



# 2024 Corporate Social Responsibility Report





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# A MESSAGE FROM OUR CEO

In these times of technological progress and economic turbulence, the importance of principles to guide our work is more important than ever. Intralox's commitment to providing the world with innovative, safe, and hygienic products that improve global quality of life through unprecedented access to food and essential materials remains at the core of everything we do.

We remain dedicated to advancing our Corporate Social Responsibility (CSR) goals by working in an ethical, responsible, and safe manner to protect the environment, support human rights, and ensure justice in our employment and procurement practices. We engage with, learn from, respect, and support the communities in which we operate.

Our work and the innovations we create together truly make the world a better place. We look forward to continuing to share the prosperity our products generate with our employees, customers, and the communities around us.

A handwritten signature in blue ink, appearing to read "Jay Lapeyre".

Jay Lapeyre

# ABOUT INTRALOX

Intralox is the leading conveyance solutions provider helping move the world's most critical products. Every day we focus on providing exceptional value to our customers around the globe while creating long-term value for our employees and stakeholders. This has earned us many accolades, including being named a "Best Managed Private Company" in the U.S. by Deloitte and The Wall Street Journal for the past 5 years.

Our extensive portfolio of technologies and services enhances food safety, powers e-commerce, protects aquatic life, and solves challenges for industries ranging from food processing to industrial manufacturing to logistics and material handling.





## About This Report

This report reflects Intralox's ongoing commitment to operate responsibly, innovate sustainably, and create long-term value for our customers, employees, and communities. It highlights our progress across the four pillars of our Corporate Social Responsibility (CSR) strategy: People & Prosperity, Exemplary Ethics, Environmental Stewardship, and Products & Innovation.

We're especially proud to share new milestones in our environmental performance, including our first comprehensive greenhouse gas inventory for Scope 1 and Scope 2 emissions, expanded participation in the U.S. Department of Energy's Better Plants Program, and continued progress in waste reduction and circularity, such as our European belt recycling partnership with PreZero. These results mark an important step in our journey to better understand and reduce our environmental footprint while supporting our customers in achieving their goals.

# Our Business Philosophy

For more than 50 years, Intralox has been known for ethical and responsible business practices. We value this reputation and are dedicated to furthering the principles set out by J.M. Lapeyre—the founder of our parent company, Laitram.

He believed that great companies are built on doing the right thing each and every day and treating customers, employees, and suppliers honestly, fairly, and with respect. These principles are reflected in the Laitram Business Philosophy. We aim to practice these daily for everyone's benefit.

## LAITRAM BUSINESS PHILOSOPHY

In order to serve our individual interests, the shareholders and employees agree to combine our resources to make them more productive than they would be apart. This Philosophy is consistent with our individual values. We agree to practice these principles for our mutual benefit.

### CUSTOMERS/PROFITS

We provide our customers the most competitive values while generating the profits needed to continuously improve our products and services.

### PRODUCTIVITY

We define productivity as increasing customer value or reducing Company costs. We continuously improve Company productivity with ideas, teamwork, and effort.

### IDEAS

We listen to each other. We challenge ourselves and each other to think objectively and continuously improve our business through better ideas.

### TEAMWORK

We work as a team. We benefit from each other's success. We treat customers, suppliers, and each other as we expect to be treated: with respect, honesty, and fairness.

### EFFORT

We work hard to be the best we can be. We serve as positive examples for each other. We take pride in and show enthusiasm for our work. We have fun at work. When necessary, we make short-term personal sacrifices to benefit our long-term interests.

### SELF-MANAGEMENT/CREDIBILITY

We are each self-managed. We are responsible for our own credibility. Mutual trust is the foundation for our continued success. Self-managed people are our greatest resource.

### COMPENSATION

We agree to be compensated based on individual and Company performance. We will not ask for more, or be asked to accept less, than we have earned. We share in our success based on the value of our individual contributions.

The Laitram logo consists of the word "Laitram" in a bold, blue, sans-serif font, followed by a registered trademark symbol (®).



## Our CSR Commitment

Intralox shareholders and employees work in an ethical, responsible, and safe manner to:

- Create value for ourselves, our customers, consumers, and the world
- Practice responsible resource management that minimizes environmental impact
- Support human rights and justice in our employment and procurement practices
- Engage, learn from, respect, and support the communities in which we work

## CSR Statement

Intralox believes in the nobility of business—the idea that we contribute to global prosperity by creating long-term value for our shareholders through mutually beneficial outcomes with employees, suppliers, customers, and the communities in which we work. We take pride in these contributions.

The cornerstone of Intralox's loyalty to CSR is our Business Philosophy and Continuous Improvement Program. These provide the ethical framework for all our business operations and consistent principles for our employees to use in their dealings with each other, customers, and suppliers.

Intralox's success and ability to make a difference worldwide depends on our employees' complete adherence to the principles in which we collectively believe, and which keep us aligned in achieving our CSR goals.

Using our Business Philosophy as a guide, we identified four focus areas as pillars for our CSR strategy: Exemplary Ethics, People & Prosperity, Environmental Stewardship, and Products & Innovation.

## Exemplary Ethics

We're committed to the highest ethical standards. We operate with integrity, honesty, and respect in everything we do with a constant focus on creating a fair and responsible business environment. In addition to ongoing ethics training, Intralox encourages the reporting of real or potential violations of our ethics policies or applicable laws through both internal and external means, including an established Whistleblower Protection Policy.

On the supply chain side, we manage our partners,

contractors, and suppliers in part through a Supplier Code of Conduct that each vendor agrees to when they accept work from Intralox.

## People & Prosperity

We create an environment where self-managed employees thrive and reach their personal and professional potential while engaged in fulfilling, safe, and satisfying work. Intralox proactively manages leading and lagging employee safety indicators and reports on progress to our Board of Managers twice per year.

We also support human rights and operate with the highest integrity and an allegiance to honesty, fairness, trust, and respect. We integrate community investment considerations into our decision-making and business practices, assist in local capacity building to develop mutually beneficial relationships with communities, and contribute to our host communities' quality of life by supporting innovative programs in health, education, social services, the environment, and cultural, civic, and other projects.

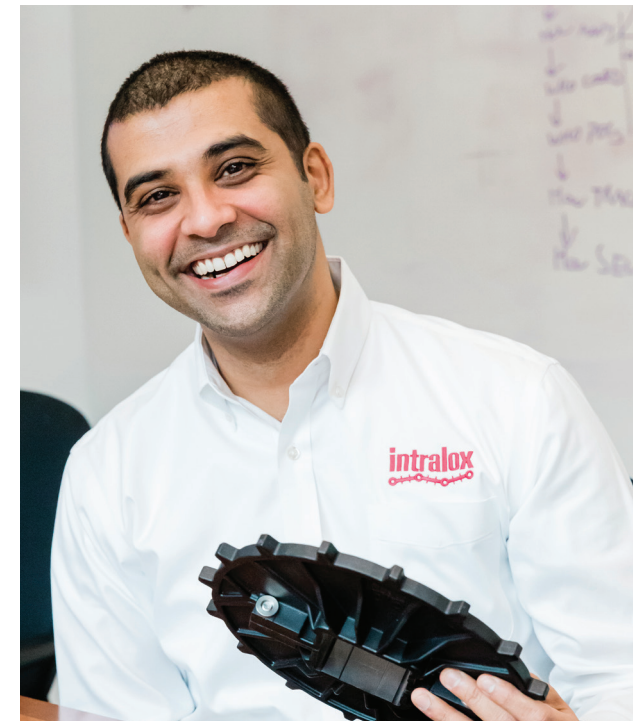
## Environmental Stewardship

We're dedicated to responsibly creating greater long-term value for our customers, employees, and shareholders while continuously improving our operations by using resources more efficiently, reducing plastic and other waste, and seeking the best product end-of-life solutions. Our stewardship efforts are strengthened by our participation in the U.S. Department of Energy's Better Plants Program. By using productivity as our north star—reducing company costs or increasing customer value—we reduce our environmental impacts and those of our

customers who use our products and solutions. In doing this, the company, employees, customers, and the environment all win.

## Products & Innovation

Through our commitment to operational excellence and continuous improvement, we aim to provide the best products and services in our industry, producing the greatest customer value. We focus on innovations that enable our customers to do more with less, eliminate waste, and meet their sustainability goals. Our products have proven track records of helping our customers decrease their energy and water consumption, minimize their chemical cleaning processes which reduce pollution, and improve worker ergonomics and safety.



# EXEMPLARY ETHICS

We're committed to the highest ethical standards. We aspire to operate with integrity, honesty, and respect in everything we do, with a constant focus on creating a fair and responsible business environment.



