



CHATSWORTH
PRODUCTS

Corporate Social Responsibility Brochure



chatsworth.com

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About Chatsworth Products

Powering and Protecting Your Technology Investment

From the data center to the edge, Chatsworth Products (CPI) is more than just a global manufacturer of products and solutions that power and protect your ever-growing investment in information and communications technology for IT and industrial automation applications. We're a 100% employee-owned, U.S. based organization that's building a better digital future—one rack, cabinet and PDU at a time.

As a trusted business partner, we are uniquely prepared to respond to your requirements with global availability and rapid product customization, giving you a competitive advantage. With more than 30 years of experience engineering thermal, power and cable management solutions for the data center, enterprise networking and industrial enclosure markets, CPI is well positioned to provide you with unequaled application expertise, customer service and technical support, and a global network of industry-leading distributors.

100% Employee-Owned Company

CPI began in 1991 when 90 employees joined together and bought out a portion of the Dracon Division of Harris Corp. using an Employee Stock Ownership Plan (ESOP). With deregulation in the telecommunications industry and technological innovation in voice and data equipment, CPI focused on the explosive needs of the information technology market to manage IT infrastructure equipment.

Employee ownership was the logical choice for the staff of CPI because involvement in the overall destiny of the company was in place at every level from the beginning. Through the ESOP structure, all employees become beneficial owners. Such ownership, combined with CPI's inclusive and participatory culture, motivate employees to think and act like owners, creating a strong commitment to the attainment of an ultimate and core purpose: delighting the customer.

As CPI enters its fourth decade as an ESOP company, we reflect with a sense of gratitude and pride at the success and growth we have experienced during our first three decades. Fueled by employee ownership, we have grown from a single location serving the domestic U.S. market, to a global company serving international customers from locations in Simi Valley, CA; Georgetown and Round Rock, TX; New Bern, NC; State College, PA; Toronto, Canada; Mexico City, Mexico; Bourne End, England; Pudong, Shanghai, China; and Dubai, United Arab Emirates.

Company Overview		
Founded	June 1991	
Structure	100% Employee Owned	
Sales Growth	Over 2,000% since inception	
Philosophy	"We're all in this together"	
Operating Units	Simi Valley, CA Round Rock, TX State College, PA	Georgetown, TX New Bern, NC Ontario, Canada
Global Headquarters	Simi Valley, CA	
International Offices	Mexico City, Mexico Bourne End, England Dubai, United Arab Emirates	Toronto, Ontario, Canada Jing'an, Shanghai, China
Method of Distribution	Network of global distributors	
Featured Markets	Telecommunications, Data Center, Enterprise Networks, Colocation, Education, Health Care, Government and more	
Product Offering	ICT infrastructure solutions that power and protect your technology investment	

Regulatory Compliance for Sustainability

CPI is committed to sound environmental stewardship and reduced operational impact through managed regulatory compliance, sustainable business practices, and a minimized climate footprint while delivering high-quality products and services globally. Through deliberate actions, CPI is making a tangible impact on reducing its environmental impact.

CPI's stewardship objective is to minimize the negative impacts of our manufacturing activities on the environment. Our commitment is not just about meeting the bare minimum; it's about striving for excellence in compliance with all current and applicable regulatory requirements.

Our company will be taking necessary steps to obtain ISO 14001 certification to not only formalize our commitment to managing environmental impacts, but also engage our workforce in adopting best practices that uphold the highest standards of environmental management.

CPI is fully compliant with the Carbon Border Adjustment Mechanism (CBAM), the European Union's regulatory framework aimed at reducing carbon leakage by placing a carbon price on imported goods. This compliance ensures that CPI's products meet the necessary reporting and environmental standards for international trade, reflecting the company's commitment to transparency, sustainability, and global climate goals.

As part of its commitment to environmental responsibility and alignment with industry standards, CPI has completed its Greenhouse Gas (GHG) Inventory for Scope 1 and Scope 2 emissions. This includes direct emissions from company-owned sources and indirect emissions from purchased electricity and energy. CPI is now actively assessing Scope 3 emissions—which account for indirect emissions across the value chain—as it works toward a more comprehensive understanding of its total environmental impact.



