



**WEGO CHEMICAL GROUP**

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## Sustainability Plan 2024

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### 1.0 Statement of Commitment:

At Wego Chemical Group (hereinafter referred as “Wego”), we are deeply committed to the principles of Sustainability on Environmental, Social, Governance & Procurement. We recognize our responsibility to minimize the environmental impact of our operations, offer sustainable solutions, promote sustainable economic performance, empower employees, and actively engage with stakeholders as catalysts for responsible development. We strive for excellence in governance, communication, social responsibility and are dedicated to contributing to a world in which responsible stewardship is respected and upheld.

### 2.0 Executive summary:

#### 2.1 Introduction:

As we embark on the journey of sustainability, we recognize that certain areas hold paramount importance in aligning our practices with responsible and ethical standards. The following executive summary outlines our key focus areas at Wego. Four pillars —Social Responsibility, Governance & Ethics, Environmental Responsibility, and Sustainable Procurement & Solutions — form the core of our sustainability program.

#### 2.2 Social Responsibility:

Our commitment to social responsibility extends to upholding human rights and fostering inclusivity. We implement policies and practices that support these principles within our workforce and operations. Our focus is on creating an inclusive and supportive environment, ensuring the well-being and dignity of all individuals.

#### 2.3 Excellence in Governance & Ethics:

Recognizing the foundational role of sound governance in ethical business conduct, we prioritize accountability and integrity. Our commitment extends to promoting sustainable economic performance beyond immediate operations. By striving to high governance standards, we ensure that our activities contribute to economic well-being and sustainability in the regions and communities we serve.

#### 2.4 Environmental Responsibility:

Acknowledging our responsibility for environmental impact, our focus is on minimizing it throughout the business lifecycle. This involves promoting sustainable practices in our supply chain, facilities, improving energy & water efficiency conserving resources, and minimizing waste. Our goal is to contribute to a healthier planet by integrating environmentally responsible practices into our operating procedures and culture.



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### 2.5 Sustainable Procurement & Solutions:

Committed to providing responsible and sustainable offerings, we strive to work with suppliers and partners who share our high standards of environmental and social responsibility. By prioritizing sustainability in procurement, we aim to drive positive change across our value chain.

### 2.6 Transparency, Communication & Continuity:

Transparency and Communication are a cornerstone of trust-building with our stakeholders. Furthermore, our commitment to continuity underscores that sustainability is not a destination but an ongoing commitment ingrained in our corporate culture.

## 3.0 Social Responsibility:

- Dedication to upholding social responsibility, human rights, health, safety & wellbeing, and inclusivity.
- Implementation of policies and practices supporting these principles within our workforce and operations.
- Engagement with stakeholders to ensure the protection and advancement of these values.
- Continuous education and awareness-raising about the importance of these values.
- Explore opportunities of Corporate Social Responsibility (CSR) to support community development in the area we operate.

### 3.1 Goals & Actions:

#### 3.1.1. Bridging Gaps for our current Code of Conduct

**Summary:** In our quest for sustainability, we are committed to aligning our Code of Conduct (COC) with Environmental, Ethical, and Social Governance frameworks from other organizations such as Responsible Business Alliance (RBA\*\*), International Labor Organization (ILO\*\*\*), and others. This initiative involves a meticulous comparison to identify areas not covered in our COC, ensuring comprehensive coverage. We will:

- a) Assess the sustainable development categories within our COC.
- b) Reach out to global managers for benchmarking, and
- c) Establish or expand free association policies.

This strategic approach ensures our conduct encompasses evolving standards in sustainable development.

**Responsible:** HR Administrative

**Target date:** Feb 24



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**Outcome:** Revised Wego Code of Conduct

**SDGs\*:** #1(M), #2(M), #3(M), #5(M), #6(L), #8(H), #10(M), #11(L), #12(L), #13(L), #16(M), #17(M)

\* **Format:** SDG Number and Intensity – Low, Medium and High

\*\* **RBA:** <https://www.responsiblebusiness.org/code-of-conduct/>

\*\*\* **ILO:** <https://www.ilo.org/global/lang--en/index.htm>

### 3.1.2. Nurturing Careers for Sustainable Growth

**Summary:** Formalizing our commitment to career development, we will enhance support mechanisms such as job postings, trainings access, and systematic recording of promotions and transfers. This initiative aims to create a structured framework that empowers employees in their professional journey. By benchmarking and tracking career progression, we foster an environment where growth is not just encouraged but actively facilitated.