## Governance

We adhere to the highest ethical business practices and responsible CSR governance through strong accountability practices like setting goals/ commitments, board reporting, and transparent stakeholder engagement. We manage our CSR performance through a Steering Committee consisting of senior management leaders who review and prioritize initiatives for continuous improvement. Leaders from each of our four CSR pillars also participate in the Steering Committee and are charged with executing the approved initiatives and prioritizing projects based on their consistency with Intralox's Business Philosophy and their alignment with CSR objectives. The Steering Committee reports to the CEO and, since 2021, has provided annual reports to Intralox's Board of Directors at its May meeting.

In 2025, the Steering Committee met quarterly to plan and oversee execution of the year's priority initiatives, including the following:

### Life Cycle Engineering

- Train all new product engineers on sustainability principles
- Focus on sustainability gains possible without reducing our industry-leading quality
  - Areas of focus include but aren't limited to material selection, mold flow optimization, and cycle time

### Operational Excellence Focused on Plastic Scrap and Energy Reduction

- Pilot a new recycling partner for the U.S.
- Plastic Scrap Program: Ongoing focus on ways to reduce waste in manufacturing and operations

- Conduct an energy audit to identify opportunities to reduce energy use

### Measuring Our Impact

- Execute baseline GHG Accounting for Scopes 1 and 2
- Submit 2025 EcoVadis Assessment, executing on our EcoVadis Improvement Plan

## Ethics & Compliance

The cornerstone of our commitment to CSR is our Business Philosophy and our Laitram Continuous Improvement Program (LCI). The values and principles articulated in these documents serve as the foundation of our success. All new employees are required to take day-long training on our Business Philosophy, principles, and values. Our LCI documentation has been translated into four languages.

We have a dedicated global LCI team whose sole focus is operationalizing our Business Philosophy and ensuring employees understand and are fully trained in ethical practices and the application of our core values: respect, honesty, and fairness. Our published policies related to ethics and compliance are all grounded in our Business Philosophy. We recently drafted a new ethics policy that references existing policies and incorporates new ones on fraud and conflict of interest.

We also developed and implemented mandatory training modules for employees in both the Americas and Europe on anticorruption, forced labor, whistleblower protection, confidentiality, competition law, and professionalism, with roll-out in the Asia-Pacific region completed in the first half of 2025. Our CSR and Procurement teams collaborated to identify high-risk suppliers in need of additional due diligence

in connection with external compliance topics. We established the role of global trade compliance manager within the company who will help strengthen our diligence in this area.

In 2024, the Legal and Risk Support department created an external compliance team focused exclusively on initiatives that improve how Intralox keeps up with and efficiently complies with global regulations that apply to our business. (Separately, the People & Culture department manages both internal and external safety and employment legal compliance.) One of the external compliance team's first initiatives was to complete a legal register covering all global direct food-contact regulations applicable to our products, thus enabling anyone to identify what regulations apply to what products.



## Information Security

Intralox is committed to the responsible management of information and data, including the security of third-party data. We provide a safe, secure digital environment for employees, customers, and partners to collaborate and conduct business. Information security controls, policies, and standards provide the necessary protection levels while enhancing productivity. Our mission is to deliver the highest level of service possible while protecting our company's investment in innovation and maintaining integrity with our customers and partners.

### Highlights for 2024 included the following:

- Establishing 24/7/365 security operations to allow for quicker response to potential threats, thus reducing the likelihood of a significant breach or business-impacting event

- Implementing new, industry-leading threat detection and response systems to improve our ability to detect and quickly respond to potential incidents
- Adding a new email security system that leverages artificial intelligence (AI) and machine learning to better protect us from advanced email threats
- Completing a companywide rollout of data classification controls and training to improve our ability to protect sensitive data
- Enhancing our information security awareness program to improve our employees' ability to identify suspicious emails and activity
- Continuing to leverage third-party security assessments of our environment to help identify and prioritize risks

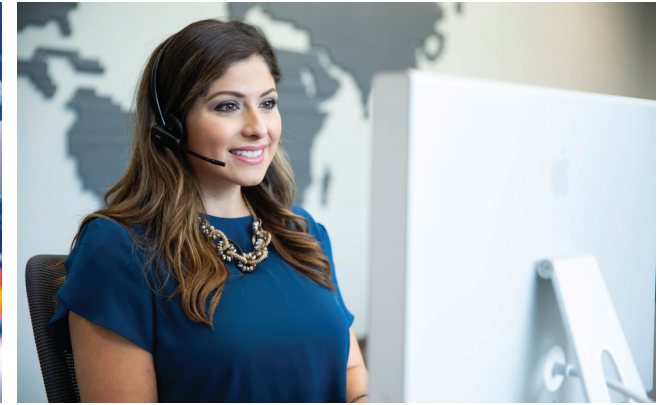
## Sustainable Procurement

At Intralox, sustainable procurement is central to our broader CSR strategy. We recognize that responsible supply chain management is critical to mitigating risk, promoting ethical practices, and ensuring long-term resilience.

## Strengthening Supplier Accountability

Since we introduced our Supplier Code of Conduct in 2020, we've made substantial progress in aligning our supplier network with our values. In a major advancement toward universal compliance, in 2024, we embedded the Supplier Code of Conduct directly into the Terms and Conditions of our purchase orders globally. This created a consistent, binding contractual obligation across all vendor relationships.





## Core Principles of the Supplier Code of Conduct

The Intralox Global Supplier Code of Conduct outlines clear expectations for all vendors and third-party providers. These include, but are not limited to:

- Human rights: Prohibition of forced, abusive, and child labor; non-discrimination in hiring and employment practices
- Workplace standards: Maintenance of a safe, healthy, and harassment-free work environment
- Ethics and compliance: Accurate recordkeeping, full legal compliance, and zero tolerance for bribery or corruption
- Environmental responsibility: Minimization of environmental impacts through responsible operational practices

These principles are grounded in the Business Philosophy of our parent company, Laitram, and extend our acts of dignity, fairness, and integrity throughout our value chain.

## Supply Chain Risk Management

In 2024, we conducted a comprehensive supply chain risk assessment focused on legal and compliance risks across our global vendor base.

### Key activities included:

- Screening vendor spending against countries identified as high-risk for forced labor, corruption, sanctions, and political instability
- Identifying vendors with material spend (>\$10,000 USD/year) for enhanced due diligence
- Reviewing separate spend streams for visibility and control
- Launching structured assessments of high-risk vendors which were completed by January 31, 2025, including:
  - Collection and review of supplier policies (e.g., anti-corruption, labor, ethics)
  - Employee training documentation audits
  - Public screening for compliance violations

These efforts are embedded in our broader CSR risk management framework and are aimed at ensuring proactive identification and mitigation of human rights and regulatory risks.

## Forward Commitment

We're on track to reach 100% supplier adherence to our Code of Conduct by the end of 2025. Through improved governance, contractual accountability, and targeted risk mitigation, Intralox is building a more ethical, transparent, and sustainable supply chain—one aligned with our CSR priorities and stakeholder expectations.

# PEOPLE & PROSPERITY

We create an environment where self-managed employees thrive and reach their personal and professional potential while engaged in fulfilling, safe, and satisfying work.



## Our Commitment

Intralox is dedicated to a fair and safe workplace where employees receive competitive pay, enjoy industry-leading benefits, and experience self-fulfillment. It's our policy to provide the opportunity for this experience to employees and employee candidates without regard to race, color, age, sex, national origin, religion, disability, genetic predisposition or carrier status, or veteran or military status, as well as any other legally protected status or classification under applicable laws.

Our culture of innovation, teamwork, and continuous improvement ensures we all benefit from each individual's talents, growth, and success. Maintaining a culture that reflects our core Business Philosophy is an ongoing focus as the company grows. Our employees play a key role in helping us stay true to our Business