Sustainable Practices

CPI has exemplified its commitment to sustainability through the innovative use of recycled materials in its manufacturing processes. By prioritizing recycled inputs in the creation of new products, the company significantly reduces reliance on virgin materials—an approach that conserves natural resources and helps mitigate the greenhouse gas emissions associated with mining and material extraction.



As part of its broader sustainability strategy, CPI has also implemented formalized recycling systems to ensure that scrap metals, packaging materials, and other by-products are re-purposed rather than sent to landfills. These efforts support CPI's long-term goal of becoming a 100% recyclable operation.

Through a combination of comprehensive quality systems, manufacturing best practices, and continued investment in advanced technology and equipment, CPI has also dramatically reduced its categorical scrap rates—further demonstrating its commitment to responsible, circular manufacturing.

CPI partners with a diverse network of vendors and suppliers to support its commitment to sustainability and workplace diversity across the entire value chain.



Climate Footprint

CPI is actively diminishing its climate footprint with strategic energy usage in manufacturing operations. Demonstrating a strong preference for sustainable energy, CPI's current energy mix consists of 46% renewable sources, showing a significant tilt towards clean energy. Additionally, 50% of our energy comes from low carbon emission sources, with only a minimal 4% from other sources. This careful selection of energy sources underlines CPI's intentional efforts to cut down carbon emissions.

Moreover, CPI fosters a culture of eco-friendly transportation by providing electric vehicle (EV) charging stations at select manufacturing locations. These stations are available free of charge to both customers and employees, encouraging the use of electric vehicles and supporting the reduction of greenhouse gas emissions in daily commutes.

Sustainability Products



Power Management Products/Power Distribution Units (PDUs):

One of the key features of our intelligent eConnect® PDUs is their ability to provide real-time monitoring of power parameters and usage. Collectively, these tools provide invaluable insights into the performance of the cabinet ecosystem, empowering operators to make data-driven decisions that enhance efficiency and reduce costs, while helping achieve sustainability goals.

Integrated Cabinet Solutions:

ZetaFrame® Cabinet System: Selecting the right cabinet ecosystem is a cornerstone in promoting and improving eco-friendly practices, as it enables a company to host energy-efficient, high-density servers, power supplies, and cooling systems.

The ambient light reflection from an all-white data center space results in 25-30 percent light energy savings, according to a recent data center study. This helps data centers become more sustainable and energy efficient. White cabinets help meet this mission by reflecting more light than black cabinets — which means less energy used towards lighting.



Thermal Management & Aisle Containment:

Build-To-Spec (BTS) and Vertical Exhaust Duct Systems are designed to capture and direct airflow within the contained aisle. These solutions, whether ceiling-supported or cabinet-supported, integrate seamlessly with perimeter cooling, immediately improving cooling efficiency, and are compatible with economization methods.



The Elevate™ Adjustable Containment Solution: Optimized for the company's ZetaFrame® Cabinet System and designed to streamline deployment. Its telescoping design seamlessly adapts to create a duct connecting the ZetaFrame cabinet to the overhead drop ceiling, allowing for quick adjustments to the containment. The solution supports both hot aisle containment and row-level vertical exhaust duct applications.

Liquid Cooling: Slashes the consumption of scarce resources including energy, water, and land, while reducing capital and operating expenses by a magnitude of two. A self-contained and self-regulating system, the HyperCool® direct-to-chip liquid cooling solution triples the processing capacity of highly dense computing environments using less than 50% of the energy and half the space of conventional cooling system.

Product Lifecycle

Lengthening the lifecycle of IT equipment, supported by CPI's ZetaFrame® Cabinet Ecosystem, is integral in reducing manufacturing, transportation, usage, and disposal impacts. Adopting innovative products designed for longevity and peak performance, optimizing server usage, and transitioning to more efficient computing all contribute to a circular and sustainable IT model, promoting resource reuse and minimizing the impact of hazardous materials.



Social Responsibility

At Chatsworth Products, Inc. (CPI), we believe the foundation of our success is built on our team's well-being. We are committed to fostering an environment that not only complies with safety standards but exceeds them, ensuring that every employee feels secure and valued in their workplace.

