



ESG 2023 Corporate Sustainability Report

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MESSAGE FROM OUR PRESIDENT



Doug Turner
President

At Control Southern, our dedication to sustainable development is unwavering. As the President, I stand at the forefront of advocating for the health of our planet, fully aware of the significant influence the industrial automation industry holds over our shared environment.

We take pride in offering our customers automation solutions that not only elevate operational efficiency but also prioritize energy optimization and environmental impact reduction. Our efforts extend beyond our products; we actively contribute to our clients' sustainability objectives, aiding them in their pursuit of resource conservation and waste reduction.

Our team members are the backbone of our environmental advocacy. Their commitment and active participation cultivate a culture of ecological mindfulness within our company. We are on a continuous journey of progress, setting tangible targets and deploying strategies that aim to lessen our environmental footprint.

In my role as President of Control Southern, I am resolute in maintaining these values and ensuring that our corporate ethos is synonymous with environmental responsibility.

Guided by the principle of sustainable development, we strive to be architects of a future where economic growth and environmental care go hand in hand.

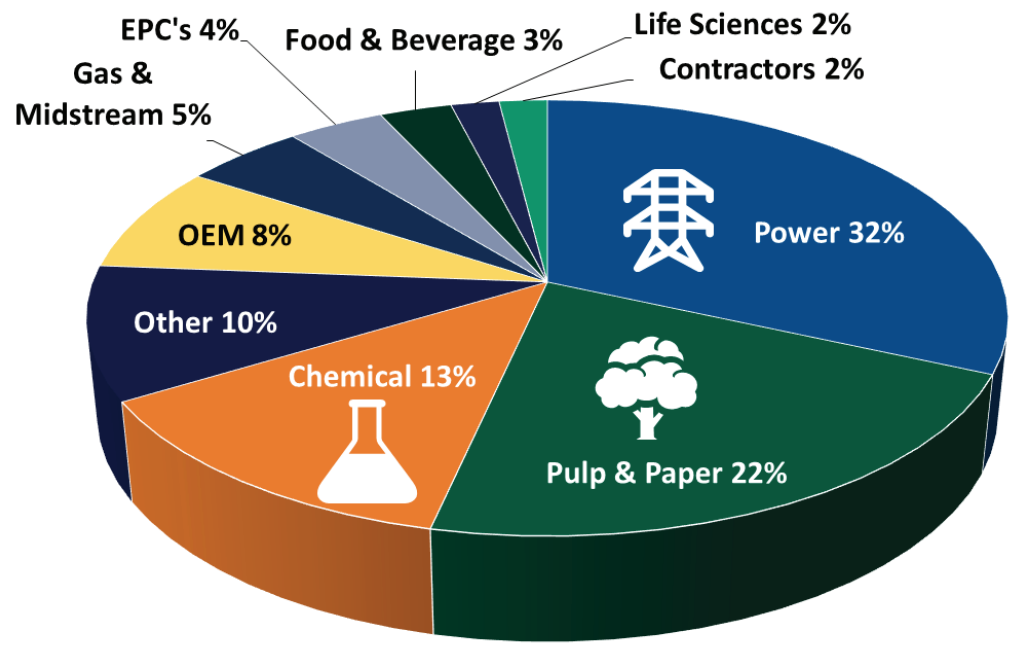
CONTROL SOUTHERN: AT-A-GLANCE



FOUNDED
1956

HEADQUARTERS
SUWANEE, GEORGIA

275 
EMPLOYEES



 **130,000 sq.ft.**
6 SERVICES LOCATIONS

 **65,000 sq.ft.**
7 OFFICE LOCATIONS



Control Southern Core Values

Integrity

We are uncompromising in our honest and ethical behavior, which creates trusting relationships with customers, suppliers, communities, and one another.

Safety & Quality

We are unwavering in our commitment to the highest standards of safety and quality for ourselves and our customers.

Innovation

We passionately pursue creativity in new and better technologies, capabilities, and approaches to drive tangible value for our customers.

Collaboration

We work seamlessly across geographies, platforms, business units, and functions to fully leverage our unparalleled breadth and expertise.

Communication

We actively listen and share knowledge, fostering open and honest exchanges of ideas to ensure mutual understanding and productive collaboration.

Control Southern Mission

We Grow Leaders

Leadership is positive influence, and every day, we have a choice in how we influence our family, team members, customers, and community. We believe everyone can learn the basic leadership principles that drive personal and company growth. By practicing these key leadership principles in our daily work, together we will discover true success in life. We look forward to sharing our passion of growing leaders with you.

