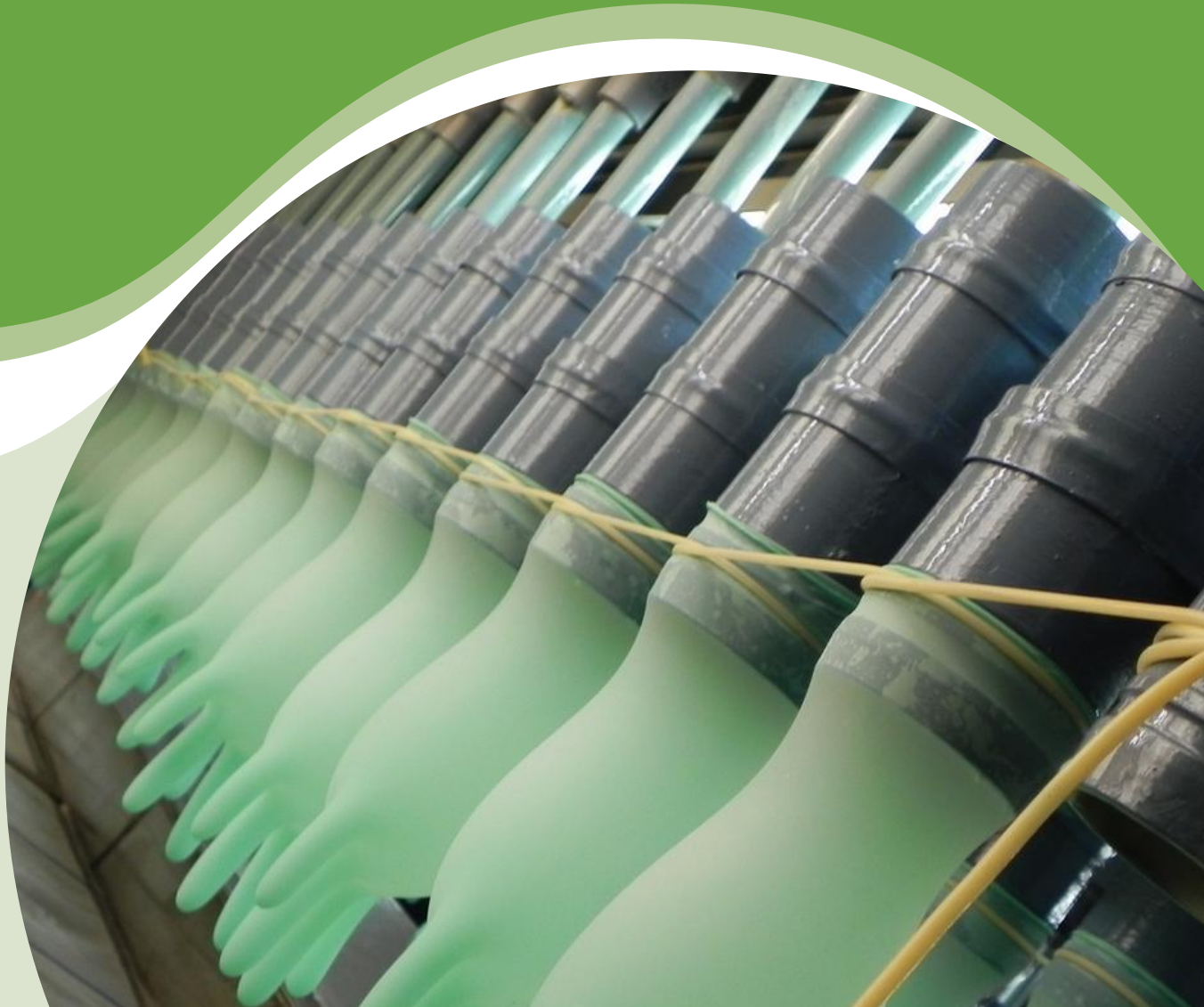




# Sustainability Report 2025



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# About this Report

This Sustainability Report presents the environmental, social, and governance (ESG) performance of SW Sustainability Solutions for the period January 2025 to December 2025.

This report has been prepared with reference to the GRI Standards (2016–2021) and aligns with the Greenhouse Gas Protocol Corporate Standard. This report reflects a significant change in the Company's operating model that occurred in 2025, including a revised organizational boundary for environmental reporting.

