

Environmental, Social & Governance **at Swagelok**

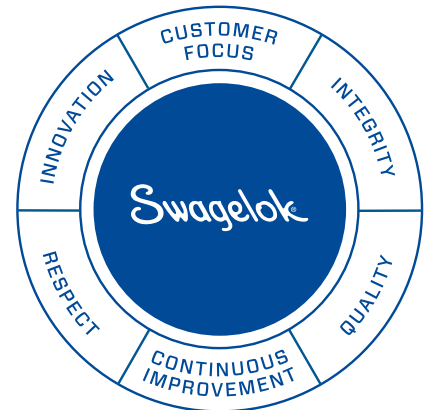
Our core values drive our own environmental, social, and governance efforts.

To our stakeholders,

Every day our customers count on our high-quality products to perform in the toughest fluid system applications, whether up in space, at the bottom of the ocean, on vehicles, or in the laboratories and facilities that keep our world in motion. That's why for 75 years, Swagelok has remained committed to producing exceptional quality fluid system products and solutions that help our customers operate safely, efficiently, and sustainably.

Throughout our rich history, our core values have been at the center of everything we do, including how we embrace environmental, social, and governance (ESG) principles across our operations. As an industry leader, we take our responsibility to environmental stewardship seriously. Guided by our core values, Swagelok:

- Seeks to **continually improve our environmental performance** by minimizing our environmental impact
- Pursues projects that support more **efficient manufacturing operations** through lean methods and tools
- Manufactures **innovative products** that provide leak-tight performance and long service life in the most demanding applications to help customers reduce their impact on the environment
- Partners with businesses and suppliers **who share these commitments**



Our support for ESG principles goes beyond sustainability. We know that diversity, equity, and inclusion make us a better organization, and we nurture an environment where all associates feel welcome, respected, and valued. In addition, we make a positive impact on our communities by volunteering for local charities and on non-profit boards and through associate-driven fundraising and corporate donations.

We recognize that effective ESG efforts require an ongoing commitment. Whether working to reduce our impact on the environment, enabling the clean energy transition, or delivering an exceptional associate experience, we will continue to invest our time and resources to make a positive difference for our associates, our customers, and our communities.

A handwritten signature in blue ink, reading "J. Cavoli".

James Cavoli
President and Chief Operating Officer

Environmental


Reducing our environmental impact

Continuous Improvement, one of our core values, is reflected in our highly efficient manufacturing operations. Lean methods and tools, such as 5S and Kaizen events, help eliminate waste and improve existing processes as we work to minimize our impact on the environment.

Reducing Landfill Waste

Through our energy and waste reduction efforts each year we:

Keep 
30%+
out of landfills

 **ELIMINATE**
hazardous chemical use
where possible by seeking
safer alternatives


RECYCLE:
• paper & plastics
• cardboard pallets
• Styrofoam

 **100**
TONS OF
WOOD
PALLETTS

 **7** TONS
OF PAPER

 **18M**
POUNDS
OF ALLOYS

 Instruction cards, sheets, and insert boxes are certified by the **SUSTAINABLE FORESTRY INITIATIVE (SFI)**. Cards and sheets are also certified by the **FOREST STEWARDSHIP COUNCIL (FSC)**.

 **INTERNALLY RECYCLE
PROCESS BYPRODUCTS**
metal chips • lubricants • coolants
Work with other companies to further
refine these items for reuse or resale.

Managing Energy and Water Usage

Due to the nature of our operations, total direct and indirect emissions from Swagelok Company's corporate offices and manufacturing facilities are minimal and in line with other manufacturers of our size.

10,879
METRIC TONS CO₂e
(SCOPE 1)

from direct emissions
based on 2021 data
(Jan 2021-Dec. 2021)

63,384
METRIC TONS CO₂e
(SCOPE 2)

from purchased energy
emissions based on 2021 data

37%
**OF SWAGELOK'S
DOMESTIC ENERGY**
is purchased from clean
energy sources*

50%
REDUCTION
in annual water consumption
since 2017, equal to 100M gallons
a year as a result of process
improvement and consolidations

*Clean energy does not produce carbon emissions or other greenhouse gases during its lifecycle.
Clean energy includes solar power, hydroelectricity, wind energy, nuclear energy, geothermal energy, and more.

The information contained in this document represents the ESG efforts of Swagelok Company across its corporate offices and manufacturing facilities. It does not include the efforts of our independent authorized sales and service centers unless noted.

Swagelok



SPOTLIGHT

LED relamping projects across our campuses have **saved over a million kWh** (>650 metric tons CO₂e) or the amount of energy required to **power 107 homes a year**.

Helping Customers Achieve their Sustainability Goals

In the fluid systems industry, Swagelok is a leader in fugitive emissions compliance worldwide, with leak-tight products, stringent validation testing, and a focus on customer compliance needs. Swagelok offers access to a global network of sales and service centers* who help customers meet their own sustainability objectives through:

- ✓ Fluid System Evaluation and Advisory Services
(including energy emissions [EES] surveying)
- ✓ Environmental Monitoring
- ✓ Low-Leak Process Sampling
- ✓ Process Efficiency Improvement

*The majority of sales and service centers are independently owned.

Clean Energy

Swagelok has more than 30 years of experience supporting customers pursuing clean energy solutions that require high-integrity components that effectively contain high-pressure, small-molecule gases like hydrogen. Our stainless steel components are designed to deliver leak-tight systems and long-service life. Swagelok manufactures to the highest standards and holds certifications such as ISO-9001, METI/KHK, Lloyd's Register, CRN, PED, and Chinese Compulsory Certificates (CCC), and our engineers and scientists are active on key standard-setting industry boards, including helping define hydrogen global usage standards.