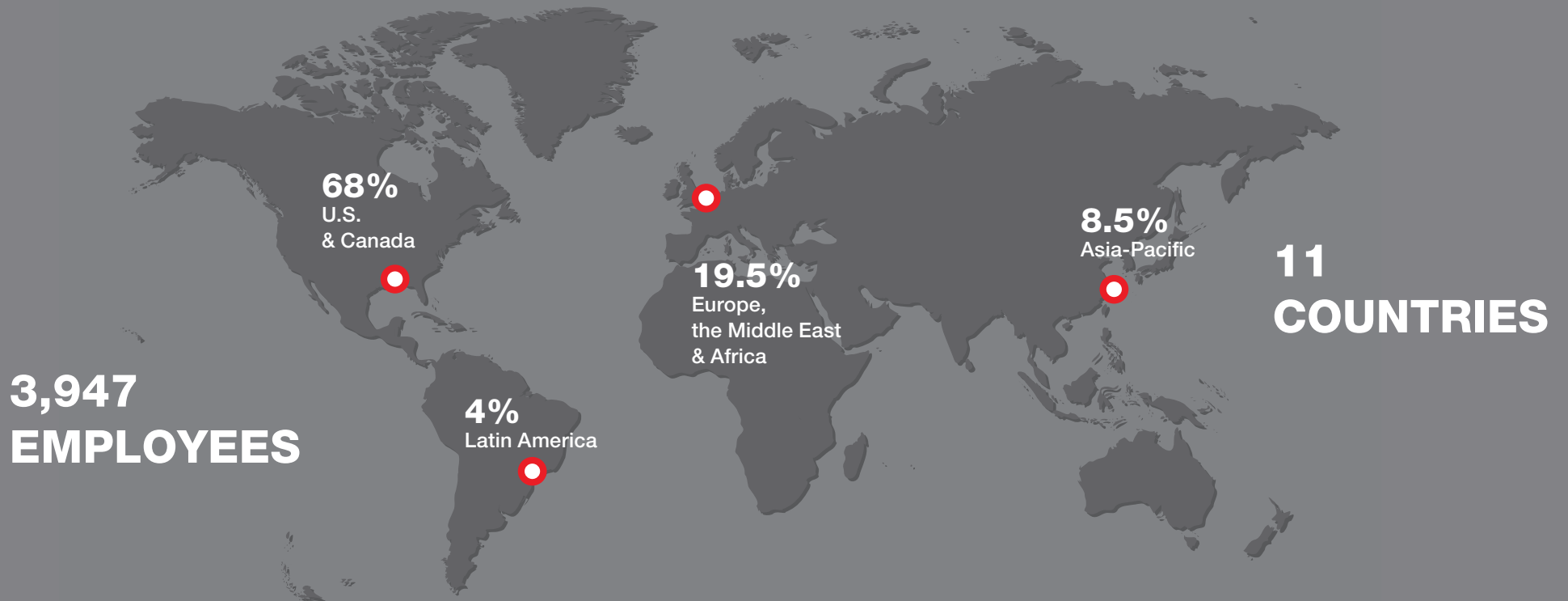
Philosophy. We support them by making sure they have the tools and resources they need to be successful through training and development and by establishing transparent, two-way communication with new and current employees.

## About Our Workforce

Our 3,947-employee workforce spans 11 countries with 68% in the U.S. and Canada; 19.5% in Europe, the Middle East, and Africa; 8.5% in Asia-Pacific; and 4% in Latin America. Our employees occupy a wide variety of functions: manufacturing and production, sales, engineering, and various administrative support positions. We have exemplary employee retention (12% 5-year average turnover rate), with more than 11% of

employees having 20+ years of service and more than 29% of employees with at least 10 years of service. Fifty-nine current employees are military veterans.

We're proud to have been named a Top Ten Workplace in the U.S. by USA Today for the past 3 years (2023–2025) and a Top Workplace in the New Orleans and Baltimore metropolitan areas for the past several years—all as a direct result of employee feedback surveys.



## Talent & Strategy Recruitment

We design our recruitment and talent management initiatives to attract talented, motivated employees while retaining our valued, self-managed people. In 2024, internal employees filled 44% of our open positions, increasing our global employee count by only 71. Through recruiting employees with varying experiences and backgrounds, we aim to build an organization as diverse as the marketplace we serve. To this end, we actively engage in recruiting efforts with local workforce development agencies who serve underrepresented communities, court reentry programs, military, college, and other diverse organizations. Intralox pays all recruitment fees.

We aim to direct more retired or reserve-duty service members to our open positions by engaging with NextOp, a nonprofit that finds employment for veterans. We're currently exploring potential opportunities within the neurodivergent community.

All of our recruiters and supervisors receive training on how to ensure our recruiting process is transparent, fair, and legal and to prevent discriminatory hiring practices.

## Career Management & Development

We believe in helping employees achieve self-fulfillment in their work and find their highest and best use within our company. Career management for all employees begins with the Continuous Improvement Planning (CIP) process, which focuses on peak employee performance: the intersection of employees' passions and talents with the needs of the company. We're committed to ensuring that every employee receives performance reviews and improvement plans each year.

We apply the following principles and procedures

worldwide to ensure internal career mobility for all our employees:

- We work to find people's highest and best use to achieve their full potential
- Supervisors professionally develop and advance employees in their careers
- We believe our own people often make the best candidates for new positions
- Our recruiters use a standard internal applicant hiring process
- It's our standard procedure to post job openings internally only for at least 7 days

## Inclusive Culture & Preventing Discrimination

Our Business Philosophy's foundational principles are honesty, fairness, and respect. These drive an inclusive culture where discrimination is absolutely prohibited and violates our philosophy. We use the following programs and tools in the U.S. to prevent discrimination:

- Supervisor training
- Annual internal audits of gender pay gap, recruitment, and hiring documents

## Training

Our training programs aim to strengthen employees' knowledge and skills specific to their work and to support their career advancement. Over 2,000 employees have access to our company intranet and can access our online learning platform with digital skills and professional development courses. Our

ongoing training programs include the following:

- New Supervisor and Lead Training
- Management Development
- Training Production Skills and Safety Trainings
- LCI and Laitram Business Philosophy Training

We also support employees in their path to development and improvement by offering a tuition reimbursement program to assist with the cost of relevant, approved educational programs. In 2024, we contributed over \$120,000 USD to education assistance.

## Employee Voice & Communication

We take continuous improvement seriously at Intralox. It's the core of what drives us as a company. In 2024, 95% of employees worldwide responded to our annual management assessment survey. We asked for feedback and measured leadership quality and satisfaction with the company across culture, management, trust, and performance. Employees answered the survey anonymously and were encouraged to be completely honest in their feedback. Our scores continue to remain exceptionally high year after year, with ongoing audits to ensure the integrity of the survey findings is sound.

In addition to our annual survey, the Intralox Global LCI Team regularly meets with employees individually and in small group sessions to get confidential feedback on workplace satisfaction, conditions, benefits, and any topics employees want to raise directly with senior management. This is something we take very seriously; it's our policy and commitment to hold as many of these meetings as possible each year.

## Compensation & Benefits

We strive to provide the most desirable workplace possible to attract new employees and retain our most important asset: self-managed employees. Our principle is that we all agree to be compensated based on individual and company performance and will not ask for more—or be asked to accept less—than we have earned.

Our pay system’s goal is to create an environment where employees are well paid and have a stake in the company’s success, reduce the possibility of any type of layoff, and protect the company’s long-term financial strength.

Our compensation system consists of base pay, benefits, and incentive pay. All new employees companywide receive training on our compensation and incentive system to ensure clear understanding. All full-time Intralox employees are eligible to participate in the incentive program, which rewards individuals based on individual and company performance.

**We provide a superior benefits package that ensures the well-being of our employees and their families. Standard benefits for full-time employees companywide include:**

-  Paid holidays on scheduled workdays
-  Short- & Long-term Disability Benefits
-  Health & Wellness Center (certain locations)
-  Paid time off
-  Fertility Benefits
-  Fitness & Nutrition Center (certain locations)
-  401(k) Plan
-  On-site Mental Health Counselors
-  Referral Bonus Program
-  Maternity & Parental Leave
-  Employee Assistance Program
-  Charitable Donation Matching Program
-  Bereavement Leave
-  Tuition Reimbursement
-  Jury Duty
-  Flexible Spending Accounts
-  Medical, Dental, Life & Long-term Care Insurance

All employees are provided with additional leave beyond standard vacation days. Flexible work schedules are available to all employees working in an eligible position. Certain positions offer remote work through our telecommuting policy, and all supervisors are encouraged to use flexible schedules to accommodate employees’ schedules where needed. Managers are encouraged to allow all employees to work flexible work schedules to accommodate for needs such as childcare.



## Safety Program

Our employees' health and safety are our priority in all aspects of our business. We're committed to providing a safe, healthy working environment for all employees and aspire to have zero work-related injuries in the workplace.

Our Safety Program is guided by our Intralox Environmental Health and Safety (EHS) Management System. The EHS Management System, while not independently certified, addresses the elements and requirements found in the International Organization for Standardization (ISO) 14001 standard for environmental management and the ISO 45000 standard for health and safety management. It's implemented in every Intralox facility worldwide to ensure safe working conditions through best practices and continuous improvement. It includes risk assessment, legal and regulatory review, operational controls, training and communication, inspection/auditing, measuring and monitoring, and corrective/preventive action tracking.

Every Intralox facility has an EHS professional responsible for EHS Management System implementation and management. Just as with all other phases of the enterprise, our Business Philosophy guides these professionals in supporting our operations.

## Managing Safety Risk

Intralox has an Occupational Risk and Hazard Assessment Program that provides guidelines for identifying, assessing, and controlling workplace hazards. It applies to and has been implemented at all Intralox sites worldwide. The risk assessments are conducted by a company employee specifically trained in the risk/

hazard assessment process; supervisors and employees also actively participate. Assessments are reviewed when there's an incident involving an injury or an environmental event, as well as for the top 10% highest risk scores annually and any score above 16 annually.