**Responsible:** HR Generalist

**Target date:** Feb/2024

**Outcome:** Formalize enablers for career and economic advancement, benchmark outcomes.

**SDGs\*:** #4(M), #5(L), #8(M), #10(L), #16(L)

\* **Format:** SDG Number and Intensity – Low, Medium and High

### 3.1.3. Sharing Program, Internally and Externally

**Summary:** We are dedicated to transparently sharing our social contributions. Internally, this will be facilitated through platforms like our intranet, while externally, our endeavors will be showcased on the company website or LinkedIn. This initiative ensures that our social impact is communicated effectively, fostering a sense of pride and accountability among employees and showcasing our commitment to the wider community.

**Responsible:** Marketing Lead

**Target date:** 3Q/2024

**Outcome:** Establish Communication Channels & Frequency for social contribution

**SDGs\*:** #1(L), #2(L), #3(L), #5(L), #6(L), #7(L), #10(L), #11(M), #16(L), #17(L)

\* **Format:** SDG Number and Intensity – Low, Medium and High



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**3.1.4. Embracing Inclusivity for a Sustainable Future**

**Summary:** This initiative focuses on benchmarking and recording the improvement in inclusivity within our organization on a given date. By actively tracking improvements, we aim to create an inclusive workplace that reflects our commitment to equality. This proactive approach ensures ongoing progress toward a more sustainable future.

**Responsible:** HR Generalist

**Target date:** 4Q2024

**Outcome:** Establish Global Equal Opportunity Report

**SDGs\*:** #3(L), #4(L), #5(H), #10(H), #16(L)

\* **Format:** SDG Number and Intensity – Low, Medium and High

**3.2. Social Responsibility Score Card**

Initiatives	1 DECENT WORK AND ECONOMIC GROWTH	2 ZERO HUNGER	3 GOOD HEALTH AND WELL-BEING	4 QUALITY EDUCATION	5 GENDER EQUALITY	6 CLEAN WATER AND SANITATION	7 AFFORDABLE AND CLEAN ENERGY	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	10 REDUCED INEQUALITIES	11 SUSTAINABLE CITIES AND COMMUNITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION	14 LIFE BELOW WATER	15 LIFE ON LAND	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	17 PARTNERSHIPS FOR GOALS
Code of Conduct 2024 Version	●	●	●		●	●		●		●	●	●	●			●	●
Nurturing Carrers				●	●			●		●						●	
Sharing Program	●	●	●		●	●	●			●	●					●	●
Embracing Inclusivity			●	●	●			●		●						●	
Social Category Contribution	●	●	●	●	●	●	●	●	●	●	●	●	●			●	●

● Low-density      ● Mid-density      ● High-density

**4.0 Excellence in Governance & Ethics:**

- Recognition of the cornerstone role of sound governance in ethical business conduct.
- Commitment to maintaining governance & disclosures that prioritizes transparency, accountability, integrity and compliance.
- Regular assessment and improvement of corporate governance practices aligned with best-in-class standards.
- Cultivation of a culture of compliance, ethical behavior, and responsible leadership.





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### 4.1 Goals & Actions:

#### 4.1.1. 100% Compliance to Ethical Behavior

**Summary:** We will establish robust auditing and reporting mechanisms that allow our employees and business partners to report any concerns, ensure we validate compliance through independent internal audits, and ensure any identified issues are communicated to management and corrected quickly. This initiative aims to enhance transparency and accountability and build a culture where open communication is encouraged, compliance is expected, and issues are corrected promptly. We will implement a multifaceted approach addressing whistleblowing integrity and maintaining a target of 100% compliance with ethical behavior. Our comprehensive strategy involves:

##### **Task 1 – Comprehensive Whistleblower Policy:**

Introducing a comprehensive Whistleblower Policy managed by a third party to replace current anonymous reporting methods and supplement direct (non-anonymous) reporting. Wego will continue to encourage direct reporting to managers, HR, and Legal and will also provide this anonymous and secure third-party managed reporting system. This anonymous system ensures integrity and encourages employees who might otherwise be reluctant to report concerns without fear of retaliation. The establishment of a robust whistleblowing mechanism aligns with our commitment to ethical conduct by providing an outlet to ensure any potential issues are brought forward for review and correction as necessary. The whistleblower system will provide anonymous reporting capabilities by country. This initiative aims to enhance transparency, accountability, and a culture where issues are timely raised and corrective actions are taken promptly.

##### **Task 2 – Regular Internal Audits:**

Conducting regular internal audits to independently identify potential compliance issues with Wego's Code of Conduct and other policies. This initiative aims to enhance processes and controls, ensuring strict adherence to ethical standards.

##### **Task 3 – Reporting:**

Implementing robust reporting mechanisms to senior management and as part of Wego's annual Sustainability Report, fostering transparency, accountability, and a culture of compliance on (1) reports made through the direct and anonymous reporting methods; and (2) results from internal audits. Regular reporting serves as a benchmark, enabling us to promptly address and rectify any identified issues.

**Responsible:** General Counsel - Legal (reporting) and CFO (auditing)

**Target date:** 4Q2024

**Outcome:** Establish Policy, Internal Audits, Reports



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**SDGs\*:** #5(H), #8(H), #10(H), #16(H), #17(M)

\* **Format:** SDG Number and Intensity – Low, Medium and High

### 4.1.2. Ethics Training Program

**Summary:** Wego is unwavering in its commitment to fostering a culture of ethical conduct and integrity through our comprehensive Code of Conduct and other policies. To ensure these principles are ingrained in our organizational DNA, we will expand our existing annual training program. This initiative extends beyond our internal teams to include suppliers and partners, reflecting our dedication to ethical standards across all facets of our operations. Through continuous education and engagement, we aim to empower our employees and external collaborators, fostering a shared commitment to upholding the highest ethical standards and social compliances.

**Responsible:** General Counsel - Legal

**Target date:** 2Q2024

**Outcome:** Expansion of existing Training Plan

**SDGs\*:** #4(M), #16(M), #17(L)

\* **Format:** SDG Number and Intensity – Low, Medium and High

### 4.1.3. Risk Assessment

**Summary:** Wego is launching a company-wide risk assessment program to proactively identify and address any potential vulnerabilities within our operations. This comprehensive assessment aims to scrutinize various aspects, including but not limited to, financial transactions, third-party engagements, and internal controls. By undertaking this proactive measure, we demonstrate our commitment to transparency, integrity, and ethical conduct. The assessment will serve as a vital tool in fortifying our existing policies, ensuring that our ethical framework remains robust and resilient in the face of evolving challenges.

**Responsible:** General Counsel - Legal

**Target date:** December 31, 2024

**SDGs:** #8(H), #16(H), #17(H)

**Outcome:** Risk Assessment Report



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\* **Format:** SDG Number and Intensity – Low, Medium and High

4.2. Excellence in Governance & Ethic Score Card

Aspects	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
100% Compliance to Ethical Behavior					●			●		●						●	●
Ethics Training Program				●												●	●
Risk Assessment								●								●	●
Governance Contribution				●	●			●		●						●	●

● Low-density      ● Mid-density      ● High-density

5.0 Environmental Responsibility:

- Recognition of responsibility to reduce the environmental impact throughout the chemical product life cycle.
- Commitment to sustainable practices in the supply chain, resource conservation, and waste minimization.

5.1 Goals & Actions:

5.1.1. Modes of Transportation

**Summary:** In our pursuit of sustainable environmental practices, Wego recognizes the critical role of transportation optimization in minimizing our ecological footprint. This initiative focuses on optimizing transportation modes to align with our commitment to environmental preservation, societal well-being, and economic efficiency. Key components of this initiative include:

- Identify FTL Lanes over 500 Miles for Potential Rail Conversion:** Identifying Full Truckload (FTL) lanes exceeding 500 miles that can be efficiently and sustainably converted to rail transportation.