Safety First:

Our mission is to create a zero-harm workplace. We are dedicated to implementing rigorous safety protocols and providing ongoing training to prevent accidents and injuries. Every decision we make is with the safety of our team in mind, from the design of our facilities to the equipment we use.

Health as a Priority:

Recognizing that our employees are our greatest asset, we prioritize their physical and mental health. We provide comprehensive health benefits, support programs, and initiatives that promote healthy lifestyles. Our on-site health resources and partnerships with healthcare providers ensure that employees have access to the care they need.

Well-Being for All:

We strive to cultivate a supportive and inclusive culture where every employee can thrive. Work-life balance is encouraged through flexible working arrangements and ample time off. We invest in programs that support mental health, including stress management workshops and confidential counseling services. We pledge to listen, learn, and evolve our practices to uphold the highest standards of safety, health, and well-being for our team. Because at CPI, we're not just a workforce; we're employee-owners.





Human Capital Development

Our company is deeply invested in the continuous professional development of our employees, which is why we have established a robust training and development program. Each year, we conduct annual ethics training to ensure that all team members are aligned with our core values and understand the high standards of conduct we expect.

Part of this commitment includes an internal leadership training program, which is delivered through a third-party to provide a fresh and external perspective on leadership skills. Complementing this is our internal product training program that allows employees to stay at the forefront of our product offerings and applications. The enthusiastic employee usage of this training program underscores its value and effectiveness in enhancing their professional capabilities.

We also extend learning opportunities beyond our immediate staff with a summer intern program, specifically offering engineering co-ops. This not only provides invaluable hands-on experience to aspiring engineers but also infuses our company with fresh ideas and perspectives.

Additionally, we offer external customer product training programs. These programs are instrumental for our customers, including contractors and architects who can earn continuing education credits through our webinars accredited by BICSI and AIA respectively. These initiatives reflect our dedication to promoting lifelong learning and ensuring that both our employees and clients are equipped with cutting-edge industry knowledge.

KNOWLEDGE VAULT STATISTICS


223
Courses Available


3738
Courses Completed


1805
New Users


2479
Active Users

BICSI® COURSES IN KNOWLEDGE VAULT


13 BICSI Courses


1301
New Registrants


1612
CECs issued in 2023

AIA COURSE CREDITS


9 AIA Courses


789
New Registrants


1296
AIA credits issued

100% Employee-Owned Company

As an employee-owned company, CPI stands as a beacon of shared success and collective responsibility, where every team member is not just a contributor but also a stakeholder. Every employee is given a unique opportunity to own shares of the company, aligning their personal successes with the financial health and performance of the business. This ownership model fosters a culture of collaboration, where employees are deeply invested in the outcomes of their work, driving innovation and productivity.

The employees' dual roles as contributors and owners encourage a long-term perspective on business decisions and cultivate a sense of pride and care in the company's operations and growth. As an employee-owned company, CPI has lower turnover rates and higher job satisfaction, as employees benefit directly from the company's success through profit-sharing, stock options, or an Employee Stock Ownership Plan (ESOP). This participative approach to business ownership empowers individuals, promotes a democratic work environment, and often results in exceptional service and quality, reflecting the direct impact of the employees' vested interest in the company's future.



"This ownership model fosters a culture of collaboration, where employees are deeply invested in the outcomes of their work, driving innovation and productivity."



A Culture of Inclusion

Our Diversity, Equity, and Inclusion policy is a cornerstone of our identity as an employee-owned enterprise. With 735 employees worldwide, we proudly champion a culture that is as diverse as it is inclusive, ensuring every one of the numerous employees across our global network feels valued and heard. To dismantle unconscious bias and cultivate a workspace where diversity thrives, we mandate comprehensive diversity and unconscious bias training for all team members.

We take pride in our active engagement with local and regional communities, understanding that our company's growth is intertwined with the well-being of the societies in which we operate. As an expression of our commitment to equity, we implement a profit-sharing model that is 100% equal for all employee owners, ensuring that everyone has a stake in the success we build together. By embedding these principles into our daily operations, CPI not only drives performance but also shapes an equitable future for all our employee owners.