Our risk assessment process proactively anticipates health and safety risks related to a change of operations. Our standard operating procedure for all sites worldwide is to conduct a new risk assessment with the introduction of every new process to ensure potential hazards and/or when exposures are identified before they're introduced into the workplace. We have additional standard operating procedures in place at all locations that require employees to receive relevant training when there's a significant change in operations or processes.

## Managing Industrial Hygiene Risks

All Intralox sites have an Industrial Hygiene Management Program for assessing and managing occupational exposures to air contaminants, chemical hazards, biological hazards, radiation hazards (ionizing and non-ionizing), and physical agents.

Given the significant hazards they pose to health and safety, chemical risks are a particularly critical focus for policies and procedures to protect employees. Our Hazard Communication Program—implemented at all Intralox sites—requires a standard assessment of possible risks before new materials or chemicals can be used. Each facility maintains a chemical inventory and database of Safety Data Sheets. Chemicals must be labeled properly, and employees are trained to safely use potentially hazardous products and chemicals.

Noise is another risk at some Intralox facilities. At sites with elevated noise levels, Intralox has implemented a Hearing Conservation Program where mitigation efforts reduce noise and employees undergo mandatory annual training.

## Managing Ergonomic Risks

Many of Intralox's operations require manual handling or assembly of products, which poses an ergonomic risk to employees. To determine the best methods and tools to mitigate ergonomic stressors, a specialized team reviews belting products for assembly. In addition, various tools are used throughout the business to assess and manage ergonomic risks. Each Intralox site determines the best combination of engineering and administrative controls to mitigate ergonomic risks.

## Legal & Regulatory Review

Intralox has established and maintains a process to identify and assess the applicability of current (including newly enacted), proposed, and emerging legal EHS requirements. All legal requirements are documented along with control measures and responsible parties in a legal register maintained by individual sites and locations.

## Operational Controls

We have programs and processes to address the risks identified through the various aforementioned risk assessment processes. These controls include safety programs such as:

- Control of hazardous energy

- Electrical safety
- Elevated work
- Powered industrial vehicles
- Confined space
- Machine guarding

In addition to safety-related programs, Intralox has several programs to promote employees' occupational health where applicable. These include:

- Hearing conservation
- Respiratory protection
- Bloodborne pathogen control
- Infectious disease protocols
- Regular assessment of both office and factory air quality

## Training & Communication

As part of our efforts to prioritize workplace safety, all employees go through a variety of trainings. All new employees take mandatory safety classes covering approximately 20 topics regarding general health and safety, hazards, and procedures specific to their job. Production supervisors and leads undergo regular trainings on safety and skill-specific topics, while many Production employees receive monthly health and safety trainings. Our production facilities have safety committees that meet at least quarterly throughout the year. Consistent with our focus on self-management, all team members—from hourly employees to senior management—are encouraged and expected to take an active role in everyone's safety by speaking up with concerns and being actively involved in ensuring safe work practices.

## Audit & Inspection Program

All Intralox facilities have an Audit and Inspection Program. Each Program consists of regular supervisor inspection (Tier I), local EHS audit (Tier II), and regular program evaluation/assurance review audit. Tier I is a regular inspection done by a supervisor or designee checking various safety-related items specific to their work area. Tier II consists of regular audits by an EHS professional. These audits are both broader and more in depth than Tier I inspections.

## Measurement & Tracking

We track, measure, and assess ourselves against key indicators to ensure we're continuously improving our workplace's health and safety. Some of these are benchmarked against the U.S. Bureau of Labor Statistics to ensure we meet or exceed industry standards. From these indicators, we develop corrective actions and annual EHS plans for every Intralox site to continuously improve our safety setting.

## Corrective & Preventative Action Program

Intralox maintains a robust Corrective and Preventative Action Program. Actions are classified as either proactive or as a result of injury. Proactive or preventative actions are those actions arising from an observation, audit, near miss, or any other area that was not triggered by an incident with injury. Reactive or corrective actions are those arising from any type of injury including first aid. All actions are tracked to closure. In 2024, we completed 123 formal corrective actions, of which 104 (85%) were proactive.

## Subcontractor Safety Program

We recognize the risk presented by subcontractors working in our facilities. Our Subcontractor Safety Program directly applies our EHS Program to all subcontractors working at all our facilities worldwide. Subcontractors are provided a copy of our Contractor EHS Handbook, which they are required to read and understand.

## Wellness Program

Intralox provides a comprehensive Employee Wellness Program to all employees. This program includes access to preventative screenings, healthcare professionals, the Employee Assistance Program, and mental health counseling. While participation in the program is voluntary, a significant number of employees take advantage of the program.

We also require mandatory health checkups for all employees where required by regulation or law. Currently, the only program requiring mandatory health checkups is our Hearing Conservation Program, for which all relevant employees undergo an annual hearing exam.



# ENVIRONMENTAL STEWARDSHIP

We're dedicated to creating lasting value for customers, employees, and shareholders. By optimizing resources, minimizing waste, and enhancing the environmental impact of our products and services, we aim to help our customers achieve their goals.

## Our Commitment

The Intralox EHS Management System is designed to minimize our environmental footprint in the global communities in which we operate.

We continue to develop new products that provide exceptional value to our customers, including products that enable customers to reduce resource consumption. At the same time, we're finding ways to use resources more efficiently and responsibly in our own operations.

## Scope 1 & 2 Greenhouse Gas Emissions

This year, we completed our first-ever greenhouse gas (GHG) emissions inventory for Scope 1 and 2 sources, an exciting milestone in our sustainability journey. With this new benchmark established, we can begin evaluating potential reduction targets and identifying the most effective pathways to lower our operational footprint. To support this effort, we launched an energy audit to pinpoint opportunities for decarbonization and

improved efficiency across our facilities. Our next step will be to expand our accounting to Scope 3 emissions, beginning an initial inventory in 2026 using 2025 data.

- Total Emissions in 2024: ~28,785 metric tons of CO<sub>2</sub>e
  - Scope 1 (Direct Emissions): ~8,862 metric tons of CO<sub>2</sub>e
  - Scope 2 (Purchased Energy): ~19,923 metric tons of CO<sub>2</sub>e

## Energy

We're committed to reducing our energy use intensity by 25% per pound of plastic parts produced over the next 10 years. The production (through injection molding) of plastic parts for our modular plastic belting accounts for over 90% of our company's global energy usage; this is the greatest opportunity for significant energy use reduction in our operations.

Noteworthy actions since 2020 include furthering our involvement with the U.S. Department of Energy's

Better Plants Program to establish a culture and practice around our energy performance and establish a management model for its continuous improvement. This national initiative will help us become more energy efficient by assisting our team in setting ambitious efficiency and reduction targets, developing energy management plans, and determining and tracking key performance indicators to assess our annual progress.



Since 2020, we've implemented several energy efficiency projects globally



Upgrade Type	Year	Location	Details
Compressors	2021	Harahan, LA, USA	Optimized the air compressor and monitoring system by installing ManagAir software, a central monitoring and control system for injection molding machine (IMM) plant air compressors.  This reduced energy and maintenance costs, minimized downtime, and enabled remote monitoring with alarm notifications.
Lighting	2021	Harahan, LA, USA	Upgraded lighting in the warehouse area by replacing all fixtures with LEDs as part of an Entergy Louisiana program.
			Upgraded lighting in the Laitram Machine Shop by replacing 74 fixtures of various types with LEDs.
			Upgraded lighting in VMC bay
Mechanical	2021	Harahan, LA, USA	Upgraded injection molding machines (IMMs) by purchasing 15 Kraus Maffei high-efficiency Blue Power units, which are 20% more efficient than the existing machines.  Replaced 13 central plant variable frequency drives (VFDs) after parts were no longer available for the pumps, tower fan motors, and tower cleaning pumps. New materials include Siemens connections and electrical by Rocker.
	2022	Hammond, LA, USA	Increased central plant chiller capacity by replacing two failed chillers, installing a new 800-ton chiller, and updating the plant optimization program to include the new unit.
Water	2022	Harahan, LA, USA	Installed an online cooling water treatment management system that reduces water usage by increasing concentration cycles from three to five.
		Hammond, LA, USA	Improved the water system by updating to a central chilled water system optimization program.
Solar	2023	Schiphol, The Netherlands	Installed solar panels as part of the new facility build; designed in accordance with the BREEAM Excellent standard.
		Melbourne, Australia	Installed solar panels
		Bangalore, India	Installed solar panels

### Further actions since 2020 to reduce energy consumption included:

- Training Maintenance employees on compressed air, nitrogen, argon, and natural gas use, waste, and leak detection
  - Avoids waste throughout the facility
- Training Maintenance employees on building automation and the energy management system
  - Ensures effective technology use to reduce consumption throughout our facilities
- Executing preventive maintenance programs and inspections to support our energy reduction goals
- Performing audits of energy and water usage at our Hammond facility, which accounts for 33% of our global energy usage
- Updating our operational process for transportation of products between our Harahan and Hammond facilities
  - Increases our utilization capacity percentage to reduce greenhouse gas emissions

Progress reports and assessments against key performance indicators are ongoing and can be seen in the data table at the end of this report.