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- b. **Thorough Assessment of Current Transportation Methods:** Conducting a comprehensive assessment of our existing transportation methods to identify areas for improvement and optimization.
- c. **Implement a Systematic Solution for Identifying Rail:** Developing and implementing a systematic solution to identify and integrate rail transportation where feasible and environmentally advantageous.
- d. **Convert CPU-Managed Shipments to Wego-Managed:** Transitioning Customer Pickup (CPU) shipments to Wego-managed shipments for greater control and sustainability in transportation processes.

**Responsible:** Global Logistics Manager

**Target date:** Assessment – 3Q24; Implementation ongoing

**Outcome:** Transport Assessment & Plan

**SDGs\*:** #6(M), #7(M), #8(L), #9(M), #12(L), #13(M), #15(L), #17(H)

\* **Format:** SDG Number and Intensity – Low, Medium and High

### 5.1.2. Sustainable Energy Optimization

**Summary:** In our commitment to environmental sustainability, Wego recognizes the pivotal role of energy consumption optimization in reducing emissions and fostering eco-friendly practices. This initiative aims to enhance energy efficiency across our operations, with a focus on the following key actions:

- a. **Assess Percentage of SmartWay\*\* Carriers:** Evaluating the percentage of SmartWay carriers within our transportation network to ensure a higher proportion of environmentally responsible carriers. (>70%by end of 2024)
- b. **Load Weight Analysis & Optimization Plan:** Conducting load weight analysis to optimize transportation loads, ensuring efficient use of energy and resources.
- c. **Increase Fuel Efficiency:** Implementing strategies to increase fuel efficiency, reducing energy consumption and associated emissions. (Target 6.5 miles/gallon for 2024)
- d. **Analyze Opportunities for EVs and Renewable Resources:** Exploring and analyzing opportunities to integrate Electric Vehicles (EVs) and leverage renewable energy resources within our operations.

**Responsible:** Global Supply Chain Director



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**Target date:** See above.

**Outcome:** “b” & “d” - Transport Assessment & Plan.

**SDGs\*:** #6(M), #7(H), #9(M), #12(L), #13(M), #14(L), #15(L), #17(H)

\* **Format:** SDG Number and Intensity – Low, Medium and High

\*\* **SmartWay:** EPA’s SmartWay program helps companies advance supply chain sustainability by measuring, benchmarking, and improving freight transportation efficiency.  
<https://www.epa.gov/smartway/learn-about-smartway>

### 5.1.3. Infrastructure Optimization

**Summary:** Wego recognizes the crucial role of infrastructure optimization in achieving sustainable logistics practices. This initiative focuses on enhancing the efficiency of our warehouse and distribution network, ultimately reducing kilometers driven and minimizing environmental impact. The key actions include:

- a. **Implement Warehouse Network Optimization Plan (North America):** Executing a comprehensive plan to optimize the warehouse network in North America, strategically positioning warehouses for improved efficiency. Ongoing 2024
- b. **Design Warehouse Network Optimization Plan for Other Regions:** Expanding the warehouse network optimization initiative to other regions, ensuring a global approach to reduce the overall footprint of our warehouse network. Latam - 2024

Through these actions, Wego aims to achieve a more sustainable and efficient logistics infrastructure, contributing to the reduction of environmental impact associated with transportation and warehouse operations.

**Responsible:** Supply Chain Managers – Regional

**Target date:** See above.

**Outcome:** From 25 to 18 Warehouses in North America, Assessment & Plan for Latam

**SDGs\*:** #6(L), #7(M), #9(M), #11(L), #12(L), #13(L), #15(L), #17(H)

\* **Format:** SDG Number and Intensity – Low, Medium and High



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### 5.1.4. Eco-Friendly Offices

**Summary:** Wego's pursuit of eco-friendly offices not only signifies a commitment to environmental responsibility but also shapes a transformative corporate culture. Embracing green building practices, Wego establishes a foundation for employees to actively engage in sustainable practices.