Community Involvement

CPI has established a strong presence in the community through various initiatives and activities. As active members of the Employee Stock Ownership Plan (ESOP), we engage in events and activities at both the national and regional levels, with participation spanning our three offices in the Carolinas, California/Nevada, and Texas chapters. Our commitment has been recognized with multiple awards from ESOP chapters, reflecting our focus on community involvement that is both regional and local in scope.

ESOP Awards

- Company of the Year 2006
- Employee Owner of the Year
Victor Rubio
- Employee Owner of the Year (Carolinas)
Allyson Williamson
- Best ESOP Committee
- Best ESOP Communications
Excellence 2023

Charitable Contributions from CPI Shared with



Understanding the importance of giving back, we support our community across all three of our domestic locations in the United States. This support extends to the education sector, where we have made contributions by donating our products to technical schools in North Carolina, aiding in the development of future tech talent. CPI also participates in local blood drives, school supply drives and food drives. All four of CPI's US manufacturing facilities participate with local organizations, such as the Coastal Women's Shelter of New Bern, NC and Coats for Kids in the Austin, TX area.

Our products and solutions are designed with the vision of connecting the world, and we pride ourselves on the positive feedback we've received on this front. This global perspective does not detract from our local responsibilities, as evidenced by the community service excellence awards we've earned, which honor our ongoing dedication to regional events and charitable causes. Our involvement ranges from hands-on participation in local events to generous donations to various causes, solidifying our role as a pillar of support in the communities we serve.

CPI is committed to fostering a rewarding work environment, which is why we offer a robust benefits package to our employees. An integral part of this package is our profit-sharing plan, which allocates 6-8% of an employee's salary to company stock, empowering our team members to share in our collective success and build their financial future.

We provide an annual contribution to employees' Health Savings Accounts (HSA), helping to cover medical expenses with tax-free funds. Additionally, we offer tuition reimbursement to encourage continuous learning and professional development. To secure our employees' future, we also provide a competitive 401(k) match, ensuring that their retirement savings grow with the company's support.

A hand is placing a wooden block with a family icon (two adults and a child) on top of a pyramid of blocks. The pyramid consists of four rows of blocks. The bottom row has four blocks with icons: an airplane, a heart with a family, two people on bicycles, and a graduation cap. The second row has three blocks: a heart with a cross, a banknote, and a house. The third row has two blocks: an umbrella and a bar chart. The top block has a family icon. The background is a solid blue color.

100%
EMPLOYEE OWNED

FREE STOCK OWNERSHIP PROGRAM

**FREE
HEALTHCARE
OPTION**

COMPREHENSIVE BENEFITS

Cultivating a Healthy Workplace

At our company, the well-being, health, and safety of our employees are paramount. We have instituted a comprehensive wellness plan that complements our health insurance offerings. The wellness plan offers a variety of 'challenges' to engage employees in improving their health and wellbeing. These challenges can be personal, where employees set and strive towards individual health goals, peer-to-peer, allowing colleagues to motivate each other in friendly competitions, and corporate-wide, where the entire organization participates in collective challenges, promoting teamwork and a sense of community.

Through these diversified approaches, the program aims to cater to the unique preferences and motivations of every employee, fostering a healthier, more connected workplace. Additionally, the wellness plan includes access to health fairs where employees can engage in activities such as yoga and cooking classes, as well as receive nutrition tips. We also hold flu shot clinics to promote health during flu season.

We're proactive about preventive care, providing on-site annual biometric screenings and vaccines to keep our workforce healthy. Recognizing the importance of leisure and relaxation, each of our facilities features recreation rooms, creating spaces where employees can unwind and socialize.

For those who prefer the outdoors, we have established walking trails at our Simi Valley, CA, Georgetown, TX, and New Bern, NC office facilities. These trails encourage employees to step away from their desks and enjoy the benefits of nature and physical activity.

To combat the sedentary nature of office work, we promote stand and stretch breaks, allowing our team to stay limber and reduce the physical strain associated with prolonged sitting.

Lastly, our commitment to safety is unwavering, as evidenced by our monthly safety huddles. These meetings are crucial for reinforcing safety protocols, discussing new measures, and ensuring that every team member is aware of how to maintain a secure working environment. Additionally, our company utilizes a safety software platform for incident reporting and investigations. Through these policies, we aim to sustain a workplace that cares for both the physical and mental health of our employees.