## About SW Sustainability Solutions

SW Sustainability Solutions Inc. is a privately held, women-owned company located in California, USA, supported by a global team and manufacturing footprint across Asia. The Company's core strengths are rooted in research and development, product innovation, quality assurance, and responsible supply chain management.

Product manufacturing is undertaken by independent manufacturers who follows quality, environmental, and social compliance requirements. These partners are selected, monitored, and evaluated to ensure alignment with the Company's sustainability, ethical, and operational standards.

For over 40 years, SW has delivered advanced hand protection solutions, helping customers create safer and more successful work environments.

The company's core revolves around providing hand protection solutions that safeguard not only the well-being of individuals but also the well-being of the planet. Our commitment to sustainability begins with innovative product designs to responsible operations and supply chain management.

# A Word from the CEO

I am proud to share SW Sustainability Solutions' latest Sustainability Report a reflection not only of our progress, but of the principles that have guided our company for over four decades. At SW, sustainability is not a parallel initiative or a reporting requirement; it is the foundation of how we design our products, operate our business, and define long-term success.



This year marks an important evolution in how we measure and manage our environmental impact to strengthen our commitment to delivering value that balances performance, safety, and environmental responsibility. We concentrate our direct operations on innovation and sustainability leadership, with manufacturing delivered through expert external partners. This approach strengthens the integrity of our data and establishes a clear, actionable baseline under the GHG Protocol Corporate Standard to ensure accurate representation of emissions within our direct control, while capturing manufacturing impacts within our Scope 3 reporting. In a global environment challenged by supply chain volatility, cost pressures, and evolving regulatory expectations, we remain focused on long-term differentiation through innovation, scientific credibility, and sustainability leadership.

Innovation across our organization continues to be guided by a simple question: *how can we create products that are safer for people and better for the planet throughout their lifecycle?* This also includes how we support our employees, partner with our communities, and uphold ethical practices across our global operations. Building a resilient, responsible business requires balancing all of these dimensions with intention and discipline. Independent recognitions, including the latest My Green Lab ACT Ecolabel 2.0, reinforce our commitment to helping customers make responsible choices.

As we look ahead, our focus remains clear to embed sustainability into every decision, expand our impact across the value chain, and contribute to a net-zero carbon future through the establishment of Net Zero Science Based Targets.

**Belle Chou**  
*President of SW  
Sustainability Solutions*

# Material Topics and Contribution to SDG s



SW Sustainability Solutions Inc. actively contributes to nine United Nations Sustainable Development Goals (UN SDGs) through our prioritized material topics based on customer ESG requirement benchmarking and peer/sector comparison.

This alignment highlights our commitment to advancing sustainability and responsible business practices, which in turn positively impact on people and the planet.

### Our material topics

- Energy and emissions
- Water consumption and management
- Waste management
- Employee health & safety and wellbeing,
- Diversity and inclusion, Labour rights, Employee engagement
- Community engagement and investment
- Product quality and Customer safety
- Innovation and product Development

In our Sustainability roadmap we outline our long-term commitment to making measurable progress towards achieving these vital SDGs.



# Governance

## Organizational Boundary and Baseline Revision (2025)

In 2025, SW Sustainability Solutions Inc. transitioned its operational structure from owned, in-house manufacturing to a fully outsourced manufacturing model. To reflect this strategic shift, the Company revised its organizational boundary for greenhouse gas (GHG) accounting and environmental reporting.

The Company has adopted the operational control approach for defining its reporting boundary, replacing the previous equity share approach. This methodology better aligns with the Company's current business operations and provides a more accurate representation of emissions and environmental impacts under its direct control.

In accordance with the GHG Protocol Corporate Standard, historical emissions were recalculated to remove the Company's former equity-share portion of manufacturing emissions.

Going forward, Scope 1 and Scope 2 emissions include only those arising from corporate offices and research and development facilities under SW's operational control. GHG impact associated with manufacturing activities are accounted for under Scope 3 – Purchased Goods and Services as part of the Company's value-chain footprint.

As a result, environmental baselines and targets have been updated to align with this revised boundary, and environmental data from 2025 onward are not directly comparable with prior reporting periods. The Company's 2030 Sustainability Action Plan has been revised accordingly.