**a. New Headquarters - 277 Northern Blvd:** In Q3-2022, Wego Chemical acquired a new headquarters at 277 Northern Blvd, embarking on a comprehensive gut renovation project. The sustainable features to be incorporated into the building include:

- **Energy-Efficient Windows:** Installation of windows with energy and thermal ratings to optimize efficiency.
- **Carlisle Bio-Based Roof:** A new roof with significantly lower embodied carbon to enhance sustainability.
- **EV Charging Stations:** Incorporation of Electric Vehicle charging stations to promote eco-friendly commuting.
- **Revamped Sprinkler System and Fire Alarm Panel:** Integration of advanced fire safety systems for occupant protection.
- **Electrical Upgrade:** Replacement of electric cables and equipment for improved energy supply efficiency.
- **Plumbing Infrastructure:** Inclusion of filtered drinking water infrastructure for enhanced water quality.
- **Glass Partition System:** Implementation of a glass partition system to maximize natural light throughout the office space.

**b. Rented Offices:** Wego Chemical is committed to promoting sustainability in its rented office spaces through the following initiatives:

- **Energy-Efficient Design:** Incorporating principles for optimum energy consumption and efficiency.
- **Renewable Energy Integration:** Installing renewable energy sources like solar panels to generate clean energy.
- **Waste Reduction and Recycling:** Implementing waste management practices for recycling and minimizing waste.
- **Low-Emission Construction Practices:** Adopting practices to minimize emissions and maintain indoor air quality.

- **Smart Building Technologies:** Utilizing smart technologies for efficient HVAC systems, lighting control, and overall building management.
- **Natural Light and Ventilation:** Designing offices with ample natural light to reduce reliance on artificial lighting.
- **Bicycle-Friendly Infrastructure:** Provision of amenities to encourage sustainable commuting.
- **Rainwater Harvesting Systems:** Rainwater harvesting not only promotes water conservation but also plays a crucial role in sustainable water management.

**Responsible:** Administration Office – Local

**Target date:** On going

**Outcome:** Not Applicable

**SDGs:** #6(L), #7(M), #8(L), #9(M), #11(L), #12(L), #13(L), #15(L), #17(L)

\* **Format:** SDG Number and Intensity – Low, Medium and High

### 5.2. Environmental Responsibility Score Card

Aspects	1 NO POVERTY	2 ZERO HUNGER	3 GOOD HEALTH AND WELL-BEING	4 QUALITY EDUCATION	5 GENDER EQUALITY	6 CLEAN WATER AND SANITATION	7 AFFORDABLE AND CLEAN ENERGY	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	10 REDUCED INEQUALITIES	11 SUSTAINABLE CITIES AND COMMUNITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION	14 LIFE BELOW WATER	15 LIFE ON LAND	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	17 PARTNERSHIPS FOR THE GOALS
Modes of Transportation						●	●	●	●			●	●				●
Energy Optimization						●	●	●				●	●	●	●		●
Infrastructure Optimization						●	●	●			●	●	●		●		●
Eco-Friendly Offices						●	●	●	●		●	●	●		●		●
Environmental Contribution						●	●	●	●	●	●	●	●	●	●	●	●

● Low-density      ● Mid-density      ● High-density



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## 6.0 Sustainable Procurement & Solutions:

- Commitment to providing offers that are responsible and sustainable.
- Market products by selecting suppliers designing and manufacturing with high environmental and social responsibility standards.

### 6.1 Goals & Actions:

#### 6.1.1. Sustainable Procurement Policy:

**Summary:** Wego is dedicated to fostering sustainability in every facet of our operations, and our commitment extends to procurement activities through the development of a Sustainable Procurement section within a broader Sourcing Policy for the business. This initiative ensures that our sourcing & procurement practices align with sustainable and environmentally responsible standards. By integrating pillars that contribute to our carbon emission reduction targets, we aim to:

- a. Raise awareness and promote best practices internally,
- b. Establish accountability for Sustainability compliance among Wego and our suppliers with an emphasis on continuous improvement,
- c. Conduct sustainability risk/impact assessments for products and services,
- d. Procure materials and services with a focus on minimizing adverse environmental effects, and
- e. Communicate the sustainable procurement policy elements transparently to internal and external stakeholders. Through this initiative, we embed sustainability into our procurement processes, making a significant contribution to our broader environmental and social responsibility goals.