The Chatsworth Products, Inc. (CPI) Executive Team and Board of Directors are dedicated to practicing ethical corporate governance ensuring accountability, transparency, fairness, and responsibility throughout the entire organization. The team ensures that the company follows all legal and regulatory requirements. With over thirty years of operational experience, CPI's inclusive and participatory employee-owner culture motivates employees to think and act like business owners. This creates a strong commitment to the attainment of an ultimate and core purpose: delighting the customer.



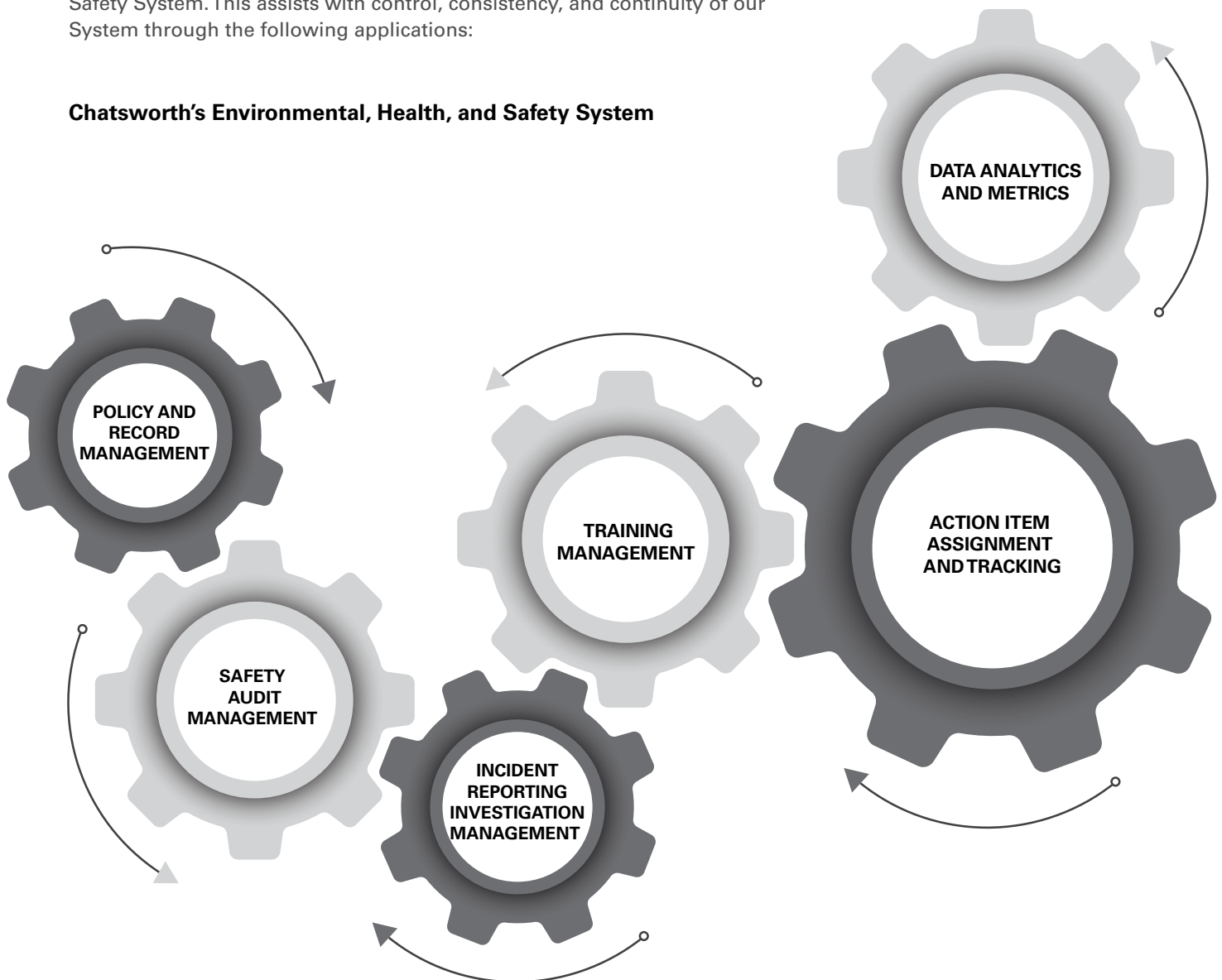
Employee Safety and Well-Being

The safety and wellbeing of the individual is the first consideration in each operation and in every business decision. Chatsworth Products undergirded with the foundational belief that all accidents are preventable, our goal is to provide a work environment free of actual and potential hazards.

