ENVIRONMENTAL, SOCIAL AND GOVERNANCE STRATEGY

TTI, Inc. is committed to guiding a better tomorrow through its Environmental, Social, and Governance (“ESG”) activities by operating ethically and with integrity, promoting diversity, focusing on safety, reducing waste, and improving the environment through sustainable practices.

ENVIRONMENTAL

☑ All of TTI’s strategic global distribution facilities are ISO 14001 certified.

Based on the guidance of ISO 14001, TTI’s environmental commitment includes conserving energy and water and reducing waste and pollution. We define and achieve these goals by continuously evaluating operations and acting to ensure we are as efficient as possible. TTI complies with city, state and federal laws, which address these concerns, and strives for even higher standards as described in the RBA® Code of Conduct.
THROUGH TTI’S RECYCLING AND UPGRADING EFFORTS, IN 2020, TTI…

ENERGY CONSERVATION

2.6M+ kWh  25,000 gal
Electricity saved  Gasoline saved

277,000 sf
Corporate office space windows replaced with energy efficient windows

WATER CONSERVATION

90,000
Gallons of water saved

WASTE AND POLLUTION REDUCTION

825+
Cubic yards of landfill space saved

15,000+
Air pollutants kept from being released

4,200+
Trees saved

52,400+
Pounds of cardboard recycled
SOCIAL RESPONSIBILITY

DIVERSITY AND INCLUSION

- TTI is committed to equal employment opportunity.
- TTI regularly monitors its hiring and other personnel processes to ensure that candidates and employees are treated fairly.
- TTI takes affirmative steps to create and maintain diverse workforce that fosters respect, appreciation and acceptance of all people. TTI endeavors to provide equal employment opportunities to all regardless of race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, veteran status or any other category protected by law.
- TTI engages in targeted outreach to women, minorities, veterans and individuals with disabilities to attract diverse talent.
- TTI’s policies, practices and management; of employees reflect a commitment to a work environment free from discrimination and harassment.

TTI Provides Global Sponsorship Commitment to Industry Organization –

Women in Electronics

TTI’s commitment to operating in a socially responsible way -
TTI encourages employees to make a difference in their local and global communities by giving back, by donating to or volunteering in community service programs like:

- Susan G. Komen for the Cure
- Toys for Tots
- Habitat for Humanity
- Wounded Warrior Project
- American Red Cross

TTI Supports Education and Outreach

- First Robotics Competition
- Texas Wesleyan University
- University of Texas at Arlington
- College of Engineering, Texas A&M University
- TCU School of Business Supply and Value Chain Center

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EMPLOYEE HEALTH AND SAFETY

SAFETY METRICS

66%
Below the industry average for lost workday injury rate in 2020

12,000+
Hours per year in injury prevention exercise*

500+
Hours spent in safety training each year

TTI PROVIDES FREE WELLNESS RESOURCES

Well onTarget®
ComPsych®

TTI PROMOTES NATIONAL AWARENESS EDUCATION

*Group injury prevention exercise activity suspended until further notice due to the Covid pandemic.
GOVERNANCE

BUSINESS CONDUCT AND ETHICS
- TTI maintains a Global Code of Conduct and Ethics.
- TTI maintains a Global Prohibited Business Practices Policy.
- TTI provides annual ethics and compliance training for employees across all levels.
- TTI maintains an Ethics & Compliance Hotline for confidential reporting of suspected violations.

PRIVACY AND DATA SECURITY
- TTI maintains a Global Data Privacy Policy.
- TTI maintains a Global Information Security Policy.
- TTI provides annual compliance training for employees across all levels.

BERKSHIRE HATHAWAY
- As an entity of Berkshire Hathaway, we not only have a responsibility to our employees, customers and suppliers but also an obligation to the leaders and shareholders of Berkshire Hathaway.
- “I want employees to ask themselves whether they are willing to have any contemplated act appear the next day on the front page of their local paper – to be read by their spouses, children and friends – with the reporting done by an informed and critical report.” – Warren Buffett

CERTIFICATIONS/MEMBERSHIPS
“Our Mission – Unchanged For More Than Fifty Years”

TTI, Inc. is a specialty distributor of passive, interconnect, electromechanical and discrete components that exists to accomplish three major goals:

- Be the most preferred electronics distributor for our customers and suppliers, delivering the right parts exactly on time
- Exceed our internal and external customer requirements through continuous improvement
- Provide a home for hardworking, dedicated, knowledgeable, and ethical people who believe in this Company and this philosophy

*The TTI Mission est. 1971 by Paul Andrews, Founders*