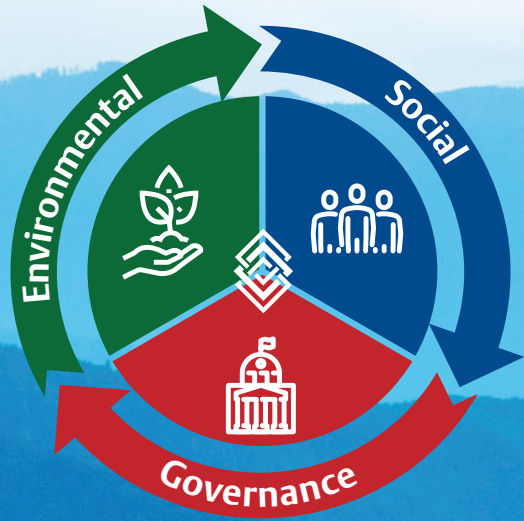
We Think Customer

Loyal customers are the engine that drives our growth. We expect our leaders to serve our customers with the same passion and commitment as you would expect from a great company. Every day is filled with moments of truth in which our customers will either build trust or lose faith in our ability to bring value to their business. By always thinking like a customer, creating the right level of expectation, and delivering on our promises, we will build the loyal customers needed to fuel our growth.

We Create Smiles

Simply, under promise and over deliver. When we finish any customer engagement, whether delivering products, engineering solutions, or executing services, our measurement of success is satisfaction by our customer, our business partners, and our leaders. No matter your position in Control Southern, you serve as a key leader in fulfilling our passion to create smiles daily and leaving the world a little better along the way.





Environmental

Blue Ridge Mountains

[About ControlSouthern](#)



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Control Southern Green Team

In 2023, our Green Team has been pivotal in advancing our companywide sustainability goals. We've made significant strides in reducing our environmental footprint through a series of targeted initiatives. Our energy tracking systems have been instrumental in pinpointing opportunities for reducing energy consumption. We've successfully phased out single-use styrofoam and plastics, greatly minimizing our waste. Our robust recycling programs for cardboard and scrap metal are further evidence of our dedication to environmental stewardship. The promotion of carpooling and the adoption of remote working and meetings have contributed to a notable decrease in our transportation-related emissions. These efforts are just the beginning as we continue to explore and implement innovative ways to foster a more sustainable future.



900 metric tons
CO₂ Emissions

196 Equivalent
Cars off the road

67% increase in CO₂ eliminated (YOY)

Three R's of Waste Management

We developed a Waste Management plan that includes the three R's in sustainable practices. *Our plan includes:*

Reduce: Use of plastics and styrofoam

Reuse: Wood Pallets and cardboard boxes

Recycle: Light bulbs, batteries, electronics, and metal

54,800
lbs.
Scrap Metal
RECYCLED

REDUCTION
13,000+
PLASTIC BOTTLES &
STYROFOAM CUPS

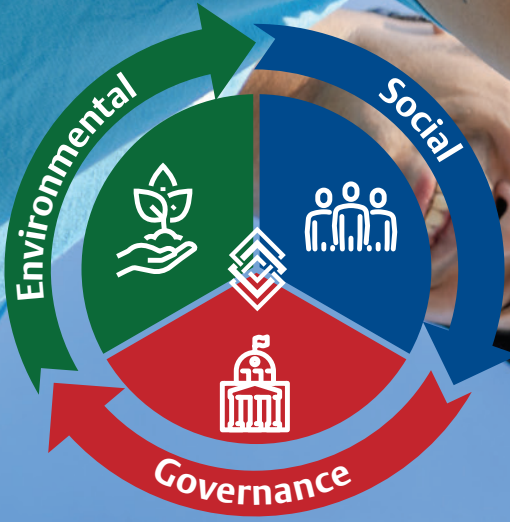
WOOD
1,100
PALLETS
RECYCLED

Environmental Impact

At Control Southern, our dedication to sustainability is unwavering. We understand that reducing environmental impact and managing resources responsibly are not just goals, but imperatives for a better future. Our comprehensive suite of products and services reflects our deep commitment to these principles. By offering innovative, energy-efficient solutions and systems designed to minimize emissions, we empower our customers to achieve and surpass their environmental aspirations. Our integrated approach ensures that every solution we provide aligns with the highest standards of environmental stewardship. Together, we are not just following green initiatives; we are leading the way towards a sustainable future that benefits us all.

Integrated Solutions Include

- **Advanced Automation Systems:** Designed to optimize energy efficiency and reduce emissions, our systems provide the precision and control necessary for sustainable operations.
- **Smart Instrumentation:** Our state-of-the-art instruments deliver accurate data for better decision-making, helping to conserve resources and minimize waste.
- **Valve Solutions:** Engineered for reliability and performance, our valves ensure optimal flow control, contributing to the reduction of unnecessary energy consumption.
- **Remote Monitoring Services:** With our remote asset management, customers can track their equipment's performance and make proactive adjustments to maintain sustainability standards.



