

SUSTAINABLE DEVELOPMENT

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, complemented with our 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 essential 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, community and 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.
- Practice a high degree of environmental responsibility with a commitment to pollution prevention, compliance with relevant regulatory requirements and continuous improvement in all areas of operation.

Our **Sustainable Development Program**

addresses six major areas, which we believe are the most likely possibilities for creating lasting opportunities with our people, community and environment.

Whitmore has 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 products.

This overview 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 and corporate level, to guarantee that generations to come have the same opportunities we now have, and perhaps, even better ones.



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.

ECONOMIC PROSPERITY

- Strategic mergers and acquisitions
- Maintaining strong financial performance
- Working with vendors that share similar sound business practices

MANAGEMENT - 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

SOCIAL WELLBEING

- Practicing safety first
- Increasing social responsibility
- Improving physical and occupational health programs
- Understanding of our social and economic impact on the 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
- Complying with global GHS requirements

OUR PEOPLE

- Attracting and retaining highly qualified employees
- Addressing talent gaps
- Offering opportunities for leadership development
- Employee stock purchase plan
- Defined pension plan and 401k
- Generous employee health care benefits



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