

# Our Sustainability **PULSE**



**Struktol Company of America, LLC**

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## Vision

We strive to be a leading force in the support of change to better our future. To realize this, Struktol has instituted the **PULSE** initiative.



### Proactive

Being proactive is in our cultural DNA. Our policies and procedures are designed to bring focus to potential issues and proactively plan for a resolution.

### Unified

At Struktol we believe that respect for others is fundamental to everything we do. We follow through on our commitments to customers, suppliers, and each other – no matter what challenges we may face. Without exception, our success is built by our teamwork.

### Listen

Hearing what our employees and customers have to say is only the first step. As more concerns arise about the environment, health and safety, and human rights, Struktol listens to the industries' challenges and ideas.

### Self-actualization

It is very important to us that Struktol employees feel professionally fulfilled and personally valued, and part of an inclusive organization where they are personally aligned with the larger company mission.

### Evaluate, evaluate, evaluate . . .

Regular review of policies, actions and results promotes continuous improvement.

## A Word from Our Leadership Team

Struktol continues to take pride in being a “solutions” provider with a commitment towards continuous improvement. In 2023, we completed the implementation of **Ambition 2025**

- Creation of a Group-Wide Corporate Culture
- Increasing the Value of the Group for a Secure Future
- Modernization of Structures and Processes



Our CSR (corporate social responsibility) is a key element to fulfilling this ambition, our success, as well as our trustworthiness. Our four main types of corporate social responsibility continue to be environmental responsibility, ethical responsibility, philanthropic (labor & human right) responsibility, and economic (sustainable procurement) responsibility. Our progress in these areas is reflected in this report.

As we look to the future, we are committed to continuing with our sustainability initiatives in support of our people, our community, our customers, our products, our suppliers, our facilities, and our environment.

**Brad Lamonte** – Vice President of Business Operations

**Marty Puleo** – Chief Financial Officer

**Christine Good** – Director of Human Resources and Assistant General Counsel

**Jeff Kasper** – Director of Manufacturing

## Locations

	<p>Manufacturing, Offices, R&amp;D, QC &amp; Warehouse 201 E. Steels Corners Road Stow, OH 44224</p>
<p>Warehouse 1530 Commerce Drive Stow, OH 44224</p>	
	<p>Manufacturing, QC &amp; Warehouse 150 East Industrial Court Villa Rica, GA 30180</p>

## Our People

Our employees count on us to maintain a thriving business – one that embraces the value of diversity, supports our local communities, and respects each individual for their unique talents and gifts.



Safety is our number one priority – both on and off the job. We want all our employees to go home in as good or better condition than when they arrived for work.

We accomplish this by putting employees’ safety before production. We are instilling an atmosphere of employee empowerment where they can stop a process if it cannot be done safely, and to report any safety issues or concerns using a simple QR coded process. We will continue our approach and recognize the need to continually foster our employees’ work life balance.

### TRAINING

Training continues to be one of our key areas where we continue to improve with software programs and methods of training. Training is an integral part of the health and safety of our employees. We encourage and support our employees to further their training to build a continuous and professional development culture.

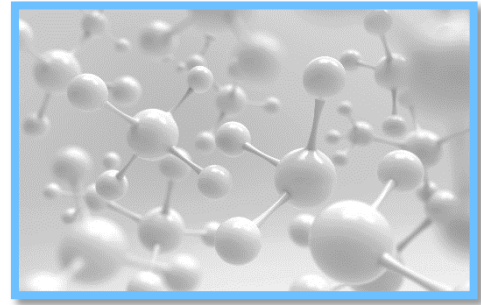
Maintain a safe and healthy work environment	2023	2022	2021
Accident <b>frequency</b> rate ( <i>lost time injury events x 200,000 hours worked / total hours worked</i> )	4.3	0	1.0

- In 2023 all managers completed Leadership Training (via Living Vision®) as part of the Ambition 2025.
- In April 2023, Code of Conduct training was provided to all employees to help ensure all employees are respected.
- We are striving to reduce use of Aerosol Spary Adhesives by more than 90% by installing pneumatic spray guns utilizing a more ecofriendly adhesive by the end of Q2, 2024.
- Our Plant Health & Safety Coordinator is a **Certified Safety Manager**.
- In 2023, a new position of Director of Manufacturing was added to drive and support continuous improvement in many areas of the plant.