**Responsible:** GM China

**Target date:** 3Q2024

**Outcome:** Sourcing Policy

**SDGs\*:** #6(M), #7(H), #8(H), #9(H), #10(L), #11(H), #12(H), #13(H), #14(M), #15(M), #17(H)

\* **Format:** SDG Number and Intensity – Low, Medium and High

\*\* For a detailed Procurement Sustainability Plan, please refer to the respective documentation.





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### 6.1.2 Responsible Sourcing:

**Summary:** Wego's commitment to sustainability is exemplified in the "Responsible Sourcing" initiative, a comprehensive approach integrating environmental, social, and governance, sustainability principles, into our sourcing practices. Key elements of this initiative include:

**a. Code of Conduct Adherence:**

- A CoC is foundational to establishing a robust Sustainability framework, defining ethical standards and aligning our values with sustainability principles.
- Wego aims to integrate our global supplier CoC as a prerequisite for minimal standards, with a target of >80% 2024 acknowledgment from new and active suppliers. The CoC is accessible on our website for reference.

**b. Supplier Engagement:**

- Ensuring ethical and responsible procurement of chemicals.
- Integrating Sustainability criteria into the supplier selection and onboarding process.
- Targeting sustainability performance evaluations for 30% of suppliers for 2024 (by spend), assessing compliance with environmental laws, waste management, and greenhouse gas emission reduction.

**c. Risk Assessment 4Q2024 / Targeted Due Diligence (DD):**

- Assess supply chain risks related to material purchases, categorizing supplier risks.
- Conducting targeted Supplier Sustainability Assessments, using established standards and initiating additional due diligence where necessary through on-site audits or supplementary questionnaires.

**Responsible:** GM China / Global Procurement Manager

**Target date:** See above

**Outcome:** See above

**SDGs\*:** #6(M), #7(M), #8(H), #9(H), #11(H), #12(H), #17(H)

\* **Format:** SDG Number and Intensity – Low, Medium and High

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### 6.1.3. Sustainable Raw Materials & Production

**Summary:** Wego's commitment to sustainable practices encompasses the "Sustainable Raw Materials & Production" initiative, focusing on promoting the use of sustainable raw materials and eco-friendly production processes. Key components of this initiative include:

- a. **Traceability and Transparency:** Maintain lot level traceability mechanisms for raw materials, ensuring transparency in the sourcing process
- b. **Collaborate with Suppliers:** Working closely with suppliers to implement corrective actions where necessary as result of risk assessment findings.

**Responsible:** GM China & Global Director – Product Management

**Target date:** 4Q2024

**Outcome:** see above

**SDGs:** #6(M), #7(M), #8(H), #9(H), #11(H), #12(H), #13(M), #14(M), #15(M), #17(M)

\* **Format:** SDG Number and Intensity – Low, Medium and High

\*\* For a detailed Procurement Sustainability Plan, please refer to the respective documentation.

### 6.1.4. Internal Training

**Summary:** Wego recognizes the pivotal role of internal training in fostering a culture of sustainability, particularly in the realm of procurement. The "Internal Training" initiative focuses on providing comprehensive training to all Wego employees impacted by procurement policies. Key components of this initiative include:

- a. **Ethics Training:** Code of Conduct (CoC) & Anti-Bribery
- b. **Sustainability Overview:** Providing an in-depth understanding of sustainability principles to integrate them into daily operations.
- c. **Forced Labor Prevention:** Ensuring awareness and compliance with regulations related to preventing forced labor in the supply chain.
- d. **US CTPAT (Customs Trade Partnership Against Terrorism):** Training on the CTPAT program for enhanced supply chain security.



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**Responsible:** Quality & Regulatory Manager

**Target date:** 4Q2024

**Outcome:** See above, 80% completion

**SDGs:** #4(M), #6(L), #7(L), #8(L), #9(L), #11(L), #12(L), #13(L), #14(L), #15(L)

\* **Format:** SDG Number and Intensity – Low, Medium and High

\*\* For a detailed Procurement Sustainability Plan, please refer to the respective documentation.