### **Ethics and Commitments**

SW Sustainability Solutions is a signatory to the UN Global Compact and maintains a [Code of Conduct](#) highlighting our core values in operation in line with the highest legal, and ethical standards in our business. SW conducts annual training of the code of conduct for all employees to help create a positive workplace culture

# Sustainability Action Plan for 2030



## Environment

- Reduce scope 1 & scope 2 emissions by 42% from 2022 baseline
- Reduce scope 3 emissions by 20% from 2022 baseline
- Reduce electricity consumption by 10% from 2022 baseline
- Conduct Life Cycle Assessments (LCAs) across the entire product portfolio.
- Reduce product carbon intensity by 5% from 2026 baseline by 2030



## Employee and Social

- Increase the total number of training hours, up to 200hrs
- 50% women representation in Managerial position
- Increase Black or African employee representation up to 5%
- Conduct sustainability assessments for 100% of suppliers and collaborate on improvement plans
- Source 50% of raw materials from certified sustainable suppliers
- Engage with a minimum of 3 community engagement projects per year, focusing on social impact
- 10% reduction of Total Recordable Injury Frequency Rate (TRIFR)



## Product Innovation

- Proprietary technology for Energy efficient products
- New product innovations using biobased materials
- Proprietary technology to ensure products emit no toxic emissions during incineration
- low chemical product formulation to reduce chemical usage by 50%
- Reduce product defect ratio by 50% from 2024 baseline



## Governance

- Adopting sustainable procurement policies and practices
- Develop Policies of Conflict of interest, Fraud, Money laundering, Anti-competitive practices, and Information security

# Achievements



Advanced from Bronze in 2024 to Platinum in 2025

Top 1% of companies assessed globally

View Rating Details



PowerChem PC-12WT100 Gloves

Winner in the Hand Protection: Chemical/Liquid category at the 2025 Occupational Health & Safety Industrial Hygiene Awards.



Addresses priority chemicals of concern  
For more information visit GREENHEALTHAPPROVED.ORG

SW earned the **Greenhealth Approved Seal** for **PF-95TL, TF-95RB, and TF-95NV products**. This recognition provides healthcare professionals with confidence that they are selecting products that are safer for themselves, and their patients. The certification is based on comprehensive product and supplier disclosures and verification of compliance with stringent criteria covering **safer chemical requirements, product performance, sustainable packaging, responsible supply chain and labor practices, and climate accountability**.

## What This Means For You

### Safer Products For Skin

Each glove undergoes comprehensive biocompatibility testing, including skin irritation, sensitization, and in-vitro cytotoxicity. This supports safe prolonged use, reducing the risk of adverse reactions and supporting staff wellbeing.

### Confidence in Chemical Safety

Products are evaluated in alignment with EU REACH regulations, ensuring no harmful substances are identified.



### Sustainable Packaging that Reduce Your Footprint

Packaging materials are sourced responsibly with a focus on reducing environmental impact.

### Ethical Manufacturing Practices

This certification verifies that products are manufactured in alignment with responsible labor standards.



# Building Workplace Culture

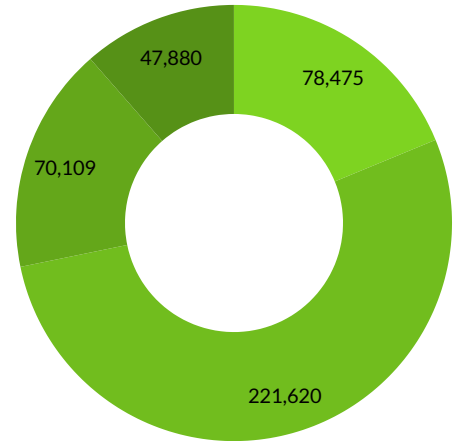
At SW, we believe that a positive employee experience is created not only through policies and benefits, but through a workplace culture that values people, recognition, and connection. During 2025, we continued to invest in initiatives that strengthen employee engagement, well-being, and team cohesion across all our offices. SW places strong emphasis on appreciation and team bonding through fully sponsored overseas annual vacations and company events organized for all employees.

