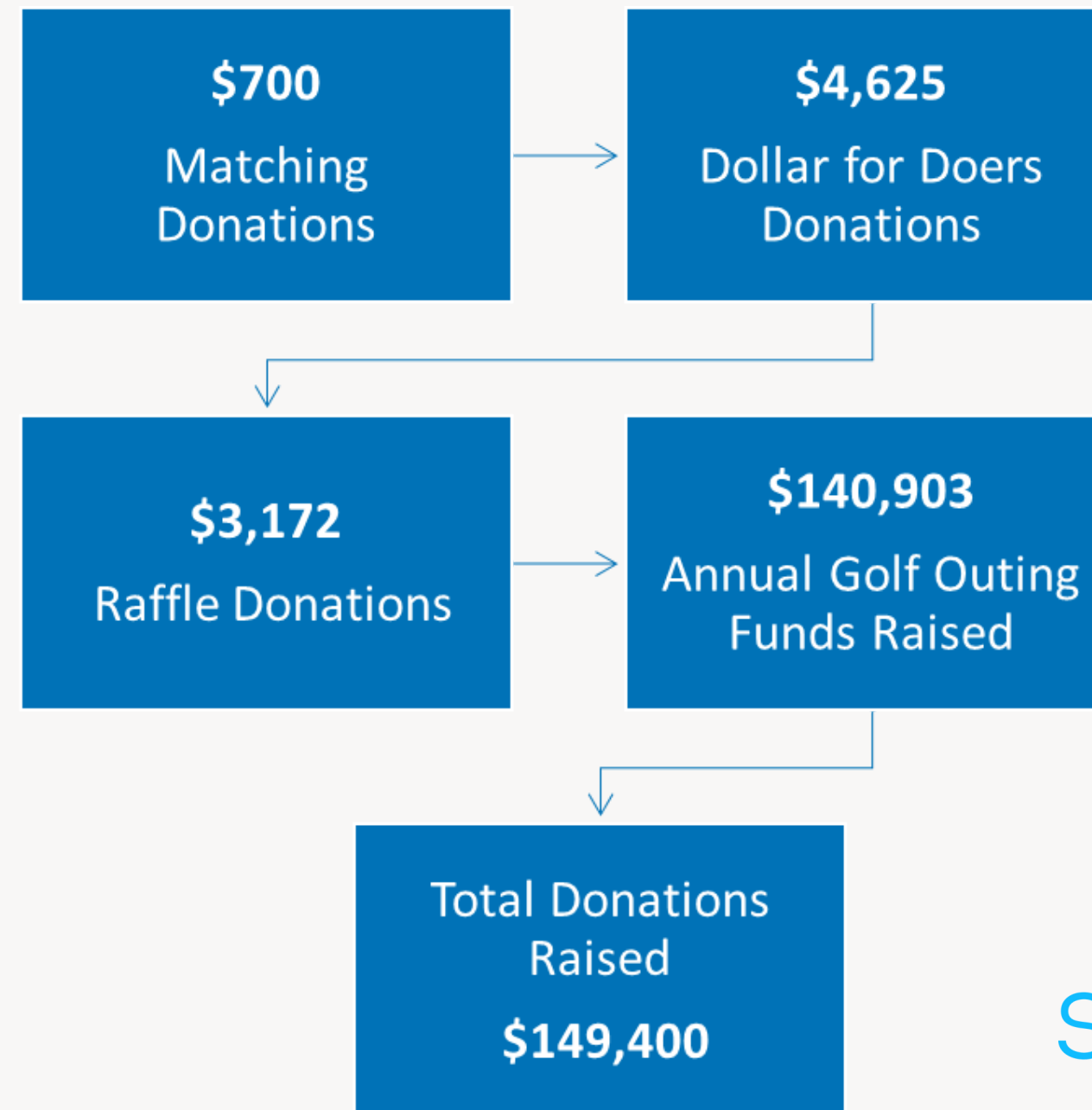
Splash is the official Antunes corporate charity. Since 2007, we have worked with Splash to not only equip them with Antunes' quality water treatment systems but also to raise awareness and funds for their goal of providing clean drinking water and hygiene solutions to children around the world. With these students having clean water, they can make a Splash of their lives and focus on their futures of what they can do when they grow up.