## Our Products; Our Customers

The past few years have been tough for all industries as we continue to recover from the effects of the pandemic, we continue to offer innovative solutions for our customers’ processing issues as well as helping to improve end product results. We value all customer interaction and take pride in offering customized solutions. Struktol has also taken these unprecedented times as an opportunity to look at introducing our products in different industries or fields of interest. Struktol continues to be innovative and offer more niche products for the recycling industry.



### PRODUCT DEVELOPMENT



Our robust team, including technical specialists, R&D chemists and engineers are dedicated to creating solutions to processing issues. We strive to become more green-oriented, looking at more sustainable solutions not only for our customers, but in our process as well. In 2023 we switched to an eco-friendly cleaning fluid that is more environmentally friendly.

Focus on product research and development	2023	2022	2021
<b>Lab trials</b> – customer driven & in-house (monthly average)	108	121	103
<b>Production trials</b> – primarily for new products & some in-house (monthly average)	0.8	1.0	1.8

- The product commercialization process was improved to ensure transition from experimental material to commercial product is accompanied by thorough regulatory support.
- QC lab process was improved to reuse/recycle cleaning agents, which resulted in reduced waste generation.
- Product Stability testing is ongoing to determine if the shelf life of our products can be extended. With longer shelf lives, our customers have more time to use our products, and help keep unused material from being disposed of.
- GHS compliant SDS’s are regularly updated (*in 38 languages*) to ensure compliance in an ever-changing regulatory environment.
- To help reduce outsourcing and environmental impacts from transportation, one of our primary raw materials is manufactured in-house.
- The Plastics Lab installed a new Mixaco Mixer to improve our scale-up knowledge and ability from the lab to full scale production.





## Our Environment

Neighbored by the beautiful Cuyahoga Valley National Park, we are graciously reminded of the beauty of nature and the importance to actively preserve that beauty. As a chemical manufacturing facility, we are committed to reducing our environmental impact by focusing on **Energy** and **Water Management**.

### ENERGY MANAGEMENT

Our goal for energy management is to reduce energy consumption through the strategic application of energy efficient technologies.

Energy consumption reduction	2023	2022	2021
Energy (KWH) consumed per pound of product sold.	0.186	0.154	0.141

### WATER MANAGEMENT

Struktol’s goal for managing this natural resource is to reduce our process water consumption through adoption of efficient equipment technology, closed-loop processes, as well as administrative actions to minimize process water generation.



Water consumption reduction	2023	2022	2021
Water (gallons) used per pound of product sold.	0.048	0.060	0.082

- All oil and antifreeze from forklifts and turret trucks is recycled through a 3<sup>rd</sup> party vendor.
- We use Ecofriendly reactor washes to clean our reactors.
- Forklifts are equipped with energy regeneration and reclamation technology resulting in lower energy consumption.
- Our primary manufacturing location in Stow, OH sources electricity that is 30.6% from renewable energy or non-carbon.
- In 2023, capital investments were made on many of our process piping and equipment insulation to reduce energy loss to the atmosphere.

## Sustainable Procurement

Our commitment is to research and realize progressive ways that focus on ethics and integrity, reflecting a high level of fairness and honesty while prioritizing principles over profit.



Sourcing Sustainably	2023	2022	2021	2020
Number of Wood Pallets purchased	14,076	17,900	19,800	N/A*
Number of Plastics Pallets purchased	9,010	10,900	9,860	3,060

\*2020 figures are not available due to a vendor's system crash in 2020.

- Increased attention is given to systematic and transparent supplier evaluation, onboarding, and management establishing well-documented guidelines, processes, policies for sourcing new trade partners.
- A part of the paper usage reduction is attributed to electronic vs paper notifications to sales managers regarding customer orders.
- Apply comprehensive, thoughtful procurement criteria such as cost, quality, and risk alongside ESG (*Environmental, social, and governance*) factors like ethics, human rights, equity, and environmental impacts.
- Plastic pallets purchased by Struktol are made of 100% recycled content.

## Our Community

Struktol is a proud member of its local communities and supports partnerships and initiatives that help build stronger communities for the future.

- In December 2023 Struktol partnered with the Akron-Canton Regional Foodbank and hosted a Holiday Food Drive and collected over 134 pounds of food providing over 200 meals for families in our community!
- In December 2023, our foundation sponsored the installation of two new playgrounds at a local elementary school in Villar Rica, GA