## Employee Career Development

We invested in our employees' growth and future potential. One team member received full sponsorship to pursue their higher degree program, reinforcing our commitment to leadership development. Over the year, every employee completed Six Sigma training, strengthening skills in process improvement and operational excellence

*100% of employees completed training in sustainability and 96% completed Six Sigma training.*

## Spending on Employee Career Development (\$)



2022 (18.77%) 2023 (53.01%) 2024 (16.77%) 2025 (11.45%)

## Diversity & Equal Opportunity

As a women-owned organization and a global employer, we continue to view diversity and inclusion as fundamental to our corporate culture and long-term success. In 2025, we made measurable progress in strengthening representation across our workforce and leadership.

At the managerial level, we achieved gender parity, with female representation increasing from 44% in 2024 to 50% in 2025. This balanced leadership composition reflects our continued commitment to equitable advancement opportunities and inclusive succession planning.

## Managers Diversity



Male (50%) Female (50%)

## Employee Ethnic Diversity



White or Caucasian (50%) Black or African American (3.33%) Latino (13.33%) Asian (33.33%)

## Employee Diversity at Our Corporate Offices



Male (62.34%) Female (37.66%)

Our workforce ethnic composition also evolved positively during the year. Representation among Latino employees increased from 2 members to 4 members, and Asian representation grew from 9 members to 10 members.

Representation of White or Caucasian employees increased marginally from 14 to 15, while Black or African American representation remained stable. We remain committed to fostering broader outreach and inclusive hiring practices.

These shifts demonstrate steady progress toward building a workforce that reflects diverse backgrounds and perspectives. We believe that strengthening representation across different communities enhances creativity, innovation, and decision-making, enabling us to better serve global markets.

In both 2024 and 2025, no discrimination complaints were reported or investigated. This consistent record reflects our strong ethical culture, clear policies, and proactive awareness initiatives that promote respectful conduct across all levels of the organization.

We treat our employees equally in compensation, there is no gap between male and female pay.

## **Employee Health & Safety**

All employees (100%) are covered under comprehensive healthcare insurance, including medical benefits and parental support provisions. These benefits form an integral part of our occupational health and safety framework and reflect our continued commitment to safeguarding employee well-being and supporting their families. In FY2025, the Company achieved a Total Recordable Injury Frequency Rate (TRIFR) of 0, representing a significant improvement from 6.77 reported in 2024. This outcome demonstrates the effectiveness of our preventive safety measures and ongoing employee awareness initiatives.

# Community Engagement

In 2025, SW Sustainability Solutions continued to strengthen its community engagement efforts through focused and locally relevant initiatives across our operating regions.

As part of our ongoing social impact commitments, we maintained our partnership with the *Feeding America* program, supporting efforts to address food insecurity and contribute to the well-being of vulnerable communities.

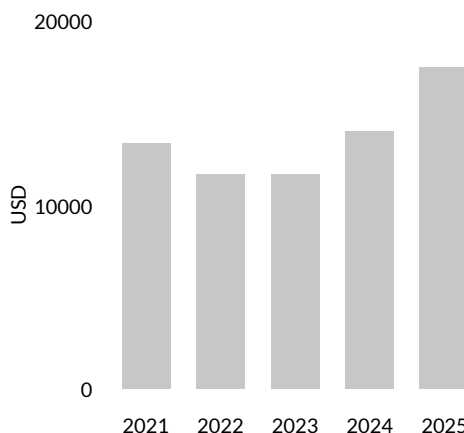
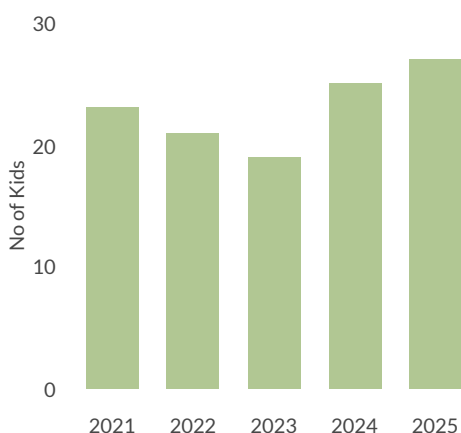
During the year, our Helping Hand Program was activated to provide timely assistance to employees and their families affected by Cyclone Ditwah in Sri Lanka. Essential goods and practical support were extended to help ease the immediate challenges faced by impacted staff members, reinforcing our commitment to employee welfare beyond the workplace.

