



2022 Sustainability Report

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Introduction

Bish's recognizes the various global challenges our world faces and the impact they have on the environment and society. These challenges highlight the importance of providing sustainability for ourselves and the larger global community. While Bish's has strived for decades to be sustainable, this report is the first time we have attempted to capture our sustainability efforts.

Who We Are

Bish's specializes in the custom fabrication of steel, stainless steel and more exotic metals such as aluminum, duplex stainless steel, Inconel, titanium, Hastelloy and AL6XN®.

Our fabrication facility is located in Salt Lake City, Utah and has 47,350 square feet of fabrication and office space to assist your specific fabrication requirements.

Products Bish’s fabricates:

<p><u>Aftermarket Parts</u> Bish’s supplies <i>over 800 aftermarket items</i></p>	<p><u>Drum Filters</u> Agitators, Cloth Roller, De-mooning Bars, Drums (Disc, E-Met, and Rotary), Division Strips, Spray Bars, Tanks, Full Shop Assembly and Startups</p>	<p><u>Electrowinning Cells</u> Bus Bars (Copper), Lids, Platforms & Stairways, Shipping Stands, Tanks, Full Shop Assembly</p>
<p><u>Horizontal Belt Filter Components</u> Drip Pans, Feed Box, Roller Decks, Slide Decks, Troughs, Vacuum Pans, Wash Boxes</p>	<p><u>Filter Press Components</u> Discharge Bay Doors, Filter Plate Hangers, Assembly of Filter Plate to Hangers</p>	<p><u>Flotations System Components</u> Draft Tubes, False Bottom Draft Tubes, Rotors, Standpipes, Stators, Tanks, Velocity Cones</p>
<p><u>Clarifiers</u> Center Cage, Center Column, Drive Platform, Edi Well, Feedwell, Launderers, Rake Arms, Rake Blades, Scraper Blades, Scum Baffles, Scum Troughs, Skimmer Arms, Squeegees, Walkway, Weirs</p>		<p><u>Thickeners</u> Center Cage, Center Column, Feed Pipes, Feedwell, Hangers, Rake Arms, Rake Blades, Squeegees, Trusses, Walkways / Bridge</p>

Environmental

Bish's recognizes the importance of being good stewards of the environment and we continue to evaluate new opportunities to lessen our impact on the environment. During 2023 we will be evaluating our energy and water usage and developing a program to reduce our consumption.

Ongoing Efforts:

<u>Category</u>	<u>Plan</u>	<u>Positive Impact</u>
Energy Conservation	Upgrade shop lighting to LED	Reduces Bish's energy usage and reduces the amount of consumable waste in the landfill.
Hazardous Materials	Continue to use biodegradable cleaners	Less toxins be released into the air.
Limiting Waste	Continue to use software that allows us minimize our material usage.	Reduces the amount of metal to be recycled.
Limiting Waste	Recycling – Metal	See metal recycling report on page 6.
Limiting Waste	Recycling – Paper	Reduces the amount of paper going to the landfill. Reduces impact of paper manufacturing.
Limiting Waste	Recycling – Office Supplies	Reduces the consumable waste going to the landfill.
Water Conservation	Regular sprinkler maintenance	Reduces the amount of water we use.

Research and Evaluate

<u>Category</u>	<u>Plan</u>	<u>Positive Impact</u>
Water Conservation	Evaluate all water use	Water use reduction
Energy Conservation	Research renewable energy	Energy use reduction
Water Conservation	Reevaluate landscaping	Water use reduction
Energy Reduction	Evaluate material sources and how the material is produced	Global energy use reduction
Limiting Waste	Digitize inspection process	Reduces environmental impact of creating paper and reduces consumable waste.

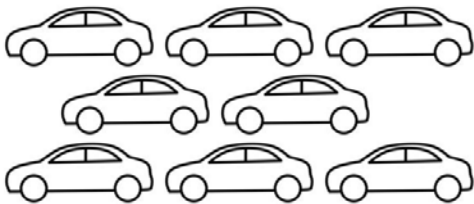
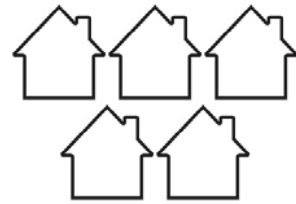
2022 METAL RECYCLING



Bish's recycled
152,096 pounds of metal!

This quantity of metal would have filled
304 cubic yards of landfill space had it not
been recycled.

Bish's 2022 recycling efforts resulted in the
conservation of over 48,790 kwh of energy:
Enough to power 5 homes for an entire year!



Bish's **prevented 254 metric tons of
carbon dioxide** from entering the
atmosphere, which is equivalent to
removing 55 cars from the road.

(Data provided by Bish's metal recycler, Metro Group Inc.,)

Social

Bish’s success depends upon our employees and we recognize we must provide them a healthy and safe work environment for them to succeed. More importantly, we also want to see them succeed in all aspects of their lives and not just the work environment.

Bish’s recognizes the increasing cost of living and provides all employees with competitive wages based on benchmark compensation surveys. All full-time employees and their families are provided affordable health & dental insurance. Additionally, we provide employees with paid sick days, vacation days, and holiday pay.

30%
of Bish’s Main Material
Suppliers
have ESG Policies.

Bish’s is committed to following the Labor Laws and regulations of the United Stated Federal Government, the State of Utah, and local government. There is no tolerance for violations of Human Right, our Code of Conduct, or corruption of any type. These are key principles of our social sustainability and

must be honored. We hold our vendors to the same standards and will encourage them to adopt formal ESG Policies.

To measure our social responsibility, we review our records for policy violations and for 2022 there were no violations.

Violation of Policy	Policy
0%	Anti-Corruption
0%	Code of Conduct
0%	Human Rights
0%	Supplier Code of Conduct

Bish’s is committed to providing a healthy and safe place to work that is free of injury and accidents. To help achieve this goal Bish’s will be doing the following in 2023:

Research and Evaluate

<u>Category</u>	<u>Plan</u>	<u>Positive Impact</u>
Health & Safety	Evaluate machines for proper guards	Reduce accidents
Health & Safety	Implement new training software for safety training and documentation.	Reduce accidents
Health & Safety	Discrimination Training	Help create a safe environment

Governance

Bish’s environmental and sustainability policies and associated programs will be governed by Bish’s Director of Operations. If a conflict arises involving or questioning the Director of Operations the Owners will intercede.

Bish’s will develop KPI’s to track our sustainability and annual reports will be available.

Summary of Action Items for 2023

<u>Category</u>	<u>Sub-Category</u>	<u>Plan</u>	<u>Positive Impact</u>
Environmental	Energy Reduction	Evaluate material sources and how the material is produced	Global energy use reduction
Environmental	Limiting Waste	Digitize inspection process	Reduces environmental impact of creating paper and reduces consumable waste.
Environmental	Water Conservation	Evaluate all water use	Water use reduction
Environmental	Energy Conservation	Research renewable energy	Energy use reduction
Environmental	Water Conservation	Reevaluate landscaping	Water use reduction
Social	Health & Safety	Evaluate machines for proper guards	Reduce accidents
Social	Health & Safety	Implement new training software for safety training and documentation.	Reduce accidents
Social	Health & Safety	Discrimination Training	Help create a safe environment
Governance	--	Develop programs to support ESG	Increase awareness of issues and training
Governance	--	Develop KPIs	Measures progress and will provide data for making positive changes.