



Responsible Lobbying, Policy Engagement & Anti-Corruption Policy

Effective Date: October 2026

Policy Owner: Founder/President

Will be reviewed annually.

1. Purpose

All In One Management & Services, Inc. ("All In One") may participate in public policy advocacy on issues relevant to our purpose, employees, customers, community, and business.

All In One is committed to responsible, transparent, and ethical advocacy that supports positive social, environmental, and economic outcomes. Advocacy will be consistent with our company values and stakeholder commitments and will comply with applicable laws.

2. Responsible Advocacy

All In One may advocate on issues such as:

- Small business and economic opportunity;
- Workforce development and equitable employment;
- Support for underserved and underrepresented communities;
- Worker well-being and human rights;
- Environmental sustainability and climate action; and
- Other issues relevant to our business and stakeholders.

We will use accurate, credible information and will not knowingly make false or misleading statements. When appropriate, we will consider the perspectives of employees, customers, community partners, suppliers, and other affected stakeholders.

3. Lobbying & Political Activity

When All In One engages in lobbying or policy engagement, we will:

- Identify ourselves and the interests we represent;
- Comply with applicable lobbying registration and disclosure requirements;
- Keep appropriate records of material lobbying activities and expenses; and
- Avoid attempts to improperly influence government decisions.

All In One will not make political contributions, payments, gifts, or other transfers of value to obtain contracts, permits, preferential treatment, regulatory decisions, or other improper business advantages.

Employees may participate in political activities in their personal capacity and will not be pressured by All In One to support or oppose a political candidate, party, or cause.

4. Anti-Corruption & Anti-Bribery

All In One has zero tolerance for bribery and corruption.

Employees, leaders, and anyone acting on behalf of All In One may not offer, provide, request, or accept bribes, kickbacks, improper payments, secret commissions, or anything of value intended to improperly influence a business or government decision.

Third parties, consultants, lobbyists, trade associations, and other intermediaries may not be used to circumvent these requirements.

All In One is committed to preventing corruption in all forms, consistent with recognized anti-corruption principles.

5. Trade Associations & Third Parties

Before joining or materially supporting a trade association, coalition, or other organization involved in policy advocacy, All In One will consider whether its activities are reasonably consistent with our purpose and values.

All In One will not automatically endorse every position taken by an organization because of membership.

Any outside lobbyist, consultant, or representative acting on behalf of All In One is expected to comply with this policy and applicable laws.

6. Transparency, Reporting & Accountability

All In One will maintain a simple **Lobbying & Advocacy Register** for material policy engagement, including the date, issue, organization or government body involved, purpose, and any significant expenditure.

Employees, stakeholders, or other affected individuals may raise concerns about lobbying, political activity, bribery, corruption, conflicts of interest, or other conduct covered by this policy through All In One's grievance/reporting process or directly with the Founder/President.

Retaliation against anyone who raises a good-faith concern is prohibited.

7. Oversight & Review

The Founder/President is responsible for oversight of this policy.

This policy and related advocacy activities will be reviewed **at least annually** and updated when necessary based on changes in the business, applicable law, stakeholder concerns, or relevant B Lab standards.

Our Commitment

All In One believes that small businesses can use their voice to support stronger communities, economic opportunity, equitable employment, and environmental sustainability.

We commit to responsible advocacy, transparency, stakeholder consideration, and strong safeguards against bribery and corruption.

This policy 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 policy should be interpreted and implemented in a manner

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consistent with applicable B Lab Standards requirements and any future updates adopted by B Lab.

This policy is implemented through leadership oversight, application to employees and third parties acting on behalf of All In One, the Lobbying & Advocacy tracking, and the company's grievance and reporting process.

All In One identifies and manages potential compliance risks by considering applicable legal requirements, conflicts of interest, third-party relationships, and potential violations. Identified concerns are documented, reviewed, and addressed as appropriate.

As part of the annual review, the Founder/President evaluates whether this policy has been followed, whether the related controls are effective, and whether corrective actions or updates are needed.

This policy is integrated into our business strategy, and I review progress on this policy at least every 12 months.



10-2-2026

Pamela Frazier, Founder & CEO

Date