Social Impact



We believe that our business success depends on our social responsibility. We strive to create value for our stakeholders while contributing to the well-being of our employees, customers, suppliers, partners, and communities.

Diversity, Inclusion & Engagement Highlights

- > Yearly Voice of the Employee Gallup Surveys
- > Employee Assistance Programs (EAP)
- > Equal Opportunity Employer
- > Military Veteran Employment (Bradley-Morris Membership)
- > Diversity, Equality & Inclusion (DEI) Standards

Employee Benefits Highlights

- > Medical, Dental and Vision
- > Paid Long and Short-Term Disability
- > Paid Parental Leave
- > Paid Community Service Hours
- > ESOP & 401K Match





Safety Mission

At Control Southern, we advocate for a workplace where safety is a personal pledge and a collective duty. Recognizing safety as an ethical imperative, core to our principles, we proactively manage risks and strive for continual advancement to preempt hazards. We empower each individual to personify the “I am safety” principle, ensuring the comprehensive safety of our workforce, customers, and associates is a critical element of our operations.

Quality Mission & Commitment

We are steadfast in our pursuit of operational excellence and personnel development to guarantee the superior quality and dependability of our products and services. We rigorously uphold the highest standards of quality and foster customer trust by consistently enhancing our processes, infrastructure, and adherence to contractual obligations, codes, and statutory mandates.

**SAFETY IS
A CHOICE,
NOT A
CHANCE**



Monthly
Safety &
Quality
Newsletter

Meeting
Kick-off
Safety
Moments





GLOWS was developed to be a unique way to channel individual efforts into a powerful force for change. GLOWS is committed to social responsibility, supporting the belief that as a company we have an obligation to support those communities that support Control Southern.

Volunteer Opportunity for Leaders in the Atlanta Area

Junior Achievement of Georgia **JA BizTown**

Coach a small group of students through the simulation, while sharing your life experiences that help make the day authentic.

Friday, October 20
8:15 AM - 2:45 PM
1333 Old Norcross Road, Lawrenceville, GA 30046

VOLUNTEER & make an impact

Volunteers: In JA BizTown, you'll guide students as they make decisions around running their business, spending their hard-earned paycheck, and generating a profit. Help them discover the value of themselves, their education, and their future beyond the classroom walls.

No matter your profession, your life experiences qualify you to be a successful volunteer!

JA BizTown creates an experience where students are able to interact within a simulated economy and take on the role of citizen, consumer and employee. Here, students not only discover the intricacies of being a professional and member of the community, but also explore the abundance of opportunities available within their city.

A special Thank You to Justin Montgomery for bringing us this opportunity.
★ Contact Justin for more information ★

MONDAY, OCTOBER 23RD
CONTROL SOUTHERN
Breast Cancer
AWARENESS DAY
HOPE.FIGHT.CURE

Express your unique style with any pink attire. Strut your stuff because the best-dressed is in for a treat – a **\$50 gift card**

Technicians in uniform? Wear a pink hat, pink socks, or a pink bandana. Get creative!

For every person who wears pink, we'll donate **\$50** to Breast Cancer Research, up to **\$2,500**.

Send your selfie or team photo dressed in pink to: gloWS@controlsouthern.com

SHOW YOUR SUPPORT WEAR PINK



TOYS FOR TOTS

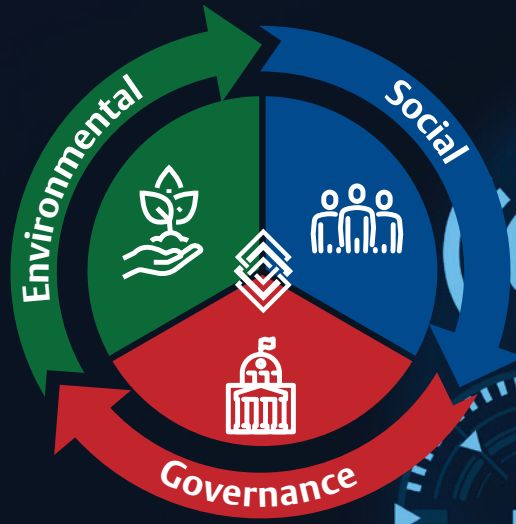
Help Us Support Toys for Tots
Donate new unwrapped toys for children up to age 12.