Splash, delivers safe Water, Sanitation and Hygiene, through their program W.A.S.H to greater than 1,191,103 kids and counting in urban poor communities in Ethiopia, India, China, Nepal, Cambodia, Bangladesh, Vietnam, and Thailand.

Antunes supports Splash, through various events (*like our Annual Antunes Charity Golf Outing*), raffles and donations. Support Splash and be part of the solution to the global water crisis!

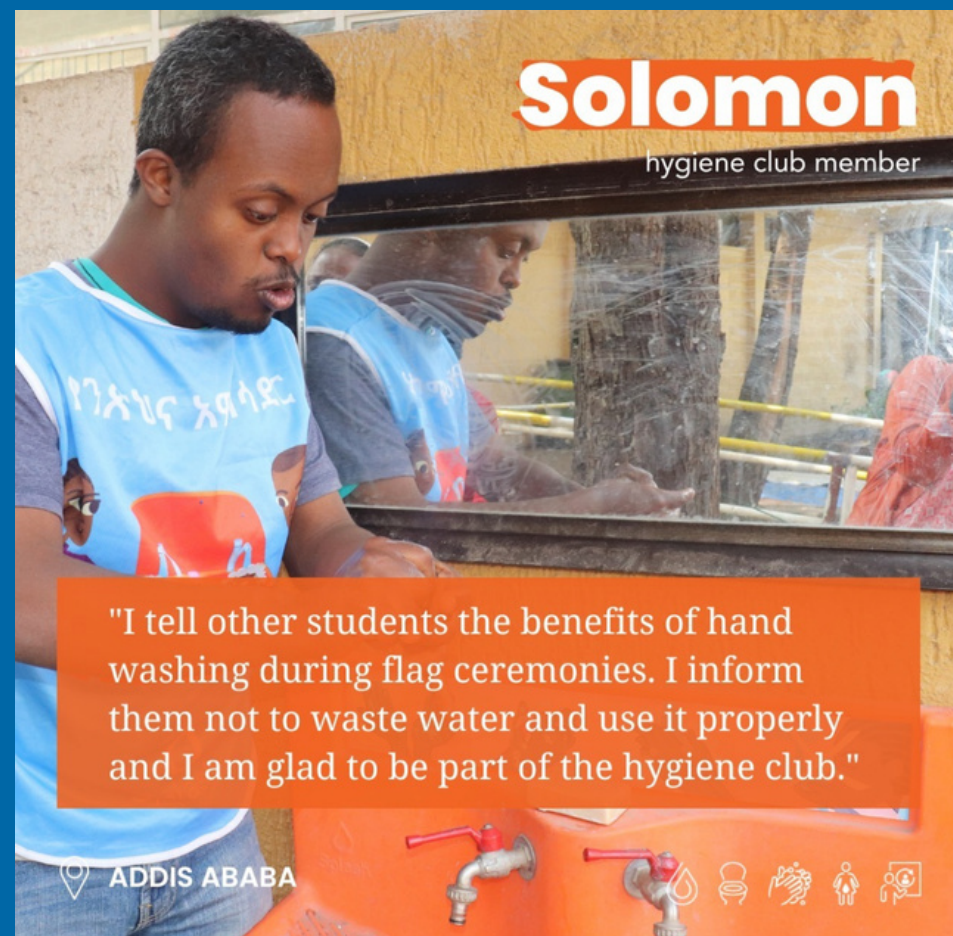


Antunes Impact to Splash Goal Achieved:





Splash has helped over 1 million children receive clean water by using Antunes water filtration systems.



Other Donations

Antunes supports organizations that team members are passionate about by matching donations up to \$200 per person, per year.

Our passion for Giving Back includes supporting Customer Charities that support our values and goals to help hunger, achieve safe water, and support quality education for all.

Other donations include Antunes equipment contributions, disaster relief gifts, and other organizations Antunes and team members are passionate about supporting.