6.2. Sustainable Procurement & Solutions Score Card

Aspects	1 NO POVERTY	2 ZERO HUNGER	3 GOOD HEALTH AND WELL-BEING	4 QUALITY EDUCATION	5 GENDER EQUALITY	6 CLEAN WATER AND SANITATION	7 AFFORDABLE AND CLEAN ENERGY	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	10 REDUCED INEQUALITIES	11 SUSTAINABLE CITIES AND COMMUNITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION	14 LIFE BELOW WATER	15 LIFE ON LAND	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	17 PARTNERSHIPS FOR THE GOALS	
Procurement Policy						●	●	●	●	●	●	●	●	●	●			●
Responsible Sourcing						●	●	●	●		●	●						●
Raw Materials & Production						●	●	●	●		●	●	●	●	●			●
Internal Training				●		●	●	●	●		●	●	●	●	●			
Procurement Contribution				●		●	●	●	●		●	●	●	●	●			●

● Low-density      ● Mid-density      ● High-density

7.0 2024 Scorecard Summary & Notes



## WEGO CHEMICAL GROUP

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### 7.1 Score Card

This Score Card reflects the combination of initiatives and goals in each sustainability category.

	1 NO POVERTY	2 ZERO HUNGER	3 GOOD HEALTH AND WELL-BEING	4 QUALITY EDUCATION	5 GENDER EQUALITY	6 CLEAN WATER AND SANITATION	7 AFFORDABLE AND CLEAN ENERGY	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	10 REDUCED INEQUALITIES	11 SUSTAINABLE CITIES AND COMMUNITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION	14 LIFE BELOW WATER	15 LIFE ON LAND	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	17 PARTNERSHIPS FOR THE GOALS
Social	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
Governance				●	●			●	●							●	●
Environmental						●	●	●	●		●	●	●	●	●		●
Sustainable Procurement				●		●	●	●	●		●	●	●	●	●		●
WEGO Sustainability	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●

● Low-density      ● Mid-density      ● High-density

Considering each initiative individually, we believe that:

- 1. Low-Density:** The initiatives address a specific aspect within the criterion, with limited noticeable but non-transformative impact and is localized, affecting a specific group.
- 2. Mid-Density:** The initiative covers multiple dimensions of the criterion, brings about notable changes and contributes to transformation and has a broader influence, reaching multiple stakeholders.
- 3. High-Density:** The initiative fully covers the criterion, generates significant changes and positively and is global or has a comprehensive influence on various levels.

**Note:** The combination of 2 low-density initiatives equals 1 mid-density initiative, and the combination of 2 mid-density initiatives equals 1 high-density initiative.

### 7.2 Brief explanation of the 17 UN Sustainable Development Goals (SDGs):

#### 1. No Poverty:

- **Objective:** End poverty in all its forms everywhere.
- **Explanation:** This goal aims to eliminate extreme poverty globally, ensuring that everyone has access to the resources necessary for a decent standard of living.



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### 2. Zero Hunger:

- **Objective:** End hunger, achieve food security and improved nutrition, and promote sustainable agriculture.
- **Explanation:** Addressing issues of hunger, food security, and sustainable agriculture to ensure everyone has access to sufficient, safe, and nutritious food.

### 3. Good Health and Well-being:

- **Objective:** Ensure healthy lives and promote well-being for all at all ages.
- **Explanation:** Focusing on improving health outcomes, combating diseases, and ensuring universal access to healthcare services.

### 4. Quality Education:

- **Objective:** Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.
- **Explanation:** Working towards providing accessible, quality education to promote learning opportunities for people of all ages.

### 5. Gender Equality:

- **Objective:** Achieve gender equality and empower all women and girls.
- **Explanation:** Promoting equal rights, opportunities, and eliminating discrimination based on gender.

### 6. Clean Water and Sanitation:

- **Objective:** Ensure availability and sustainable management of water and sanitation for all.
- **Explanation:** Addressing issues related to water scarcity, access to clean water, and sanitation services globally.