We are collecting toys from
November 27th - December 15th, 2023

Look for our Drop-Off Locations
Suwanee, Jacksonville, Chattahoochee, Lakeland, Decatur, and Macon

Remember...
We cannot accept toys that are realistic-weapon looking and gifts that contain anything edible.





Governance



At Control Southern, we are driven by our mission to create value for our shareholders and customers. We uphold the highest standards of business ethics in all our dealings. We safeguard the security and privacy of our data and information systems from unauthorized access or misuse and comply with all relevant laws and regulations regarding data protection and disclosure. We are committed to continuous improvement and innovation in our products and services.

When integrity leads, success follows.

Integrity means doing the right thing at all times, whether or not anyone is watching.
Building a reputation of integrity takes years, but it takes only a moment to lose.

There will always be those who have little integrity and seem to succeed, but eventually others cease to trust them. We instead believe that you can profit and be successful by consistently operating with integrity from the ground up.

Our Motto



As an employee-owned company, we share a vision of creating value for our customers, partners, and communities. Our ESOP empowers us to act as owners who care about our business's long-term success and our planet's sustainability. Our ESOP also fosters a culture of collaboration, innovation, and excellence among our diverse and talented team.

ESOP

- Uses accurate and transparent accounting methods and reporting.
- Engages in ethical business conduct and complies with legal regulations.
- Fosters a culture of ownership, accountability, and responsibility.
- Encourages employee participation and feedback.
in decision-making and strategic planning.

est.
2021
EMPLOYEE
STOCK OWNERSHIP
PROGRAM

2023
232
Employee
OWNERS



Board of Directors

The Board of Directors is the central pillar of our governance structure and serves as the representative body between the stakeholders and management, tasked with the role of genuine fiduciaries for stakeholders.

Corporate Ethics: Our corporate values are clearly stated, explained and reviewed. Employees have formal channels to voice feedback through our Open Door Policy, L10 manager meetings, monthly President’s Update, Annual Gallup Survey, and semi-annual All Hands Meetings. In addition, Control Southern undergoes yearly financial audits.

Strategic Council

The Strategic Council is responsible for the vision and execution of the company. Control Southern employs the Entrepreneurial Operating System (EOS) to guide short-term and long-term strategies to grow the business. The Strategic Council is comprised of the Leadership Team and the Business Unit Leaders.



Strategic Council

YEARS
6.5
Average
TENURE

YEARS
16.3
Average
TENURE
Leadership

Information Security & Privacy

At Control Southern, we prioritize data protection and adhere to all relevant laws and standards applicable to our business. Beyond mere compliance, we are committed to safeguarding the information of our customers, employees, and suppliers to the highest standards.

Proper Information Handling

Control Southern respects and protects the information we collect and use. We follow strict policies and procedures to ensure data security, privacy and compliance. We train our staff on best practices and monitor our systems regularly. We only share information with authorized parties and for legitimate purposes.

- National Institute of Standards and Technology (NIST) Compliance 800-171
- WAF (Web Application Firewall) implemented
- Yearly KnowBe4 Cyber Security Awareness Training for all employees
- Yearly third party internal and external Penetration Assessment (PEN)
- Daily, monthly and yearly vulnerability scans by third party applications
- Monthly internal audits of system security, processes and procedures
- 24/7/365 third party Managed Detection and Response (MDR) Managed Prevention and Response (MPR) end-to-end Security Operations Service
- Calculated security incidents management using MDR, IFS NCR and Salesforce Incident Management

96%
SECURITY
AWARENESS
TRAINING
ALL CONTENT COMPLETION

IMPLEMENTED
WAF
WEB APPLICATION
FIREWALL
SECURITY TOOL

9.5k
MALWARE
ATTACKS
PREVENTED



Forward-Looking Information

The Control Southern 2023 Environmental, Social and Governance Report presents information focused primarily on data collected and activities that occurred during calendar 2023.

This ESG (Environmental, Social, and Governance) Report has been prepared to provide information and insights into the organization’s environmental, social, and governance practices. However, it is important to note that this report is for informational purposes only and should not be considered financial, legal, or investment advice.

The information presented in this report is based on the best available data and sources up to the knowledge cutoff date mentioned. While every effort has been made to ensure the information’s accuracy, completeness, and reliability, no guarantee or warranty is given or implied.

The ESG Report may contain forward-looking statements, projections, or estimates regarding future events, targets, or objectives. Such statements are subject to inherent uncertainties, risks, and assumptions, and results may vary significantly from those expressed or implied.

Furthermore, the inclusion of any third-party information or external links within this report does not imply endorsement or verification of the accuracy, adequacy, or reliability of such information or sources.

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ESG **2023**



**CONTROL
SOUTHERN**TM

When integrity leads, success follows