Safeguarding the welfare of team members and visitors is a core value. Continuous evaluation of work conditions and abiding with safe practices is a part of everyone's job.

Chatsworth Products uses an employee accessible web-based safety management platform to manage and monitor our Environmental, Health and Safety System. This assists with control, consistency, and continuity of our System through the following applications:

Chatsworth's Environmental, Health, and Safety System



Environmental, Health and Safety System

Policy and Records Management

Organizes all policy and related policy documents. Organized records are easily audited and produced when needed.

Manages and archives and tracks revisions and changes.

Safety Audit Management Area Safety Assessment Process (ASAP)

Customized to CPI at the department level – mock OSHA safety, environmental, other – routinely conducted.

Incident Reporting/ Investigation Management

Customizable to CPI report needs - incident type first aid, injury, near-miss, other.

Training Management

Web-Based Training Management makes it easier to assign, manage and track employee training.

Action Item Assignment and Tracking

Establish workflow and approval for corrective actions resulting from incident/near-miss investigations, and audits. Emails/alerts to assigned persons until task completion.

Data Analytics & Metrics (Dashboard)

Drill down data from injury root cause, audits performance, training etc., to show leading and lagging indicators to focus resources and improve safety.

Reports and graphics of pro-active KPIs – Injuries, inspection performance, training completed, prompt completion of tasks and action items.



Financial Integrity

At the core of CPI's financial ethos is the commitment to uphold integrity and transparency in all aspects of our financial reporting. This is bolstered by a rigorous system of checks and balances, including both internal and external yearly audits—a practice dutifully maintained despite our status as a private entity exempt from formal audit mandates.



CPI demonstrates our dedication to fiscal responsibility through timely and accurate financial reporting, delivered monthly to the Executive Team and Board of Directors, ensuring that the company's stewards are well-informed and engaged with its financial health. This practice extends to a broader audience on a quarterly basis, with comprehensive financial disclosures shared with employee owners, fostering a culture of inclusivity, shared responsibility, and achievement.

All of Our Manufacturing Facilities are



Operating within a framework of International Organization for Standardization (ISO) consistent processes, the company adheres to internationally recognized standards that promote quality, safety, and efficiency across its operations. CPI's manufacturing facilities are maintained by ISO 9001, which signifies that their production processes adhere to internationally recognized standards for quality management, ensuring consistent product quality and continuous improvement. Additionally, a prudent investment policy guides the company's financial strategies, balancing risk and return to secure long-term growth and stability. This financial diligence underpins the company's reputation for reliability and sound governance.

Each regional operation of the company is reviewed monthly by a corporate management team to assess the operational performance, ensure compliance with regional and local laws and to provide oversight and guidance to the local teams.

Regulatory and Legal Compliance

CPI's commitment to regulatory and legal compliance is evident through its adherence to various governmental regulations and policies at federal, state, and local levels. This compliance extends to tax authorities globally, ensuring proper reporting and payment of income, sales, VAT, GST, and payroll taxes across multiple jurisdictions.

In terms of governance, census data is meticulously maintained, and board meetings are regularly held for subsidiaries to ensure oversight and accountability. The Board of Directors plays a crucial role in the governance process, with responsibilities including the approval of large expenditures and ensuring the presence of a Board of Directors in each foreign location where the company is registered.

Moreover, CPI adheres to annual audit requirements, reflecting its commitment to transparency and financial integrity. The integration of ISO standards further underscores the company's dedication to maintaining quality and consistency in its processes, thereby upholding its reputation for excellence in regulatory and legal compliance.

CPI's ethical business practices are deeply rooted in its interactions with customers and suppliers, where partnerships are established and nurtured with utmost good faith. This approach fosters trust and long-term relationships, which are integral to the company's success and reputation.