## Water

We're committed to finding processes and improvements that reduce our water consumption. Our production facilities in Harahan and Hammond account for over 90% of our worldwide water usage.

Closed-loop, chilling-on-demand water systems in these facilities recycle a substantial amount of the water we use. Regular preventative maintenance on the

systems ensures minimal leakage and optimal efficiency.

Preventing pollutants from entering waterways is also a focus. All of our locations worldwide have implemented a Water Pollution Program. Only our Hammond facility requires and has implemented a Stormwater Pollution Prevention Program. It provides operational procedures and engineering controls to prevent and control pollutant discharge into nearby receiving waters, which may result from stormwater runoff.

## Local Pollution

Every Intralox location has implemented Waste Management and Air Pollution Programs. They all also have standard work in place for responding to spilled petroleum, and our Hammond site—the only one where applicable—has further implemented a Spill Prevention Control and Countermeasures Program. It includes discharge prevention measures, discharge or drainage controls, countermeasures for discharge recovery, response and cleanup, recovered materials disposal procedure, and training for relevant employees.

## Hazardous Materials & Chemicals

Hazardous materials and chemical risks are an important focus given the significant harm they can cause to employees and the environment. Our company-wide Hazard Communication Program (HCP) requires that possible risks are evaluated and managed through a standard assessment procedure before new materials or chemicals can be used. Each site maintains a chemical inventory and database of Safety Data Sheets (SDS). Chemicals must be labeled properly, and employees are trained on a series of topics related to safely using potentially hazardous

products and chemicals. The HCP further explains requirements for storing and transporting hazardous materials and chemicals.

## Internal Manufacturing & Operations Impacts

### Better Plants Program: Better Project Awards

The U.S. Department of Energy's Better Plants Program helps manufacturers across the U.S. reduce their waste and energy consumption. Each year, participants can submit recently completed projects that showcase a company's commitment to reducing waste and energy consumption. For the last 2 years in a row, Intralox has won awards and recognition for completed projects, including a 2023 Mold Redesign project and a 2024 Re grind Reimagined project. In the former, we modified molds contributing high amounts of waste to reduce the scrap by 60%. The latter project prevented over 600,000 lb (272,155 kg) of scrap from being sent to a recycler by reusing the materials from 24 stock keeping units (SKUs) to produce 100% recycled parts. This reduced carbon dioxide emissions by 298 tons (270 metric tons).

## Waste Reduction Program

### Regrind Program

For the past 30 years, Intralox has worked to reduce waste by reusing internal scrap through our Re grind Program. Since we started tracking progress in 2013, this process has helped divert over 20 million lb (9 million kg) of scrap from recycling outlets and potential landfills.

For example, we collect millions of pounds of scrap generated in the injection molding, extrusion, and

belt assembly processes. The scrap is then sorted, ground up, and reintroduced into our manufacturing processes. For injection molding, we typically reuse up to 17% regrind content in our modular plastic products. And for extrusion, we reuse up to 35% in our ThermoDrive® belting and 65% in our ThermoDrive flights. Though the percentages can vary below these targets depending on application, material chemistry, and customer requirements, we also have a small number of SKUs specifically selected and approved to run up to 100% regrind with no impact on belt strength or durability.

Intralox rigorously tests any parts containing regrind to ensure there's no impact to part quality or performance. Each year, we regrind and reuse 2–3 million lb (900,000–1.3 million kg) of scrap material in our injection molding operations, and 1 million lb (450,000 kg) in our extruded ThermoDrive operations. We're incredibly proud of this process and hope to continue to grow in this space.

### All Parts Are Sacred Initiative

In 2020, Intralox adopted a belt assembly operations global policy where we treat every part as sacred. Based on a UK employee's recommendation, we made a procedural change to eliminate unnecessary scrap generated in our order picking process. This change helped us implement a practice of returning good, unused parts back to inventory so they can be used in a different belt later. As a result, we've reduced millions of parts from going to scrap across all global belt assembly locations.

### Plastic Scrap Management Program

In order to help manage and reduce our plastic scrap across all global locations, Intralox created our Plastic

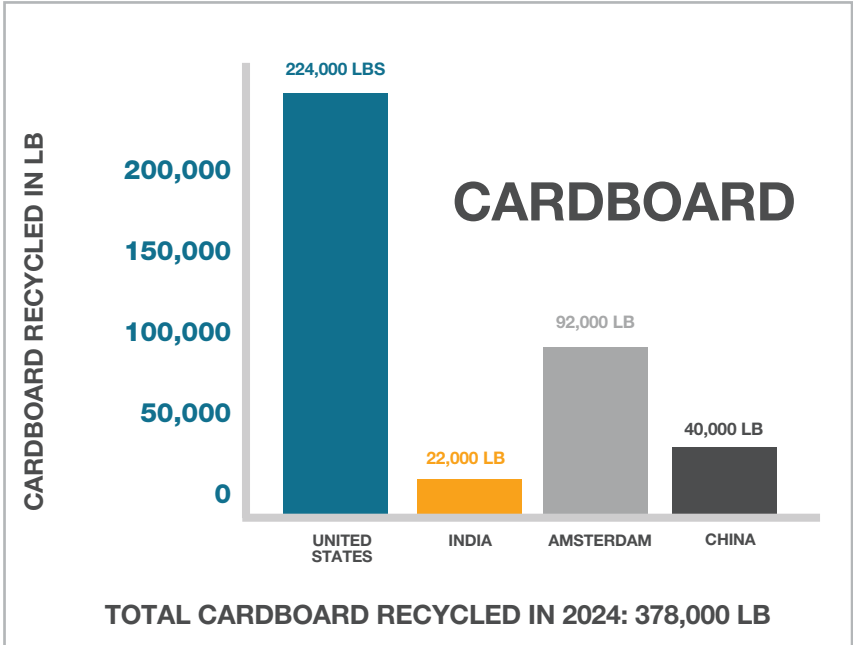
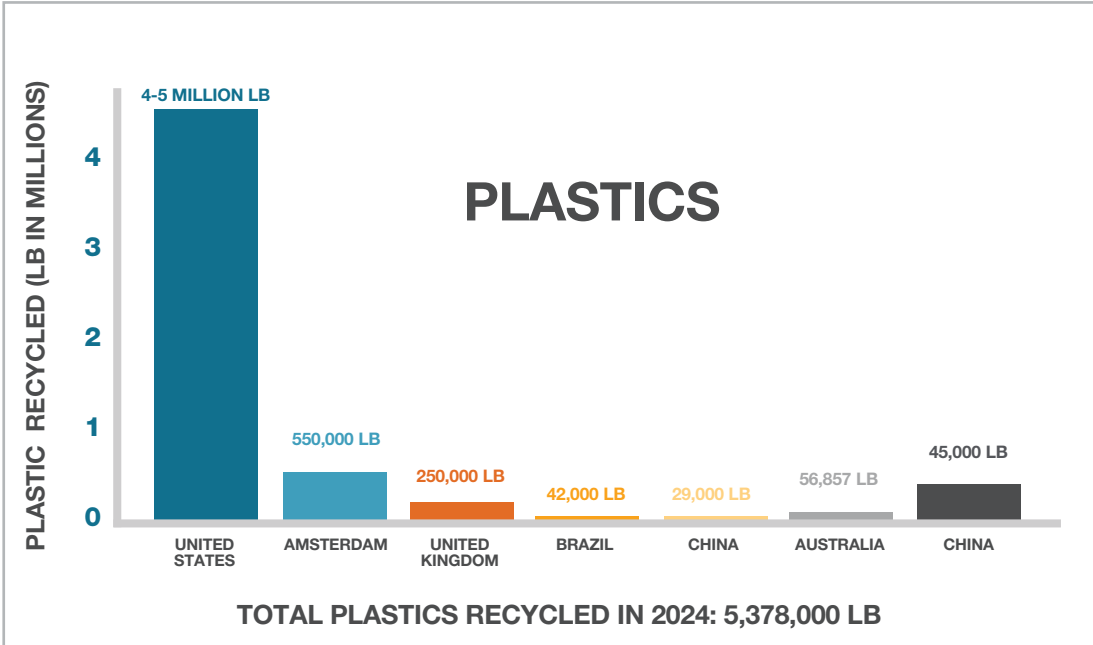
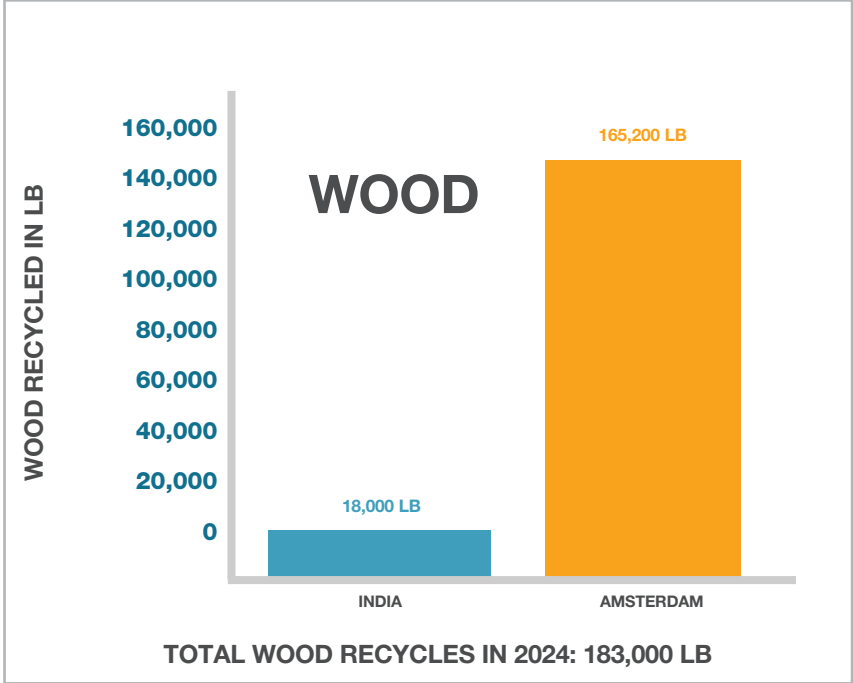
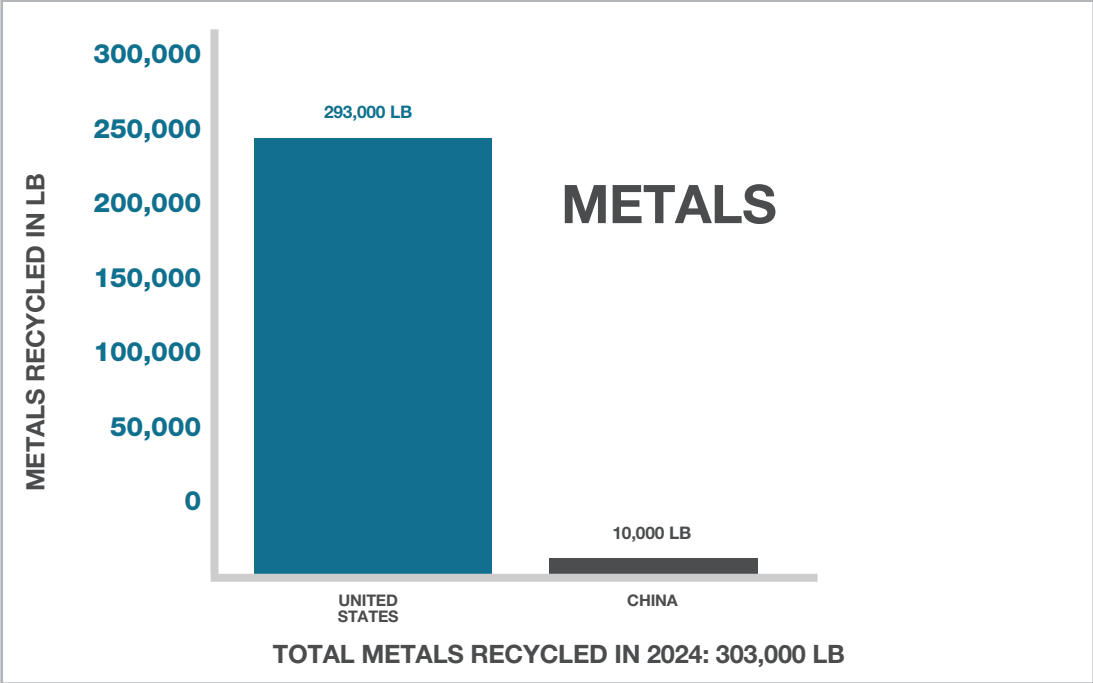
Scrap Program in 2022. This program works with our regional Manufacturing teams to manage and decrease plastic scrap in our operations, helping drive both cost savings and sustainability benefits. We also address things like improving sortation procedures to increase recyclability, process and efficiency implementation, and employee training.