Matching Donations

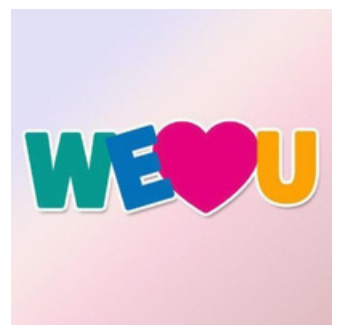
\$3,500

Customer Charities

\$49,000

Other Donations

\$16,800



Goal Achieved: \$69,300

Total Donations to Multiple Organizations

Community Involvement

01

Goal

Record 500 Volunteer Hours per year with 150 unique team members volunteering

02

Goal

Offer 3 In House Volunteer Opportunities for Team Members during work hours

Volunteering Locally

Antunes is committed to supporting our local community by volunteering literally in our backyard. We host an annual Pond & Stream Clean Up for our team members to volunteer in cleaning the pond, stream and surrounding area of litter.

We also partner with local charities like **Northern Illinois Food Bank** and **Humanitarian Services Project** that help local families that have food insecurity. This includes an in-house food packaging event donated to local food pantries. We offer multiple volunteering opportunities at these organizations for our team members to volunteer during working hours. We donate \$25 an hour of volunteering to the organization, under our Dollars for Doers initiative.



Goal Achieved:



Community Involvement



Antunes Annual Pond & Stream Clean Up.

Team Member Volunteer Opportunities at Northern Illinois Food Bank, Humanitarian Service Project, Feed My Starving Children, and In-House Food Packaging Event for Local Food Banks. Our Suzhou team volunteered at a local Charity House.

Environmental Sustainability

01

Goal

Reduction of Energy Usage, Water Usage and Waste going to the Landfill

02

Goal

Sustainable Packaging - Recyclable Packaging on 50% of equipment by 2030

03

Goal

Paper Reduction with Mini Manuals and QR Codes for Reduction of Waste to Landfill

Antunes' Sustainability Journey



Solar Power
Purchase Green
Electricity

2018



Partnership with
United Scrap
Recycling Program

2020



Partnership with SCARCE
to receive Earth and Water Flags
Composting Program
Eliminated Plastic Cups

2022



GHG Reporting
Scope 1 & 2
Sustainable Packaging
Improvement

2024

Reduce Waste
to Landfill



Zero Waste Chicago
Assessment



Launch Antunes Green Solutions
Reduce Water Consumption



Green House Gas Emissions

To record our Green House Gas Emissions, we focused on Scope 1 & 2, where we can measure our emissions.

- Scope 1 emissions included:
 - One company owned vehicle fuel consumption
- Scope 2 emissions included:
 - Utility Bills (purchased energy)
 - Electricity 10% energy usage from 936 solar panels
 - Purchase 75% of Green Energy for Electricity

Scope 1

2011 Chevrolet Van	
Miles YTD	66,157
Average Miles Per Month	442
Average MPG	15
Average Monthly Gallons	29
Average Yearly Gallons	354
GHG Emissions Metric Tons	3.1