SPOTLIGHT


Swagelok developed our FK series medium-pressure fittings to be ideal for use in hydrogen systems, **meeting EC-79 and HGV 3.1 certifications** for use in hydrogen vehicles, helping to drive the transition to clean energy.

Learn how Swagelok helped [Luxfer Gas Cylinders](#) create zero-emission hydrogen fuel cell systems for commercial bus fleets.

Local Access, Global Reach

 **\$2B**
Annual Revenue

 **20**
Manufacturing Facilities

 **~220**
Sales and Service Centers in 70 Countries

 **5,700**
Global Corporate Associates



Social

Delivering an exceptional
associate experience

We are committed to the success of each associate by providing an environment where people feel connected and valued while being themselves. We continually invest in learning, training, and professional growth while following fair labor practices and offering competitive wages, a safe work environment, and a no-layoff philosophy. In doing so, our retention rate is best-in-class when compared to industry benchmarks.

Health and Safety

Swagelok has consistently achieved top quartile safety performance (measured by DART injury rates vs. industry) by promoting safe practices at work, following well-established safety policies, and educating associates about their shared role in protecting our workplace.

- ✓ Associates demonstrate their safety engagement by submitting **over 30,000 safety observations annually** with a **participation rate of 85%** among shop floor associates
- ✓ All associates participate in **annual safety essentials training**
- ✓ **More than 300 associates**, or more than 5% of our corporate associates, are **trained as first aid responders**
- ✓ **Contractor safety training is required** at all manufacturing facilities globally
- ✓ Swagelok is certified to the **ISO 45001 Occupational Health and Safety standard**

SPOTLIGHT

Our **Industrial Athlete Program** of voluntary stretching exercises prior to the start of a shift has **reduced soft tissue injuries by 50%** for enrolled associates.

Diversity, Equity & Inclusion

- ✓ Established the **IDEA** (Inclusivity, Diversity, and Equity in Action) Council and working team
- ✓ Offer **3 associate resource groups** that provide community, personal, and professional development
- ✓ Build **leadership accountability** as we create a diverse and inclusive workplace
- ✓ Develop curriculum and learning for **intercultural competence**
- ✓ Continually **seek associate feedback** through regular skip level meetings with senior leaders and associate surveys
- ✓ Regularly **review our policies and practices** to ensure they're inclusive

Our associates [share their perspectives](#) on Diversity, Equity, Inclusion at Swagelok.

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Swagelok

Training and Career Development

- ✓ **2,400 training and development courses** including online and instructor-led, technical, and soft skill courses
- ✓ **Tuition assistance** for both undergraduate and graduate studies
- ✓ **Career ladders and development paths** to help associates plan their career
- ✓ **Leadership programming, training, and personal coaching** to enhance leaders' skills and improve the associate experience

Supporting Our Communities

- ✓ Our charitable foundations and trusts **donate millions to charities each year**
- ✓ Our **workplace matching program** doubles associate donations to organizations of their choice. In one year, Swagelok matched more than 550 associate gifts to nearly 150 charitable organizations
- ✓ Associates serve on the boards of more than **70 non-profit organizations**
- ✓ We partner with organizations like the **U.S. Department of Defense's Skillbridge program** for military members transitioning to the civilian sector and **Vocational Guidance Services**, which helps those with disabilities enter the workforce
- ✓ We support **STEM education and training** from high school programs to college and technical training certifications



SPOTLIGHT

Our associates created a groundbreaking **American Sign Language visual reference library** consisting of terms essential to Swagelok.

Governance



Managing our Supply Chain and ensuring compliance

Our supply chain partners play a critical role in our ability to make and deliver products to our customers, and we take great care in identifying and evaluating potential suppliers' operations, values, and leadership before doing business. We work closely with our suppliers to strengthen our supply chain through:



INVESTMENTS

in raw materials



DUAL SOURCING

for certain materials



ADVANCED PLANNING SYSTEMS

to adjust quickly to supply chain changes or disruptions

SUPPLIER ENGAGEMENT:

- business updates
- supplier summits
- supplier website portal

Supplier Requirements

The [Swagelok Supplier Code of Ethics](#) reflects our commitment to acting ethically and with integrity in all aspects of our business by establishing supplier standards in the areas of ethics, responsible sourcing including policies addressing conflict minerals, labor and human rights, health and safety, and environmental impact.

To identify and mitigate these risks, Swagelok requires suppliers to certify compliance with our Supplier Code of Ethics and conducts various audits to verify compliance. Swagelok reserves the right to demand corrective measures or terminate an agreement for non-compliance with the Code.

Compliance

Our actions define Swagelok so when our decisions reflect our values, we create sustained success. To help us stay true to our values, our Code of Corporate Conduct outlines ethical conduct and behaviors expected of all associates. This includes specific policies that address:

Conflicts of interest | Competitive practices | Ethical supplier relationships | Fiscal responsibility and transparency

Additionally associates complete regular required training to reinforce our Code of Corporate Conduct. Any violations of the Code of Corporate Conduct may result in disciplinary action, up to and including dismissal.

SPOTLIGHT

Swagelok has **zero tolerance of slavery and human trafficking** and will not do business with any organization found to be engaged in this behavior.

Reporting Unethical Behavior

There are many ways for associates to raise a concern about unethical, dishonest or illegal activity. The best approach is to begin with a direct leader, but that is not the only option under our open door policy. Associates can directly raise concerns with our human resources or legal departments, with any executive, or can call Swagelok's Ethics Hotline to voice ethical concerns in a confidential manner. No associate will be disciplined or penalized for raising a good-faith concern regarding unethical or inappropriate behavior, and retaliation against an associate who brings forward such concerns is strictly prohibited.

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