### Other Notable Waste Reduction Initiatives







By participating in the voluntary Operation Clean Sweep program, Intralox helps prevent loose plastic pellets from leaving the facility and entering the environment or waterways. Being part of the program doesn't just allow us to improve prevention measures; it also helps increase worker safety and provides a network of participants to help share best practices. The Campus Waste Management Program is another recycling initiative that works to reduce non-plastic waste at most of our global facilities. Its highlights include donating pallets to third parties, locally recycling corrugated materials, composting, and recycling aluminum cans in some locations.



# Global Recycling Efforts in 2024

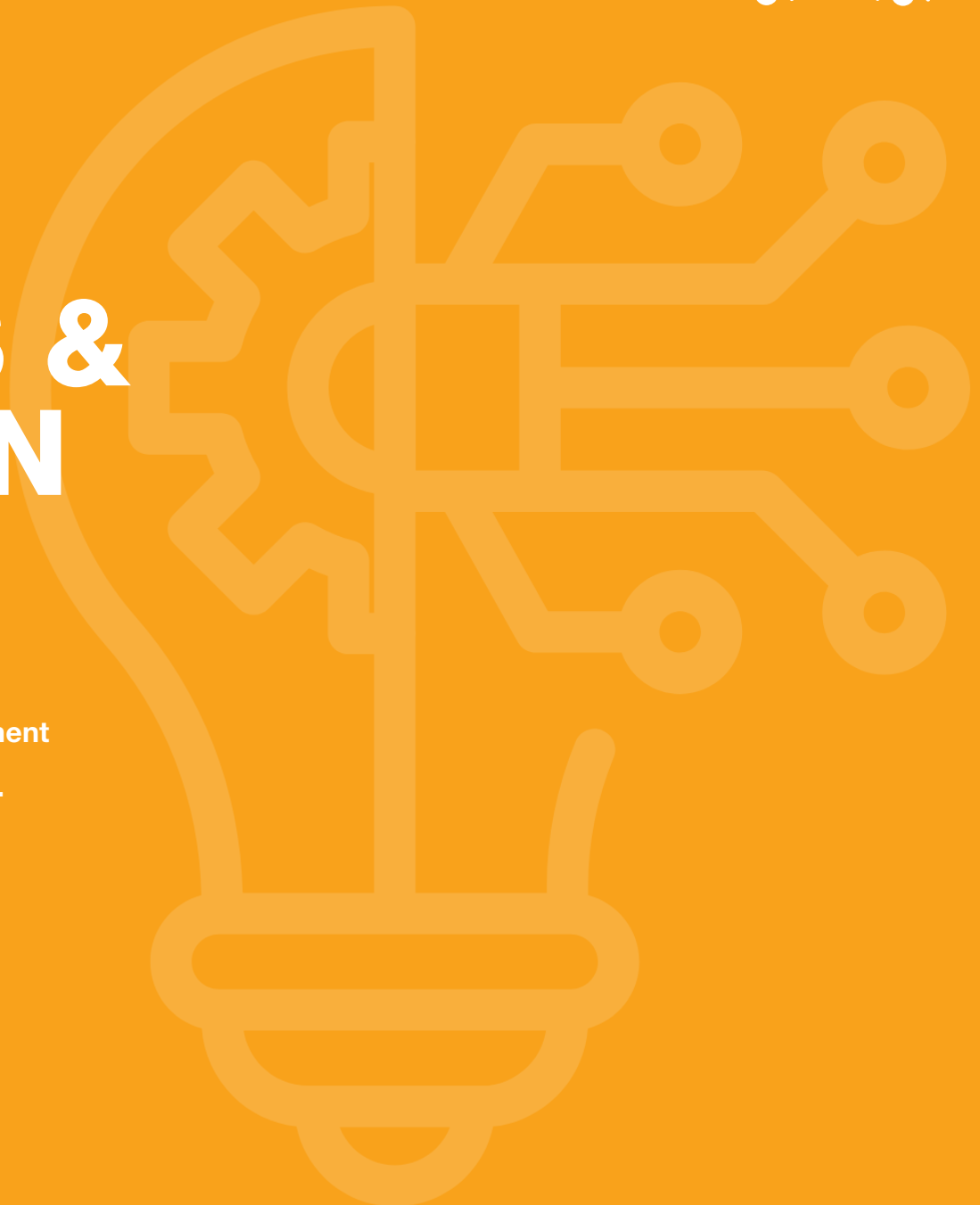


# Waste Reduction Initiatives in Intralox Manufacturing

						
<b>PROCESS</b>	Plastic pellets are delivered by our resin suppliers	Plastic pellets are conveyed to storage locations	Plastic pellets are molded into modules and accessory parts	Parts are transported globally and assembled into belts	Assembled belts are packed and shipped to customers	Waste is recycled by a third party
<b>OPPORTUNITY</b>		Small amounts of loose pellets can spill during the conveyance process, or they can be left behind in corners and crevices of equipment and bags.	Cleaned, reusable molding byproduct is added back into production—up to 17% of material, depending on chemistry, application needs, and testing to ensure quality.	In some cases, modules are cut to fit belt patterns, which generates scrap. We can avoid this by molding new sizes to minimize unnecessary cutting and reduce our scrap.	Packaging helps maintain quality during transit, but it can also generate material waste. Inefficient pallet and container packaging also increase space used for shipping.	Any scrap that cannot be recovered and reused internally is recycled by a third-party recycler (over 90% globally).
<b>INITIATIVES</b>		Loose pellets are contained and cleaned up as part of our commitment to Operation Clean Sweep. This program supports companies' work toward zero plastic resin loss in operations.	Our mold optimization initiative analyzes mold designs and scrap data to identify ways to reduce byproduct and waste. In 2024, Intralox was recognized for this initiative with an award from the U.S. Department of Energy's Better Plants Program.	We have launched global initiatives to minimize scrap throughout the building and assembly process, and we continue to optimize these processes to incur minimal scrap and treat every part as sacred.	We custom design packaging to reduce waste and optimize space for our belts. Any waste produced is reused as dunnage or recycled. In 2024, we recycled 113+ tons of carboard.	Initiatives implemented in earlier phases help reduce materials sent to third-party recyclers. Our internal sorting procedures maximize materials' recyclability.

# PRODUCTS & INNOVATION

Through our innovative products, we focus on providing the greatest customer value regarding resource management. Our philosophies of operational excellence and continuous improvement push us to never be satisfied with the status quo.



## Our Commitment

We're dedicated to reducing our products' environmental risks from our products by enabling customers to do more with less, improving productivity, and eliminating waste. We're working to provide customers with more options for sustainable materials.

## Improving Our Products' Environmental Impacts

Our innovative belting solutions lower the total cost of ownership for customers, in part by enabling them to use resources more efficiently or use less overall.

Some recent, compelling case studies from our customers include:

- Marie Sable reduced their conveyors' power consumption by 40%
- The Anada Group reduced water consumption by 50%
- A global tire manufacturer reduced green tire scrap by 70%

We're also committed to and are in the early stages of exploring whether we can source materials manufactured with processes or materials that put less strain on the environment, such as plastics made with recaptured methane. We'll continue to offer the latest and greatest materials that help improve our products' longevity and performance.

Some standout materials with environmental benefits are as follows:

- Polyketone (PK) increases belting's durability and lifespan due to its stability and high tolerance for intense applications—particularly in meat, poultry, and seafood applications. Less frequent belt replacement means less environmental impact.
- LMAR is a high-performance, bio-based nylon engineered for sustainability without compromising on strength or versatility. Derived from up to approximately 70% castor beans—a renewable resource that doesn't compete with the food chain—LMAR offers one of the lowest carbon footprints among both conventional and bio-based nylons. Its unique molecular structure delivers exceptional mechanical strength, low moisture uptake, and high chemical resistance compared to other nylons.

## External Impacts

Intralox products inherently help customers with sustainability goals. Three examples of this are our customer belt recycling pilots, innovative materials, and life cycle engineering.