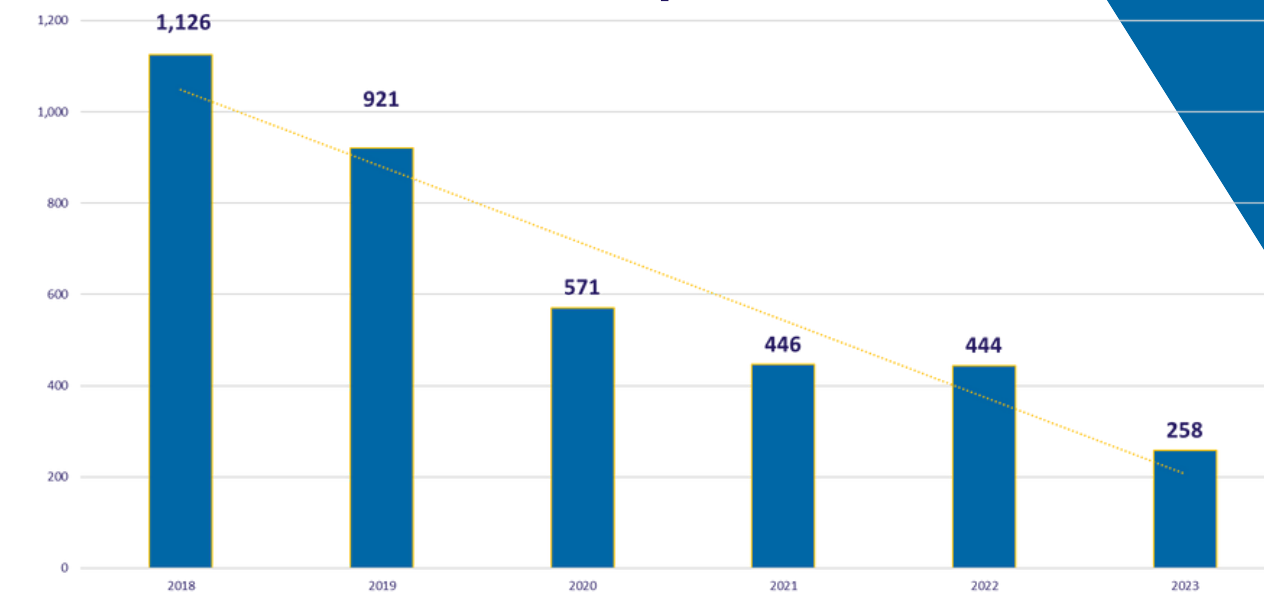


Goal Results:

Electricity Green, Solar and Brown
Kilowatt-Hours
Scope 2



Metric Tons (CO2)
Brown Energy Emission
Scope 2



Reduction of Waste & Water Usage

We diverted our waste to the landfill by 25% from 2022 to 2023 by recycling paper, cardboard, plastic and steel with a local company, United Scrap. We also partner with a local composting company to divert 75 lbs every two weeks of food scraps and paper towels from landfill.

To reduce our water consumption at Antunes, we stopped watering outdoor shaded grass areas and installed rain sensors. We also placed faucet flow restrictors in our facility sinks to reduce the amount of water released. Our water lab testing our Water Filtration Equipment consumed 86,400 gallons of water, however, we were still able to reduce our water usage by 21% from 2022 - 2023.

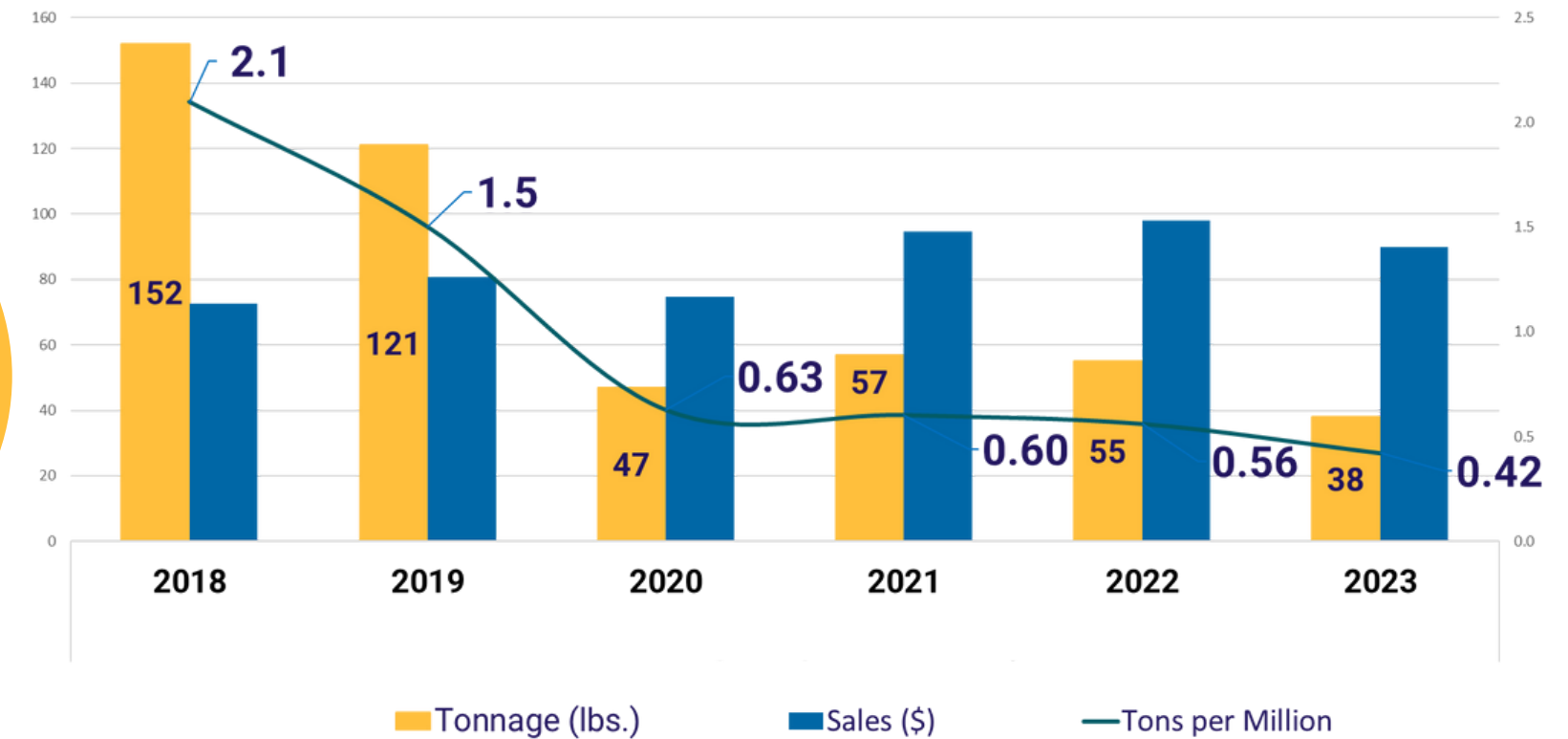
12 RESPONSIBLE CONSUMPTION AND PRODUCTION



