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 PALLETS
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

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.

9,642 METRIC TONS CO2e (SCOPE 1)
from direct emissions based on 2022 data (Jan 2022-Dec. 2022)

62,932 METRIC TONS CO2e (SCOPE 2)
from purchased energy emissions based on 2022 data

37% 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.

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Updated June 2023
Helping Customers Achieve their Sustainability Goals

**Environmental Stewardship and Emissions Reduction**

Swagelok offers access to a global network of authorized sales and service centers who help customers meet their sustainability objectives. **Together, 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
- Determining the right type of process fluid sampling solution to meet specifications
- Consultation to connect customers with the reliable products needed to achieve Scope 1 emissions goals
- Helping customers achieve their sustainability goals

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

**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.

- Creating and/or improving customers’ fluid system designs to address customer emissions targets
- 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.
- Consultation to connect customers with the reliable products needed to achieve Scope 1 emissions goals

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

**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 EC-79 and HGV 3.1 certifications** for use in hydrogen vehicles, helping to drive the transition to clean energy.

Learn how Swagelok is helping Everfuel make the case for the efficient and profitable production of green hydrogen.

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**Local Access, Global Reach**

- **$2B** Annual Revenue
- **20** Manufacturing Facilities
- **~220** Sales and Service Centers in 70 Countries
- **5,700** Global Corporate Associates

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Updated June 2023
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
- Contractor safety training is required at all manufacturing facilities globally
- All associates participate in annual safety essentials training
- Swagelok is certified to the ISO 45001 Occupational Health and Safety standard
- More than 300 associates, or more than 5% of our corporate associates, are trained as first aid responders

Diversity, Equity & Inclusion

- Established the IDEA (Inclusivity, Diversity, and Equity in Action) Council and working team
- Offer 5 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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Updated June 2023
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 Defenses’ 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.
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.

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*Updated June 2023*