### 7. Affordable and Clean Energy:

- **Objective:** Ensure access to affordable, reliable, sustainable, and modern energy for all.
- **Explanation:** Promoting the use of renewable energy sources and ensuring access to energy for all.

### 8. Decent Work and Economic Growth:





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- **Objective:** Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.
- **Explanation:** Focusing on creating economic opportunities, ensuring decent work conditions, and fostering sustainable economic growth.

### 9. Industry, Innovation, and Infrastructure:

- **Objective:** Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation.
- **Explanation:** Encouraging infrastructure development, sustainable industrialization, and fostering innovation for sustainable growth.

### 10. Reduced Inequality:

- **Objective:** Reduce inequality within and among countries.
- **Explanation:** Addressing issues related to income inequality, social disparities, and promoting inclusive development.

### 11. Sustainable Cities and Communities:

- **Objective:** Make cities and human settlements inclusive, safe, resilient, and sustainable.
- **Explanation:** Focusing on creating sustainable, safe, and inclusive urban environments.

### 12. Responsible Consumption and Production:

- **Objective:** Ensure sustainable consumption and production patterns.
- **Explanation:** Encouraging responsible use of resources, reducing waste, and promoting sustainable production practices.

### 13. Climate Action:

- **Objective:** Take urgent action to combat climate change and its impacts.
- **Explanation:** Addressing climate change through mitigation and adaptation measures to limit global temperature rise.

### 14. Life Below Water:

- **Objective:** Conserve and sustainably use the oceans, seas, and marine resources for sustainable development.



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- **Explanation:** Protecting marine ecosystems, preventing overfishing, and promoting sustainable use of ocean resources.

### 15. Life on Land:

- **Objective:** Protect, restore, and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.
- **Explanation:** Focusing on land conservation, biodiversity protection, and sustainable land management.

### 16. Peace, Justice, and Strong Institutions:

- **Objective:** Promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable, and inclusive institutions at all levels.
- **Explanation:** Promoting peace, justice, and building strong, accountable institutions for inclusive development.

### 17. Partnerships for the Goals:

- **Objective:** Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development.
- **Explanation:** Encouraging collaborative efforts among countries, businesses, and organizations to achieve sustainable development goals through partnerships
- 

## 7.3. Explanation of emission scopes

**Scope 1:** Direct and controllable emissions resulting from the organization's activities within its facilities.

**Scope 2:** Indirect emissions related to purchased and consumed electricity or energy that is generated externally.

**Scope 3:** Indirect emissions arising from a variety of sources and activities related to the organization, often beyond its direct control.

## 8.0 Transparency and Communication:

- Understanding that transparency is essential for building trust.



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- Commitment to track sustainability commitment, environmental management, social responsibility, and governance excellence through regular reports and communications.
- Maintaining an open channel of communication with employees, suppliers, customers, and stakeholders.
- Continuous learning and development based on best practices and lessons learned.

### 9.0 Commitment to Continuity:

We view sustainability as a continuous journey. Our commitment extends beyond individual initiatives, representing an ongoing dedication to embedding sustainable practices within our operations and culture. Continuity ensures our sustainability efforts evolve and adapt alongside the business. It also reflects our belief that sustainability is not simply a mission driven cause, but one that when done right can support positive business outcomes. Collaboration with all stakeholders is instrumental as we strive to embed these principles deeply within our operations. We appreciate your support and partnership as we take this step towards a more responsible future.

#### Our Senior Leadership Team:

**Bert Eshaghpour, PhD** – Chief Executive Officer (CEO)  
**Alex Eshaghpour** – Chief Commercial Officer (CCO)  
**Marc Eshaghpour** – Chief Operating Officer (COO)  
**Mariano Balaguer** – Chief Financial Officer (CFO)  
**Julia Hanft** – General Counsel  
**Zoltan Gulyas** – Global Director – Supply Chain  
**Neil Friedberg** – Global Director – Human Resources  
**Sachin Arora** – Global Director – Product Management, Marketing & Strategy  
**Hanco van den Akker** – Director – Europe, Middle East & Africa  
**Orlando Ocanto** – Director – Latin America  
**Mark Friedl** – Sales Director – North America