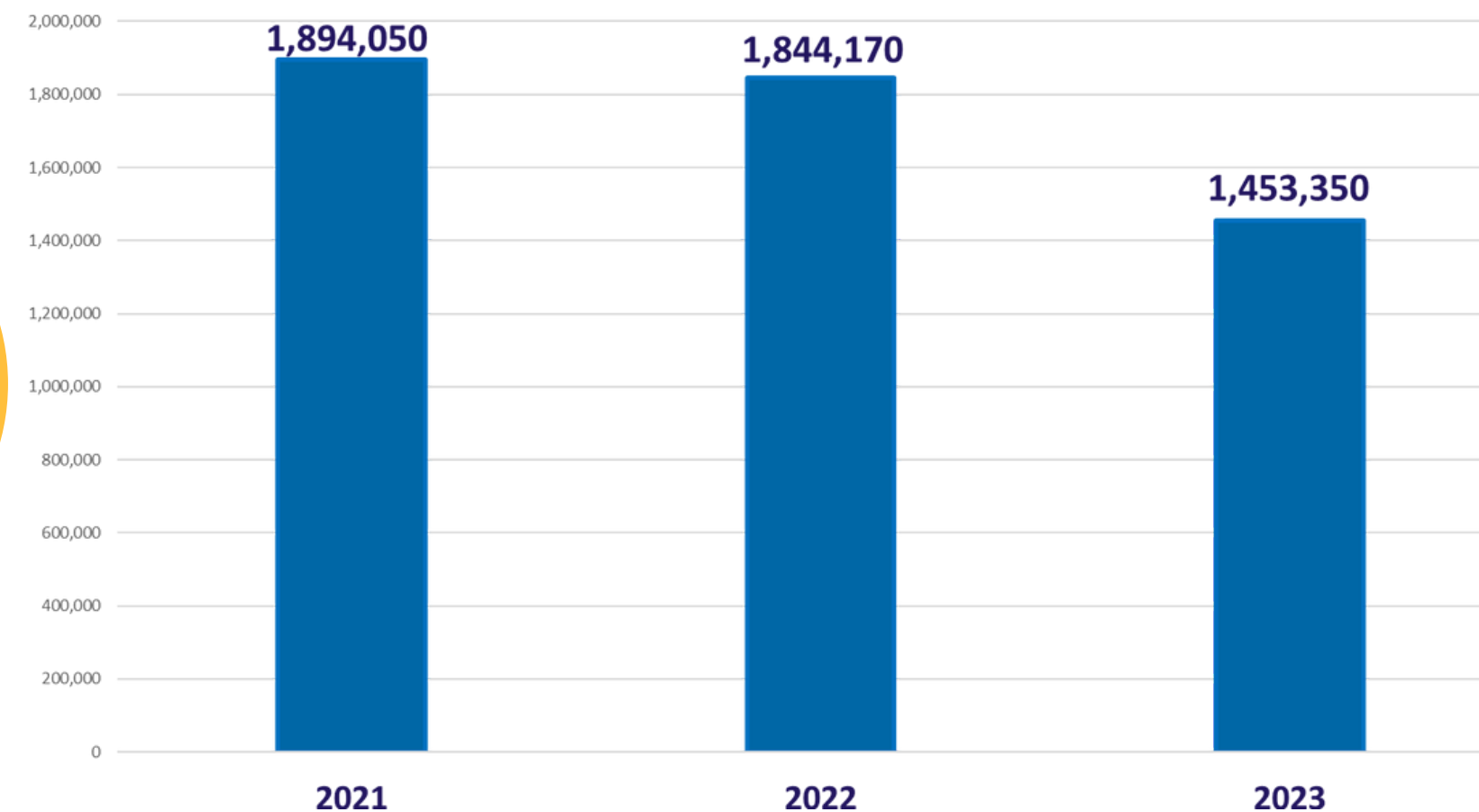
Goal Achieved: 25% Waste Diversion

Goal Achieved: 21% Water Reduction

Waste Summary