In China, our Zhangjiagang office continued its outreach to a local elderly care facility. Team members participated in community service activities including facility cleaning, meal preparation, and the distribution of essential comfort items. These initiatives aimed to enhance the quality of life of elderly residents and foster meaningful community connections. Collectively, SW contributed USD 7,000 in donations and kind support through our corporate office locations in 2025.

## Academic Improvement Scholarship Program

In 2025, SW continued its Academic Improvement Scholarship Program for the fifth consecutive year, awarding USD 17,500 worth scholarships to the children of eligible employees, a 25% increase compared to 2024.

The number of children also increased by 8%, reflecting the program’s steady growth and expanding impact. This program is open to employees with more than one year of service and have children up to 24 years of age, the initiative reinforces our long-term commitment to supporting educational advancement and family well-being.



# Our Supply Chain



During the reporting period, the SW diversified its manufacturing base in response to global trade developments, including tariff-related shifts between the United States and China. This transition was undertaken to enhance supply chain resilience and ensure uninterrupted service to key markets. Products sourced from China were progressively reallocated to qualified manufacturing partners in Malaysia, Indonesia, Thailand, and Sri Lanka. This regional diversification strengthens our supply chain sustainability.

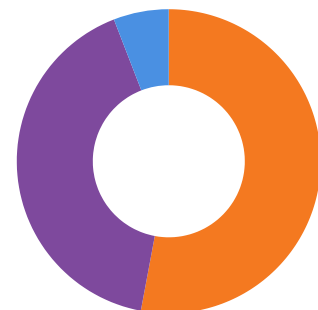
During the transition we prioritized suppliers with lower carbon energy profiles and uses no child labor and forced labor. As a result, key environment impact of this transition has been the reduction of manufacturing-related carbon emissions. The majority of newly onboarded manufacturers operate facilities that utilize biomass as their primary energy source. Compared to conventional fossil-fuel-based energy systems, biomass energy contributes to lower Scope 3 upstream emissions., especially for sourced products. All newly onboarded manufacturing partners acknowledged our Supplier Code of Conduct integrated with ethical practices and environmental sustainability requirements.

## Supplier Diversity - Services Sector

During the reporting year, we are committed to strengthening diversity and inclusion within our service-sector supply base.

During the reporting period, we engaged with 22 service providers across technology, legal, consulting, testing, transportation, maintenance, and material supply categories.

Of these suppliers, 52% are women-owned businesses, 41% are minority-owned enterprises, and 5% are disability-owned businesses.



- Women-Owned (52.94%)
- Minority-Owned (41.18%)
- Disability-owned (5.88%)

# Product Quality & Customer Safety

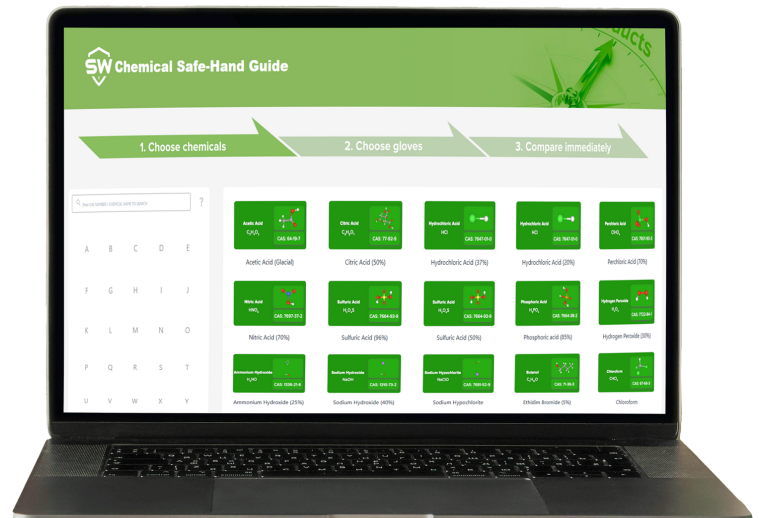
We designed and launched a tool to help our customers identify the best chemical resistant glove for their chemical applications.