CPI embraces an Employee Stock Ownership Plan (ESOP) culture, which instills a sense of

ownership among employees by allowing them to be shareholders. This structure not only incentivizes employees to perform at their best, aligning their interests with that of the company, but also contributes to a more equitable distribution of wealth and a shared commitment to the company's prosperity. By incorporating ESOP, CPI demonstrates its dedication to ethical business practices, employee empowerment, and the cultivation of a collaborative work environment where every member has a stake in the company's future.

CPI upholds stringent policies to ensure full compliance with anti-bribery measures and the Foreign Corrupt Practices Act (FCPA). The foundation of these policies is the establishment and maintenance of business relationships characterized by integrity, transparency, and honesty. To this end, CPI engages with business partners who share these ethical standards and can demonstrate a commitment to lawful and ethical conduct in all business dealings.

Additionally, CPI exhibits due diligence by filing and regularly updating Know Your Customer (KYC) and Ultimate Beneficial Owner (UBO) filings across numerous jurisdictions. This practice not only aligns with regulatory requirements but also serves as a testament to our proactive stance in preventing bribery and corruption. These rigorous compliance measures reflect CPI's dedication to ethical business practices and its determination to operate with honor and fairness in the global market.



Information Security

As a leading supplier to the technology industry, CPI understands the need to safeguard information, including its intellectual property and operating systems from all internal and external security threats. Effective information security requires active participation from all employees throughout the organization. CPI maintains robust cybersecurity practices and safeguards, including multi-factor authentication for all network access.

Data Privacy at CPI is also paramount. Protecting the personal data of employees, customers, suppliers, and business partners is imperative. CPI employs robust data privacy policies, staying abreast of ever-changing compliance requirements across all regions in which we operate.



Risk Management Practices

CPI's risk management policy embodies a comprehensive approach to maintaining a secure and stable business environment. A formal safety program underscores our commitment to the well-being of its employees and stakeholders, fostering a culture of safety throughout the organization. This is complemented by rigorous ISO audits, which ensure that operational processes meet international standards of quality and safety. CPI has robust insurance coverage providing a broad safety net against various contingencies.

The Employee Stock Ownership Plan (ESOP) is a cornerstone of CPI's risk management framework. ESOP trustees are vested with fiduciary liability, ensuring that there is vigilant and proper oversight of the ESOP trust. This responsibility ensures that the trustees are dedicated to the best interests of the employee-owners, securing their investment, and aligning it with the company's ethical and business objectives. Through these multifaceted policies, CPI demonstrates a holistic and proactive stance on risk management.



Safeguarding Assets

In the financial domain, CPI has implemented prudent investment policies that aim to safeguard assets by minimizing risk exposure. These policies reflect a cautious approach, aligning with the company's overarching strategy for fiscal responsibility and long-term stability.





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PRODUCTS**

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Manufacturing Capability and Global Availability

Headquartered in the United States, CPI operates from multiple sites worldwide, including offices in Mexico, Canada, China, the Middle East and the United Kingdom. CPI's manufacturing facilities are located in the United States, Asia and Europe.

Standard products are readily available through a global network of industry-leading distributors. With stock availability, and CPI's consistently short factory lead times, you can be assured that CPI solutions will be accessible to meet your project scheduling needs.

How to Buy

CPI sales are conducted in partnership with a global network of distributors, contractors and resellers to ensure a high level of stock availability. Use CPI's Online Catalog to place an order with a distributor near you. Go to chatsworth.com to learn more.

About CPI

CPI, a 100% employee-owned company, was founded in June 1991, when 90 workers joined together and purchased the Dracon Division of Harris Corporation using an Employee Stock Ownership Plan (ESOP). Employee ownership is central to the success of CPI. Employee owners are committed to a philosophy of quality through teamwork, caring and commitment, which are extended to customers through our solutions and services.

All products quoted are subject to availability based on manufacturing capacity and shipping dates should be considered estimates only. While every effort has been made to ensure the accuracy of all information, CPI does not accept liability for any errors or omissions and reserves the right to change information and descriptions of listed services and products.

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Powering and protecting your technology investment.