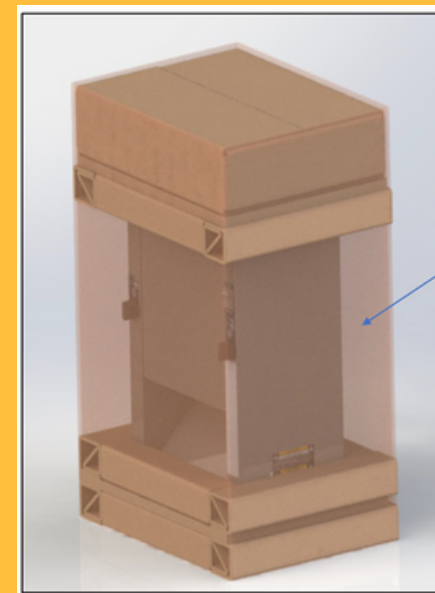
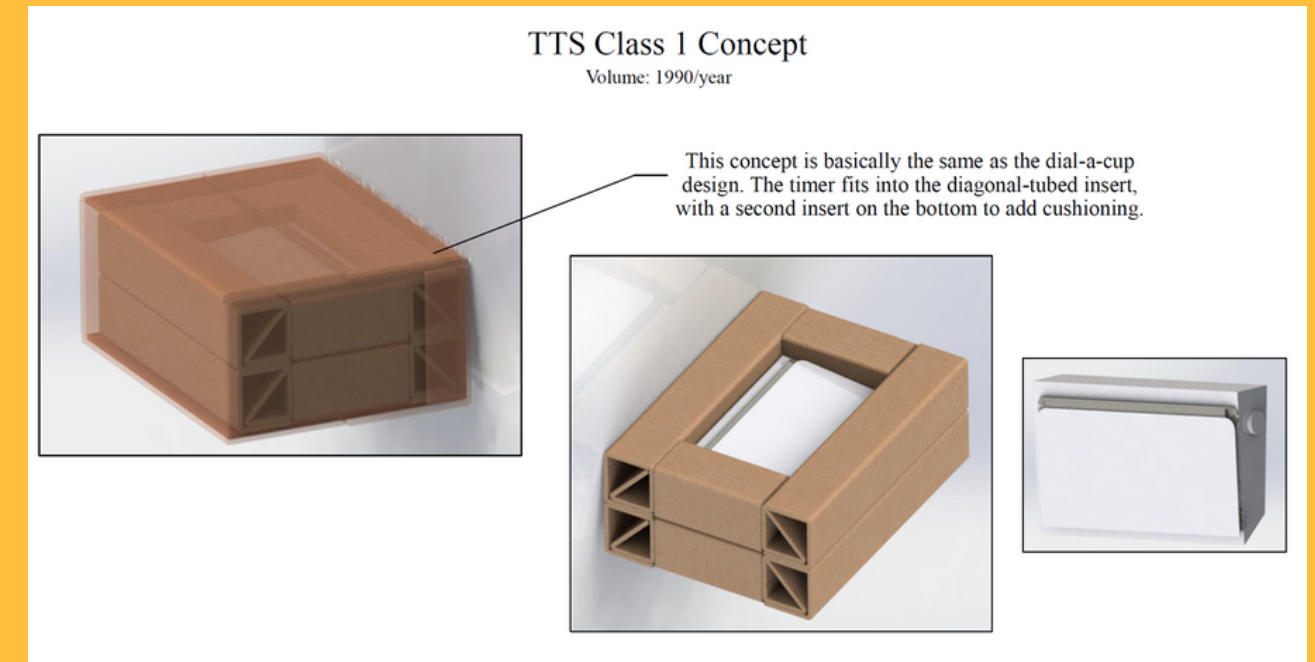
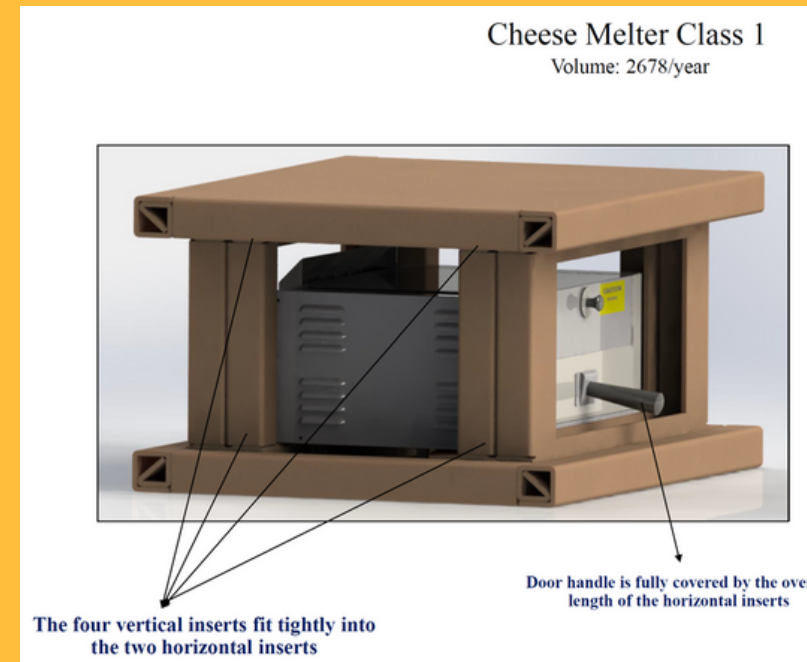
Water Consumption (Gallons)