## Customer Belt Recycling Pilots

Part of our commitment to responsible resource management is thinking about our products' full life cycles to ensure they make as little impact as possible. We recently partnered with PreZero in The Netherlands to provide a [certified end-of-life MPB recycling solution for our European customers](#). Through this partnership, PreZero mechanically recycles the MPB by grinding and separating the material into a clean, single-polymer stream that can be used by third-party injection molders in appropriate downstream applications.

We're exploring recycling partnerships in the U.S. to expand program access. While this topic poses many challenges such as global logistics, costs, and finding proper outlets, we expect to continue developing in this space and to be able to support more customer recycling soon.

## Product Spotlight

### CFS Consulting Services and Intralox ThermoDrive Belting

Shanthy Foods needed to double their capacity at a key plant while ensuring safe, efficient product handling and addressing extensive cleaning time, water consumption, and maintenance costs. Intralox partnered with an OEM to consult on conveyor design and material selection and establish clear cleaning guidelines for the new conveyors. In the end, Shanthy met their goal of doubling capacity and reduced cleaning time, water consumption, and maintenance costs in the expanded plant.





### Lifecycle Engineering

In 2024, we started a training series for our New Product Development engineers called Life Cycle Engineering. The idea is to make our Engineering teams aware of the impact that design decisions can have throughout our products' life cycles. Through this initiative, we've equipped our engineers to choose materials that will increase durability and performance, boost recyclability, reduce cycle times, optimize overall efficiency, and minimize resources throughout a product's life.

**LESS WATER USE = LESS INTENSIVE OPERATIONS**



**LESS ENERGY USE = LOWER GHG EMISSIONS**



**LESS WASTE = LOWER CARBON FOOTPRINT**



**LONGER BELT LIFE = LOWER CARBON FOOTPRINT**



**LESS CHEMICALS FOR CLEANING = LESS POLLUTION**



## Customer Health & Safety

Our customers' health and safety is a top priority for our company. We're committed to providing exceptional customer value, which includes offering safe products that cause no harm.

We provide customers with detailed information about our products' characteristics and safety. We also provide timely updates with any specific safety concerns as soon as they're discovered. Intralox takes the following actions worldwide:

- Provide customers with engineering and installation manuals
- Assess all new materials and keep a database in order to provide a Safety Data Sheet when needed and necessary
- Maintain and practice a detailed product recall process and procedure to ensure unsafe products are promptly identified and removed from service, and customers are notified
- Collect feedback on health and safety issues through a formal, written process so concerns can be acted upon quickly
- Work closely with all customers to assess, document, and mitigate risks before starting new operations or changing existing ones
- Conduct regular health checks of our products to ensure they are working optimally

Additionally, we have products designed to help improve our customers' employees' safety, such as:

- Intralox PeopleVeyor™: Non Skid Raised Rib belts with yellow safety edges, a surface that collects

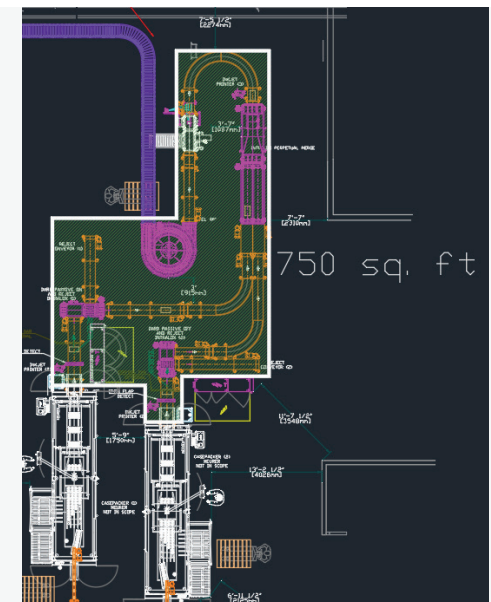
debris instantly, and improved ergonomics

- [An automotive manufacturer](#) eliminated the need for employees to lean, reach, or walk through 34 workstations
- Intralox Series 4500 Flush Grid belts + automated guided vehicles (AGVs): lightweight belting seamlessly transfers product from loading area to AGVs
  - [Michelin Tire](#) reduced noise and heavy lifting for employees while doubling output
- [Intralox DARB Sorter S400](#): uses no external moving parts, is quieter than alternative technologies
  - [Candia](#) improved operator safety while eliminating jams and line stops

## Product Spotlight

### Increased Throughput in a Reduced Footprint

When a major pharmaceutical and consumer goods manufacturer was looking to increase productivity in a compact footprint, Intralox provided three new case packers: two Dual-Stacked Angled Roller™ Belt (DARB™) Sorter/90-Degree Transfer combination units and one Activated Roller Belt™ (ARB™) Perpetual Merge. The innovative products achieved full conveyance functionality while saving over \$100,000 USD in investment savings and reducing the equipment footprint by 50%.



## Product Spotlight

### Hydrolox Solution Reduces Labor Hours, Maintenance Costs by More Than 93%

#### Customer Objective

Leading UK energy supplier SSE faced a unique set of challenges at its intake site on Scotland’s Loch Glashan. The remote site—which abstracts 356.6 gal (1.35 m<sup>3</sup>) of water per second—relied on a series of 10 removable intake screens to prevent entrapment and entrainment of salmon smolts.

SSE was using mesh smolt screens that had to be manually removed, cleaned, and reinstalled at least once a day during the smolt migrating season (February through November). Requiring a team of three laborers working for 2–3 hours at a time, this process presented health and safety concerns. Access to the screens for large vehicles was limited, and communicating with workers in the field was challenging.