This **Chemical Safe Hand Guide** is a digital decision-support tool designed to help customers select the correct hand protection for chemical-handling tasks. By translating complex chemical-resistance data into simple, actionable glove recommendations, it reduces the risk of using unsuitable protective equipment one of the leading causes of chemical-related hand injuries.

This streamlined approach empowers customers to make safer, more informed decisions and strengthens our commitment to delivering solutions that enhance worker protection.

In addition to improving safety outcomes, the tool directly contributes to our **sustainability objectives**. By enabling precise product selection, it minimizes unnecessary glove usage, reduces waste from incorrect purchases, and lowers the environmental footprint associated with over-consumption.

Its fully digital format further supports responsible resource use by reducing reliance on printed materials. Through these combined impacts, the Chemical Safe Hand Guide reinforces our dedication to sustainable product stewardship and to helping customers operate more safely and efficiently.



**Choose Chemicals**



**Choose Gloves**



**Compare**

During 2025, we conducted 121 independent inspections for our products across all our manufacturing partners to verify compliance with stringent quality requirements. Each inspection includes approximately 2,515 quality checks, covering a comprehensive range of product performance and safety parameters.

For each inspection, samples were evaluated across multiple quality attributes. Approximately 80% of the assessments focus on visual inspection and pinhole testing to ensure product integrity and barrier performance. The remaining 20% of the tests evaluate physical properties, colour consistency, donning and doffing performance, dimensional accuracy, and other critical quality characteristics.

There were no instances of non-compliance with regulations related to the health and safety impacts of our products.

Customer Safety Complaints	2024	2025
Number of reported incidents involving adverse effects related to product use, measured per unit sold	0	0

Product Quality KPI's	2024	2025
Number of Quality Inspections Conducted	131	121
Defect Rate	0.33	0.01



# Innovation and Product Development

## EcoTek Sustainable Nitrile Cleanroom Glove- Class 100

SW Sustainability Solutions incorporates sustainability at every stage of product innovation.

The **PowerChem® PC-12WT100 EcoTek Sustainable Nitrile Cleanroom Glove** illustrates this commitment, delivering the high-performance standards required for controlled environments while promoting environmental responsibility and safeguarding human health throughout its lifecycle.

### Sustainable Technology at the Core

The PC-12WT100 is built on SW's proprietary EcoTek® Sustainable Technology, features with landfill anaerobic biodegradation technology and for safer incineration with low toxic emissions. Our Cleanroom gloves comes with SafeDon® dispensing system, which minimizes cross-contamination while reducing the packaging waste by 20% and delivers over 40% savings in space and storage compared to conventional 100-glove boxes. This directly supports facilities in reducing packaging waste, lowering transportation-related carbon emissions, and improving the efficiency of cleanroom consumable management.

Formulated with Low Dermatitis Potential (LDP), the PC-12WT100 is clinically tested to minimize Type I and Type IV allergic reactions. Its performance is designed for demanding environments with Class 100 (ISO 5 cleanroom) standard making it applicable to wide range of industries including semiconductor production, pharmaceutical manufacturing, biotechnology, medical devices, and laboratory operations.

## Cleanroom Glove Certified with ACT Eco Label

The PC-12WT100 EcoTek Sustainable Nitrile Cleanroom Glove has been awarded the ACT Eco Label version 2.0, administered by My Green Lab, the globally recognized sustainability certification for laboratory and life science products.

### ACT Ecolabel

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**SW Sustainability Solutions Inc**  
**Ecotek Sustainable Nitrile**  
**Cleanroom Glove**

Gloves  
 SKU: N4271025  
 Seremban, Negeri Sembilan, Malaysia

**Environmental Performance**

Product	
Recycled/Renewable Content	0% <span style="color: red;">■</span>
Chemicals of Concern	No <span style="color: green;">■</span>
Electricity Consumed/Day	N/A
Water Consumed/Day	N/A
Refrigerant GWP	N/A
Use Phase	Single Use <span style="color: red;">■</span>
Recyclable Materials*	0% <span style="color: red;">■</span>
Circularity Support	None <span style="color: red;">■</span>

Packaging	
Recycled/Renewable Content	60% <span style="color: orange;">■</span>
Shipping Method	Ambient <span style="color: green;">■</span>
Recyclable Materials*	70% <span style="color: orange;">■</span>