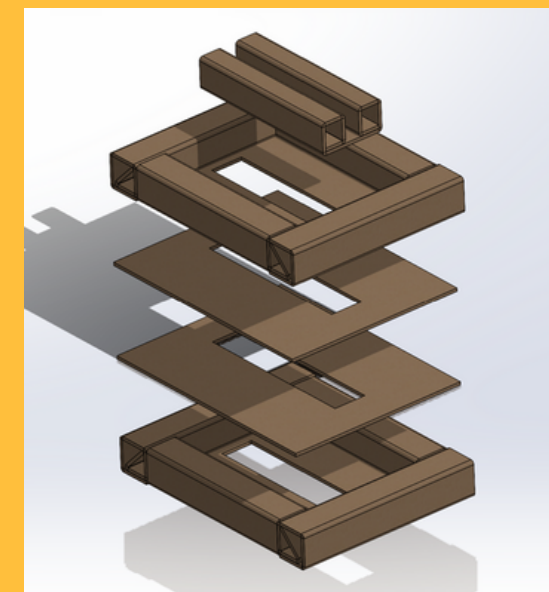
Sustainable Packaging

We are seeking innovative solutions when end users receive our equipment by working on eliminating chemical packaging and offering recyclable packaging materials. This initiative supports our goal to reduce waste going to the landfill.

