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Sustainable Development Overview



Exploring...Creating...Maintaining

In 2015, we adopted the following mission statement: *To provide such an exceptional experience in all we do, that those we serve will always consider us their first choice.* Although *sustainable development* has only recently become a visible commercial practice, it has been integrated into our corporate culture for many years. We expect excellence, yet we constantly strive to improve. Our mission statement, supplemented by this Sustainable Development program, ensures that we meet these expectations. On behalf of our global enterprise, which was founded in 1893, we thank you for your continued support.

- Craig Foster, President

Whitmore is a global leader in providing products and services that increase the reliability performance and lifespan of industrial assets. Corporate responsibility is inherent in the way we conduct business throughout the world.

We have put in place a comprehensive and integrated approach to address issues related to our environment, our community and our people. Our mission of providing lasting value for our business partners is built around our core values, which aim to:

- Continuously meet our customers' requirements and exceed their expectations;
- Maximize our individual contributions;
- Increase the value of our company through innovation and excellence;
- Enhance the success of our business partners;
- Maintain a competitive advantage and positive financial results for our owners through continuous improvement; and
- Practice a high degree of environmental responsibility with a commitment to pollution prevention, compliance with relevant regulatory requirements and

continual improvement in all areas of operation.

- Our Sustainable Development program addresses six major areas, which we believe are the most likely avenues for creating lasting opportunities for our people, our community and our environment.

We have dedicated resources to environmental stewardship across all levels of our operation and will continue our focus on expanding business opportunities that further these causes, including our biodegradable and eco-friendly lubricants and coatings.

This report reflects our progress toward building upon and improving our corporate citizenship and sustainable development as we strive to make a difference in our community, as well as throughout the world with our partners.

We have a great responsibility, both on an individual level and corporate level, to ensure that generations to come have the same opportunities we have, and hopefully, even better ones.



SUSTAINABLE DEVELOPMENT HIGHLIGHTS

Eco-Friendly

Sustainable development and environmental impact have come to the forefront of companies worldwide. Our efforts in the research, development and manufacturing of biodegradable and eco-friendly products continue to grow in response to new market opportunities and in an effort to reduce our carbon footprint.

All facets of industry, including renewable energy sources, environmental protection and development of new technologies are part of our long term goals to exceed customer expectations, while minimizing its impact on the environment.

An ISO 9001 and ISO 14001 registered company



Economic Prosperity

- Strategic Mergers and Acquisitions
- Maintaining Strong Financial Performance
- Working with Vendors that Share Similar Sound Business Practices
- Complying with European Union REACH Legislation

Management Systems - Leadership

- Maintaining Strong Business Integrity
- Developing and Promoting Within
- Continuing Education
- Monitoring and Measuring Our Progress

Technology

- Continuing R&D Focus on Renewable and Eco-Friendly Products
- Continuing Emphasis on Unique and Proprietary Formulations that Set Industry Standards
- Continuing R&D Focus on Products for Renewable Energy Markets

Social Wellbeing

- Practicing Safety First
- Increasing Social Responsibility
- Improving Physical and Occupational Health Programs
- Understanding of Our Social and Economic Impact on Our Community

Environment

- Reducing Our Energy Consumption and Trash Generation
- Increasing Global Conservation and Reducing Our Carbon Footprint
- Protecting Our Land and Water
- Strictly Adhering to Air and Water Quality Standards

Our People

- Attracting and Retaining High Caliber Employees
- Addressing Talent Gaps
- Offering Opportunities for Leadership Development
- Employee Stock Ownership Plan
- Employee Stock Purchase Plan
- Well-Funded Defined Benefit Pension Plan
- Generous Employee Health Care Benefits