Product Carbon Reporting	
Reporting Framework	None <input checked="" type="checkbox"/>
Review	N/A <span style="color: red;">■</span>
Product CO <sub>2</sub> e*	Not Available <span style="color: red;">■</span>

**Manufacturing Facility**

Best Practices	1.5/10 <span style="color: red;">■</span>
Renewable Electricity	0% <span style="color: red;">■</span>
Renewable Energy	0% <span style="color: red;">■</span>

**Company GHG Reductions**

Scope 1/2/3 Tracking	Yes/Yes/Yes <span style="color: green;">■</span>
Near-Term Target	Yes <span style="color: green;">■</span>
Net-Zero Target	No <span style="color: red;">■</span>

**Improvements**

- Scope 3 Tracking
- Near-Term Target Commitment
- Scope 1+2 Tracking

**Audit Details**

Third Party Reviewer: Verico  
\*See Definitions

Environmental Performance Factor

# 22.5

Certified February 2026

ACT VERSION 2.0 | ACTdatabase.mygreenlab.org/SWSustainabilitySolutionsInc | act.mygreenlab.org



### Product

- Contains **no chemicals of concern**, safe for sensitive skin, laboratory and cleanroom environments
- Single-use design suited for controlled environment applications
- Although the circularity support criteria are not fully met under the ACT requirements in every market, SW cleanroom gloves can be recycled in the United States through the Polycarbin recycling program



### Packaging

- **Contains 60%** recycled and renewable content
- Packaging is **70%** recyclable
- Ambient shipping method, reduced transportation environmental impact

# Environmental Performance

## Energy & Emissions

**21.6%** 

21% reduction in Total Scope 1 and Scope 2 emissions, compared to FY2022 baseline

## Water Consumption & Management

**7.5%** 

7.5% reduction in water consumption, compared to FY2022 baseline.

 **22MWh**

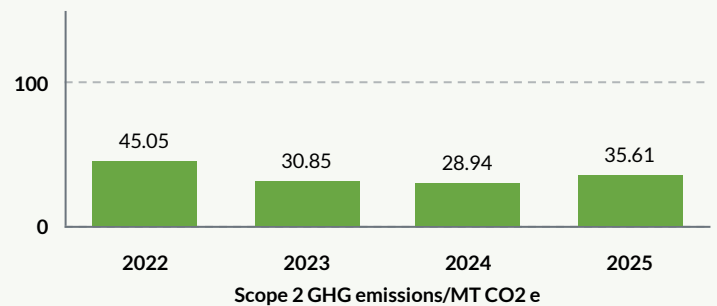
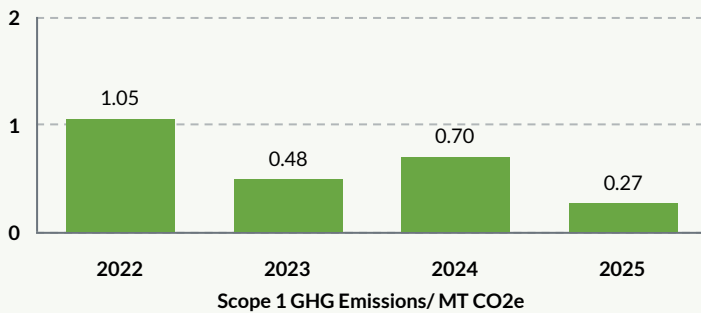
Solar Electricity exported to national grids.

 **22MWh**

Solar Electricity consumed on site.