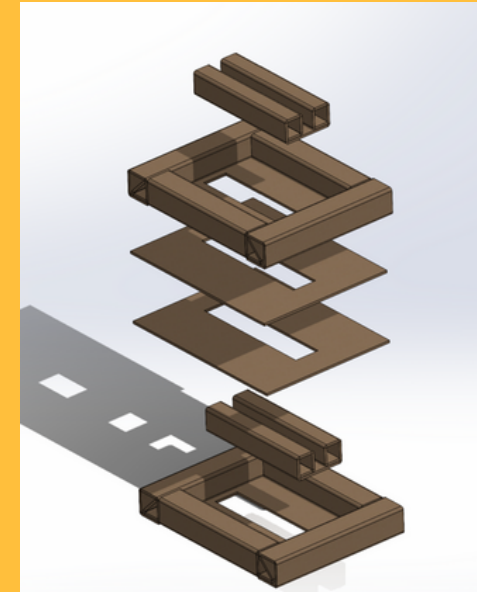
We are utilizing our box making machine to create recyclable, protective packaging. We are partnering with FedEx to test damage control equipment when traveling. In our initial findings, all designs with units weighing under 60 pounds are successful. We are actively developing solutions for heavier units.



Wrap-around insert will provide some impact strength and prevent the inserts from shuffling up and down.



Working on multiple concepts to confirm which works best while minimizing extra work for team members.



Goal:

**Sustainable Packaging -
Recyclable and/or Biodegradable
Packaging on 50% of equipment
by 2030**

Reduction of Paper

Goal: Paper Reduction with Mini-Manuals and QR Codes for Reduction of Waste to Landfill

A Diversity Team from 2022 started an initiative to reduce paper at Antunes. This group found most of our paper use was from printing our equipment manuals. It soon became a corporate goal to reduce paper and waste to the landfill by reducing our paper when printing equipment manuals.

We researched regulations and use of QR codes for equipment manuals. We gained approval on using mini-manuals and QR stickers on equipment sent in the US & Canada. Unfortunately, we were not approved to use less manual pages or QR codes for international equipment. International manuals need to be printed in every language, utilizing multiple reams of paper.

2023 Goal Achieved: Approval from one key customer to print mini-manuals



Future Goals for 2024

01

Goal

Product Solutions: A minimum of 5 Products or Service Solutions for Customers

02

Goal

Responsible Culture: 4 Diversity Cultural Events

03

Goal

Giving Back: Raise \$150,000 for Splash

04

Goal

Community Involvement: 400 Hours of Service during working hours; 1 service opportunity in Suzhou and 1 in Chennai

05

Goal

Environmental Sustainability: 25% of Products under 60 lbs shipped with Sustainable Packaging

2024 Initiatives



- Educate Suppliers on Responsible Culture & Recycling Initiatives
- Hire Research & Development Team and Create 2 Projects in Process
- Chennai Assembly of 3 New Pieces of Antunes Equipment



- Safety Recordable Incidents 4 or less
- Voluntary Turnover Rate 10% or less
- Average Learning Hours minimum of 30 hours per team member
- Apprenticeship Program prepare at least 3 team members for new position



- Donations to 10 Key Customer Charities
- Increase Donations to Feeding America by 10%



- 4 In House Volunteer Opportunities in Carol Stream
- Support 3 Community Events
- Hire 3 High School Interns



- Reduce Waste, Water and Energy Usage
- 1 Key Customer approved to convert to mini-manuals and QR codes

Building for the Future



Opened New Facility in India

Opened facility in 2019 in order to serve our Corporate Charity, Splash. They had a need to purchase water filtration equipment manufactured in India.

We opened the manufacturing facility in January 2024. We are looking for further opportunities to build our equipment capacity for the Indian, Middle Eastern & African Market.



New Building in Illinois

Opening to be determined. High Goals for environmentally friendly facility and surroundings. Larger campus for need of additional space, team members quality of work, and add to the community with on-site restaurants, a school, and event center.





Disclaimer

This Purpose in Action Report is intended to provide an overview of our organization's efforts and initiatives towards corporate social responsibility & sustainability. While every effort has been made to ensure the accuracy and reliability of the information presented herein, we cannot guarantee that all data and figures are entirely without error.

Furthermore, the contents of this report are subject to change as our corporate social responsibility & sustainability practices evolve and as new information becomes available. We acknowledge that the field of environmental sustainability is complex and dynamic, and our understanding of it may evolve over time.

We are committed to transparency and continuous improvement in our corporate social responsibility & sustainability practices. We welcome feedback from stakeholders on how we can further enhance the quality and relevance of our reporting.

Acknowledgements

We would like to acknowledge and thank all Antunes Team Members for the continued support in our efforts to contribute to Antunes' Corporate Social Responsibility & Sustainability efforts.

Below, is a list of the names of those committed to these projects and contributed to this report:

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