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AMS Industries, Inc. ESOP Culture Committee Charter

Purpose

The purpose of the Culture Committee is to promote, review, and refine the company's culture. The committee shall act on behalf of the corporation to oversee, monitor, and consult on creating and encouraging an environment that inspires employee behaviors consistent with the corporation's vision, guiding principals, and core values.

Members shall debate, plan, and drive all aspects of organizational culture. The committee will be in charge of all corporate events, charity/community involvement, milestone acknowledgments, etc. The committee shall carry out the following responsibilities:

- Review & Refine Corporate Values
Oversee the efforts by management to communicate, promote and embed principals that are integral components of a workplace culture that helps attract, motivate/retain, foster professional development, values diversity and inclusion, encourages its people to engage with each other and their communities.
- Be a Catalyst for Organizational Change
Discuss with management, as it deems appropriate, regarding development, implementations, and effectiveness of policies and strategies relating to workplace culture and its efforts to maintain a dynamic environment that reflects the changing environments in which it operates.
- Identify & Acknowledge Progress
(i.e. Team Building, Parties, Friendly Contests Among Departments, Milestones, etc.)
- Support Company's External Image
(i.e. Building stronger relationships between company and employees.)

Committee Membership

Identified members shall agree to serve an initial term of not less than two (2) years.

When a term concludes, new members will be requested to volunteer and then voted on via current Culture Committee members. The committee will be replacing one member every six (6) months based on term start date. This will ensure that new voices and perspectives are heard and to provide different opportunities for different people across the organization.

Committee Meeting

Meeting shall be held in person not less than once each month. If additional meetings are required based on a specific need, the committee chair shall coordinate this.