Darley Family Constitution

Preamble: *We are grateful.*

We, the descendants of William Stuart and Mary J. Darley, together with our spouses, are deeply grateful for all we have received from God, our ancestors, our parents, and our family members through our family business. We recognize that our opportunities and successes are not the result of our efforts alone, but of the vision, sacrifice, and support of those who came before us and those who continue to walk alongside us. Gratitude is at the heart of our family's values. Guided by that gratitude, we are committed to honoring our family's legacy by being faithful stewards, investing in future generations, and making a positive difference in our family, our employees, our customers, our communities, and the world.

Mission Statement

Based on our family's shared values, the Darley family mission is to maintain a loving and harmonious family. We believe this strengthens our family business, which in turn makes a valuable contribution to society — and this will become the true legacy of both our family and our business.

The mission of the Family Council is to promote family unity, advise the company on family issues, implement best business practices, and provide support to the company as needed.

We are one family, growing together and making a difference.

Vision Statement

To passionately serve the world's first responder and tactical communities by providing high-quality products. We will accomplish this by pursuing profitable business ventures while creating jobs, developing people, giving back to our communities, and supporting philanthropic causes.

Core Family Principles

Promoting Harmony and Resolving Conflict

Descendants of William S. and Mary J. Darley place a high priority on family harmony. When conflict arises, the most important course of action is self-reflection and humility — considering the perspective and welfare of others ahead of our own, and listening even when we are being criticized.

We may not agree on everything, but we approach disagreement with cooperation, trust, and mutual respect, making mutual concessions whenever possible to keep our family and business strong. We recognize that most of our accomplishments come with the help of others. When family members are unable to resolve a conflict on their own, we shall seek the assistance of professional mediators.

Helping Family Members in Times of Trouble

When family members face difficulties, we are committed to offering our love and support. At times, emotional support matters more than monetary aid, physical help, or advice — and we strive to recognize which is needed most.

Dedication & Commitment

We express our gratitude for all we have received through hard work, dedication, and commitment to the Darley Company, carrying this legacy forward through continuous effort to strengthen both our family and our business.

Code of Conduct

- Family members should respect each other.
- Family members should hold each other accountable.
- Family members should strive to be good listeners.
- Family members should treat each other fairly.
- Family loyalty and harmony are paramount.
- Family members will deal with each other professionally and openly, keeping personal differences out of business relationships.
- Family members should respect each other's privacy.
- Family members should present a professional appearance.
- Family members should avoid public criticism of one another and keep private criticism constructive.
- Family members should feel free to voice concerns, but always respectfully.

Family Values

We aim to practice the virtues and principles outlined in this constitution in order to make our family and family business prosperous for generations to come.

Gratitude

We are extremely grateful for all we have received through our ancestors, parents, and family members. None of our successes have been due to our efforts alone, but thanks to the help of others.

Guiding Principles

The foundation of our family is a shared set of values, principles, and faith, handed down through generations. By living these principles with integrity, we aim to have a positive influence in business and in society.

Service

We are given an opportunity to contribute to society by providing high-quality equipment to the world's fire and defense industries. The spirit of service is also at the heart of our family and business life.

Family Unity

We are fortunate to be part of a great family. All of us are tied together through blood relationships, marriage, or adoption. In addition to family ties, we are also inseparably connected through our ownership and/or involvement in varying degrees in the family business. We will continue to do things that strengthen us as a family, as this will also bring strength to the business.

Love and Respect

While the rewards for those working in the company are based on merit, the basis of a healthy family will be the mutual love and respect we show to one another unconditionally.

Stewardship

We all share responsibility to each other and will strive to make decisions that positively impact the longevity of our business, family, and community. The decisions we make today should be guided by our vision for long-term success and continuity of our business and family.

Integrity

We want to grow the business in an honest, ethical way so that future generations will be able to truly enjoy the fruits of our efforts and take great pride in our family reputation. We maintain this reputation by living by moral principles that enable us to do what is right regardless of business circumstances.

Attitude

Through life's lessons, we learn that good things often arise from adversity. Those who came before us have shown us how to face hardship with humility, acceptance, and an ability to see the good in even the greatest challenges. Following their example, we vow to meet whatever lies ahead with a positive attitude.



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