



Responsible Lobbying & Public Policy Engagement Policy

Purpose

All In One Management & Services, Inc. believes that businesses can play an important role in supporting policies that contribute to economic opportunity, thriving communities, environmental responsibility, and an inclusive economy.

This policy establishes principles for responsible lobbying, advocacy, and public policy engagement that are consistent with our mission, values, Human Rights Commitment, and commitment to creating positive social, environmental, and economic impact.

Scope

This policy applies to:

- Direct lobbying activities
- Meetings with elected officials or government agencies
- Participation in industry associations
- Public policy advocacy
- Written comments on proposed regulations
- Public testimony
- Coalition participation
- Advocacy undertaken on behalf of the Company
- Political engagement related to Company interests

This policy applies to activities conducted by employees, executives, consultants, contractors, or representatives acting on behalf of the Company.

Guiding Principles

All In One seeks to ensure that its public policy engagement is:

Consistent with Our Purpose

We will support policies that advance our mission of creating positive value for workers, customers, communities, and the environment while providing high-quality commercial laundry and linen services.

Transparent

We will seek to conduct advocacy activities openly and honestly and comply with applicable lobbying, ethics, and disclosure requirements.

Respectful

We will engage with policymakers, community members, industry partners, and other stakeholders respectfully and constructively.

Accountable

We will strive to ensure that our advocacy positions are consistent with our publicly stated values and commitments.

Stakeholder-Oriented

We recognize that public policy decisions can affect workers, small businesses, suppliers, customers, communities, and the environment. We will consider these impacts when engaging in advocacy activities.

Advocacy Priorities

Consistent with our business purpose and values, All In One may support policies that promote:

- Small business development and entrepreneurship
- Economic opportunity and workforce participation
- Workforce development and skills training

- Equitable access to employment opportunities
- Inclusive economic growth
- Community development
- Responsible environmental stewardship
- Public health and workplace safety
- Fair and transparent business practices
- Supplier diversity and local economic development

The Company may also advocate on issues directly affecting the commercial laundry and linen services industry and the communities we serve.

Human Rights & Stakeholder Considerations

In alignment with our Human Rights Commitment, we seek to ensure that our public policy engagement does not knowingly undermine:

- Internationally recognized human rights
- Worker rights and protections
- Equal opportunity and non-discrimination
- Community well-being
- Environmental sustainability objectives

When evaluating significant advocacy positions, the Company will consider potential impacts on:

- Employees and workforce participants
- Customers
- Suppliers and contractors
- Local communities
- Historically underserved or underrepresented populations

Political Contributions

Any political contributions made on behalf of the Company shall comply with all applicable laws and reporting requirements.

The Company will not use political contributions to secure improper business advantages or influence government officials in a manner inconsistent with ethical business practices.

Personal political activities of employees, including leadership, are their own and do not necessarily represent the views of the Company unless explicitly authorized.

Industry Associations & Coalitions

The Company may participate in trade associations, chambers of commerce, industry groups, and advocacy coalitions.

When participating in such organizations, we will seek to:

- Understand the organization's public policy positions
- Promote alignment with our values and commitments where feasible
- Evaluate whether continued participation remains consistent with our mission and stakeholder commitments

Recognizing that associations may advocate on a broad range of issues, complete alignment on every issue may not always be possible.

Transparency

The Company seeks to maintain transparency regarding significant advocacy efforts undertaken on its behalf.

Where appropriate, we may communicate our advocacy priorities through:

- Company communications
- Website disclosures
- Impact reporting
- Stakeholder engagement activities

Governance & Oversight

Company leadership is responsible for overseeing lobbying and advocacy activities conducted on behalf of All In One.

Leadership will periodically review whether advocacy positions remain consistent with:

- The Company's purpose
- Human Rights Commitment

- JEDI commitments
- Environmental commitments
- Stakeholder interests

Concerns & Feedback

Stakeholders who have concerns regarding the Company's advocacy or public policy engagement may raise those concerns through the Company's grievance mechanism.

The Company welcomes feedback regarding the alignment of its advocacy activities with its stated commitments and values.

Continuous Improvement

All In One recognizes that responsible public policy engagement is an ongoing process.

We are committed to periodically reviewing our advocacy practices and seeking opportunities to strengthen transparency, stakeholder consideration, and alignment with our social, environmental, and economic commitments.

This statement has been developed to support compliance with the requirements of the B Lab Standards Version 2.2 and to advance the Company's commitment to sustainable business practices. The statement should be interpreted and implemented in a manner consistent with applicable B Lab Standards requirements and any future updates adopted by B Lab.



9-2-2026

Pamela Frazier, Founder & CEO

Date