

Environmental


Reducing our environmental impact

We strive to minimize our environmental impact through highly efficient manufacturing operations and a focus on minimizing energy use and waste. We also work with authorized Swagelok sales and service centers worldwide to help customers meet their sustainability objectives with our products, expertise, services, and solutions.

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: 

- wooden pallets
- paper, cardboard,
and plastics
- metals and Styrofoam™

 **120**
TONS OF
WOOD
PALLET

 **168** TONS
OF PAPER AND
CARDBOARD

 **20M**
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

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.

8,304
METRIC TONS CO₂e (SCOPE 1)
from direct emissions based on
2023 data (Jan-Dec. 2023)

62,508
METRIC TONS CO₂e (SCOPE 2)
from purchased energy emissions
based on 2023 data (Jan-Dec. 2023)

36%
**OF SWAGELOK'S
DOMESTIC ENERGY**
is purchased from clean
energy sources*

*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.



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.**

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.

Updated September 2024

Swagelok

Helping Customers Achieve their Sustainability Goals



Environmental Stewardship and Emissions Reduction

Swagelok works with authorized sales and service centers around the world to help customers meet their sustainability objectives. We provide the technical expertise in fluid system design, high-quality products backed by a limited lifetime warranty, and tailored engineering services to meet customers' evolving environmental objectives. We support by:

- ✓ Creating and/or improving customers' fluid system designs to address customer emissions targets

Swagelok is a leader in fugitive emissions compliance worldwide, offering leak-tight products, stringent validation testing, and a focus on customer compliance needs.

- ✓ Determining the right type of process fluid sampling solution to meet specifications

We troubleshoot, consult on design, and/or deliver proven pre-engineered sampling systems to allow safe fluid extraction without leaks to the environment.

- ✓ Consulting to connect customers with the reliable products needed to achieve Scope 1 emissions goals

Swagelok field engineers conduct energy emission surveys (EES) to detect leaks and identify process efficiency opportunities. Their analytical instrumentation experience enables reliable environmental monitoring.



Supporting the Global Movement Toward Green Energy

Swagelok has more than 30 years of experience supporting customers pursuing clean energy solutions requiring high-integrity components capable of containing small-molecule gases, such as hydrogen, under high pressure. Our durable, high-alloy-content stainless-steel components are designed to deliver reliably leak-tight systems and long-service life. Swagelok manufactures to the highest standards and holds certifications such as ISO-9001, METI/KHK, CRN, PED, and ASME. Our engineers and scientists are active on key standard-setting industry boards, including helping define hydrogen global and regional usage standards.

- ✓ Product selection and installation guidance based on experience handling challenging fluids

Swagelok Essentials training equips fluid system professionals to find the right medium-pressure fittings, valves, regulators, and more for hydrogen applications to 1050 bar.

- ✓ Materials science expertise to help customers contain small-molecule fluids under pressure

Swagelok materials science training equips clean energy professionals to select alloys and elastomers designed to resist hydrogen embrittlement, leakage, and other issues.

- ✓ Analysis of fluid systems and design support for new system solutions to maximize efficiency, safety, and longevity

We provide the technical expertise needed to meet the toughest clean energy application requirements as well as consistent delivery of critical components and assemblies needed to compete in quickly evolving markets.

SPOTLIGHT




Swagelok developed our FK series medium-pressure fittings designed for use in hydrogen systems, **meeting HGV 3.1, ISO-12619, and EC-79 certifications** for use in hydrogen vehicles, helping to drive the transition to clean energy.

[See how](#) we are helping companies around the world generate and harness clean energy.

Local Access, Global Reach

 ~\$2B
Annual Revenue

 20
Manufacturing Facilities

 ~200
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 certified **Industrial Athlete Program** educates Swagelok associates on ergonomics and injury prevention, incorporating sports medicine principles from University Hospitals. Since 2020, over 400 Industrial Athlete Champions have been trained.

Diversity, Equity & Inclusion

- ✓ Swagelok continues to expand and adjust our hiring practices to create a fair and equitable process that provides access to opportunities, regardless of background
- ✓ Offer five associate resource groups that provide community, personal, and professional development
- ✓ Build leadership accountability as we create an inclusive workplace
- ✓ We foster inclusive behaviors through training programs like Inclusion in Action and annual DE&I summits
- ✓ Continually seek associate feedback through regular skip level meetings with senior leaders and associate surveys
- ✓ Swagelok was named one of America's Greatest Workplaces for Diversity 2024 by Newsweek and Plant-A Insights Group

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.

Updated September 2024

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, certification assistance
- ✓ 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 values guide us to make a difference where we live and work. At Swagelok, we focus our efforts in the community on advancing manufacturing and STEM, closing the skill gap, and promoting diversity, equity, and inclusion.

- ✓ 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 along with committing to recruit and hire military spouses through the DoD's Military Spouse Employment Program along with 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

Associates complete mandatory regular training to enforce our Code of Corporate Conduct and violations of the code may result in disciplinary action, up to and including dismissal.

SPOTLIGHT

We annually participate in the **EcoVadis assessment** and have been audited in accordance with **Responsible Business Alliance (RBA)**, affirming our commitment to sustainability and responsible business practices.

Reporting Unethical Behavior

There are many ways for associates to raise a concern about unethical, dishonest, or illegal activity under our open door policy. Associates can directly raise concerns with our human resources or legal departments, with any executive, or place a confidential call with Swagelok's Ethics Hotline. 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.

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

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.

Updated September 2024

Swagelok