#### Hydrolox Execution

Seeking to reduce labor hours and maintenance costs, protect salmon smolts, and ensure their water supply’s security, SSE chose to replace their screens with a Hydrolox™ solution. The company had previously found success with a Hydrolox screen at



its intake site on Beannachran Dam. In March 2015, four Hydrolox Series 1800 Flush Grid traveling water screens were installed at the Loch Glashan site. The screens, equipped with 4-in (100-mm) debris flights, were delivered and installed to the faraway location via helicopter.

#### Results

Before implementing the Hydrolox solution, SSE expended roughly 900 labor hours and £40,000 GBP in maintenance costs per year. Their current outlays—approximately 60 labor hours and £2,500

GBP per year—represent reductions of more than 93% in both areas. The site has continued to hit high marks for smolt protection and water abstraction. According to Andrew McMurdo, SSE HPA Hydraulic Plant Attendant, “The difference, in terms of manpower and maintenance costs, has been night and day. The Hydrolox screens have greatly simplified our operations while also helping us conform to regulations and hit our production goals.”

**93%**

REDUCTION IN LABOR HOURS AND MAINTENANCE COSTS

# INTRALOX CSR KPIs & DATA

The information in this section's table applies to all employees and locations globally unless specified otherwise in the table or endnotes.

TOPIC	FY 2023	FY 2024
<b>WORKPLACE KPI</b>		
<b>Workforce</b>		
<b>Total worldwide employees</b>	3,876	3,947
U.S.	2,830	2,832
Outside U.S.	1,046	1,115
<b>New Hires</b>	457	413
<b>Retention Rate</b>	88%	90%
<b>Employees by Tenure</b>		
0-5 years	55%	52%
5-10 years	20%	21%
10-15 years	8%	10%
15+ years	17%	17%
<b>Diversity</b>		
% of workers from minority groups and/or vulnerable workers employed in relation to the whole organization	60%	60%
% of workers from minority groups and/or vulnerable workers in top executive positions (excluding boards of directors)	44%	42%
% of women in relation to the whole organization	32%	31%
% of women at top management level	24%	27%
% of women with the organization's board	0%	0%
<b>Social Dialogue</b>		
% of the total workforce across all locations who are covered by formal collective agreements concerning working conditions	3%	3%
% of the total workforce across all locations who are covered by formally elected employee representatives	11%	11%
<b>Employee Voice &amp; Satisfaction</b>		
Number of employees responding to annual Management Assessment Survey	3010	2917
% of employees who feel they work in a safe environment	98%	99%
% of employees who feel their supervisor treats them with respect	99%	98%
% of employees who feel comfortable providing honest feedback to management	97%	97%
% of employees who feel their supervisor helps them learn, grow, and succeed	95%	94%

TOPIC	FY 2023	FY 2024
<b>WORKPLACE KPI</b>		
<b>Compensation Benefits</b>		
<b>Compensation</b>		
Total global payroll/wages	\$370,111,832	\$384,329,556
Average hourly wage	\$49.33	\$49.07
% of employees compensated for extra or atypical working hours	100%	100%
% of employees participating in company performance-based incentive program	100%	100%
Average adjusted pay gap	22%	19%
<b>Benefits</b>		
Total amount of benefits provided to employees	\$41,851,537	\$48,372,594
% of employees covered by company-provided health insurance	100%	100%
% of employees who receive additional leave beyond standard vacation days	100%	100%
<b>CAREER DEVELOPMENT &amp; MANAGEMENT KPIs</b>		
<b>Career Development</b>		
% of total workforce across all locations who received twice per year performance and career development reviews	100%	100%
% of employees across all locations with an individual development and career plan	100%	100%
Number of internal hires		
U.S. only	236	201
Global	16	44
<b>Training</b>		
% of the total workforce across all locations who received career- or skills-related training	100%	100%
Average number of hours of training per employee	6.5	7.8
% of total workforce locations who received training on preventing discrimination	85%	100%

TOPIC	FY 2023	FY 2024
<b>HEALTH &amp; SAFETY KPIs</b>		
<b>Injury</b>		
Lost time injury (LTI) frequency rate for direct workforce (total number of LTI events) x 1,000,000/total hours worked companywide	3.1	2.5
Lost time injury (LTI) severity rate for direct workforce (number of days lost due to injuries) x 1,000/total hours worked	66	43
Number of hours worked	4,202,599	4,414,263
Number of days lost to work-related injuries, fatalities, and ill health	276	192
Number of work-related accidents	41	52
<b>Safety &amp; Training</b>		
% of all operational sites for which an employee health and safety risk assesment has been conducted	100%	100%
Average hours of health and safety training per employee worldwide	8	8
Number of hours of health and safety training provided worldwide	26,000	27,000
% of the total workforce across all locations represented in formal joint management-worker health and safety committees	14%	100%
% of sites implementing a Tier II Audit Program	100%	100%
Number of Tier II audits conducted (combined) at all sites	31	35
<b>ETHICS KPIs</b>		
<b>Corruption</b>		
Number of confirmed corruption incidents	0	0
% of relevant employees recieving awareness training to prevent bribery and corruption	100%	100%
% of operational sites covered by a risk corruption assessment	100%	100%
<b>Competition</b>		
Number of confirmed anti-competitive behavior incidents	0	0
% of relevant employees recieving awareness training to prenvnt anti-competitive practices	100%	100%
% of operational sites covered by an anti-competiton risk assessment	100%	100%

TOPIC	FY 2023	FY 2024
<b>ETHICS KPIs (continued)</b>		
<b>Child Labor, Forced Labor &amp; Human Trafficking</b>		
Number of confirmed corruption incidents	0	0
<b>Whistleblower Reporting</b>		
Number of confirmed anti-competitive behavior incidents	0	0
<b>Whistleblower Reporting</b>		
Number of incidents of reported via the Intralox Whistleblower Policy & Procedure	0	0
<b>Discrimination &amp; Harassment</b>		
Number of incidents of discrimination or harassment	0	0
<b>Confidentiality of Information</b>		
% of employees who have signed a confidentiality agreement to prevent unauthorized access of disclosure of company information, including third-party data	100%	100%
<b>Training</b>		
% of employees trained on information security awareness training	100%	100%
% of employees who received phishing test	100%	100%
<b>Information Security Incidents</b>		
Number of confirmed information security incidents	51	37
<b>SUSTAINABLE PROCUREMENT KPIs</b>		
% of suppliers that have signed Intralox Supplier Code of Conduct	14%	100%
% of total spend of suppliers that have signed Intralox Supplier Code of Conduct	67%	100%
% of suppliers covered by risk assessment	N/A	100%
<b>Compliance</b>		
Notices of environmental violations	0	0
Penalties per fiscal year	\$0	\$0
Percent of all sites for which an environmental risk assessment has been conducted	100%	100%

TOPIC	FY 2023	FY 2024
<b>SUSTAINABLE PROCUREMENT KPIs (continued)</b>		
<b>Energy</b>		
Total energy consumption (mWh)	N/A	67,643
Total renewable energy consumption (GJ)	N/A	2,834
% of total energy used from renewable resources	N/A	0
Energy use intensity (kWh used to produce one kilogram of finished product)*	4.41	4.02
Number of technology or equipment upgrades to reduce energy consumption	3	0
Total energy saved (kWh)	N/A	N/A
<b>Greenhouse Gas Emissions</b>		
Scope 1 GHG emissions (metric tons CO2e)	N/A	8,862
Scope 2 GHG emissions (metric tons CO2e)	N/A	19,923
<b>Chemical Spills</b>		
Total reportable chemical spills	0	0
<b>Waste Generation</b>		
Waste diverted from landfill (waste recovered) (lb)	7.2 million	8.24 million
Plastics externally recycled globally (lb)	5.2 million	5.38 million
Plastic internally recycled (lb)	2 million	2.3 million
Corrugated recycled (lb)	N/A	378,000
Metal recycled (lb)	N/A	303,000
Wood recycled (lb)	N/A	183,000
Total non-hazardous waste (lb)	1,080.36	601.52
Total hazardous waste (lb)	0.8	0.8
% of total waste diverted from landfill	75%	86%

TOPIC	FY 2023	FY2024
<b>SUSTAINABLE PROCUREMENT KPIs (continued)</b>		
<b>Recycling</b>		
Number of facilities that externally recycle plastic scrap (third party)	100%	100%
Recycled input materials used (regrind) (lb)	1.5 million	2.8 million
<b>Product End-of-life</b>		
% of new product engineers trained in life cycle engineering and how design decisions affect a product's sustainability	N/A	33%
Belts recycled through company-facilitated program (lb)	61,314	6,900
<b>Air Pollution</b>		
Total weight of air pollution (T)	0	0
<b>CUSTOMER HEALTH &amp; SAFETY KPIs</b>		
Number of product recalls related to safety	0	0
Number of customer safety incidents related to products	0	0