# Energy & Emissions

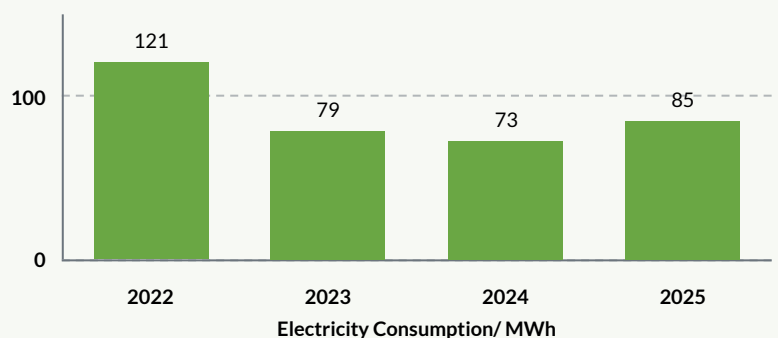
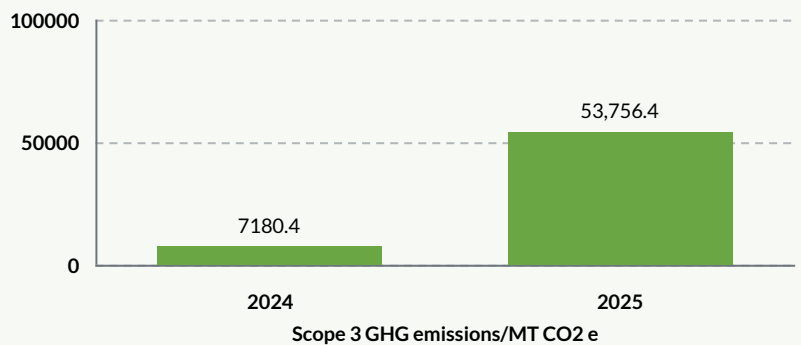
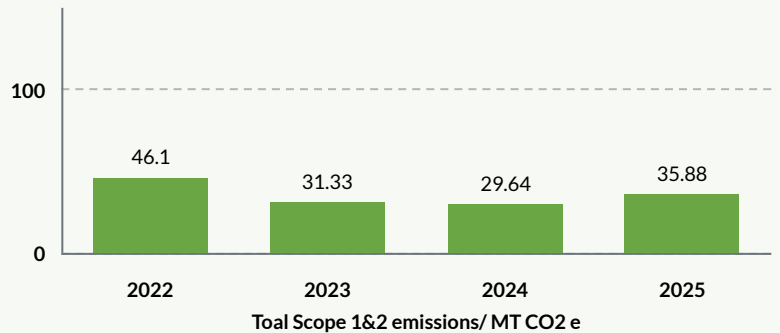


## Targets for 2030

**42%** Reduce scope 1 & scope 2 emissions by 42% from 2022

**20%** Reduce scope 3 emissions by 20% from 2025

**10%** Reduce electricity consumption by 10% from 2022



During the reporting period, a structural change occurred within the organization, whereby emissions associated with a previously owned manufacturing facility were removed from the GHG inventory, and the inventory now reflects only office operations.

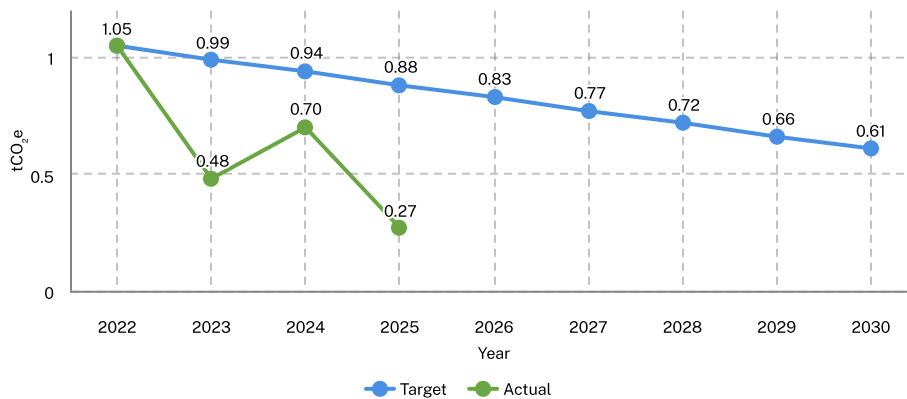
As a result, emissions reported under the revised organizational boundary now include backup generator usage and purchased electricity consumption and as scope 1 & 2.

**Scope 1 emissions** decreased from 1.05 tCO<sub>2</sub>e in 2022 to 0.27 tCO<sub>2</sub>e in 2025 a 74.3% reduction against the 2022 baseline. Against our SBTi-aligned near-term target, which calls for a 42% reduction by 2030 (from 1.05 tCO<sub>2</sub>e to a 2030 target of 0.61 tCO<sub>2</sub>e), SW has already exceeded the 2030 target by a significant margin. The 2025 scope 1 emission is well below the 2025 interim target of 0.88 tCO<sub>2</sub>e, confirming we are on track and ahead of schedule on direct emissions.

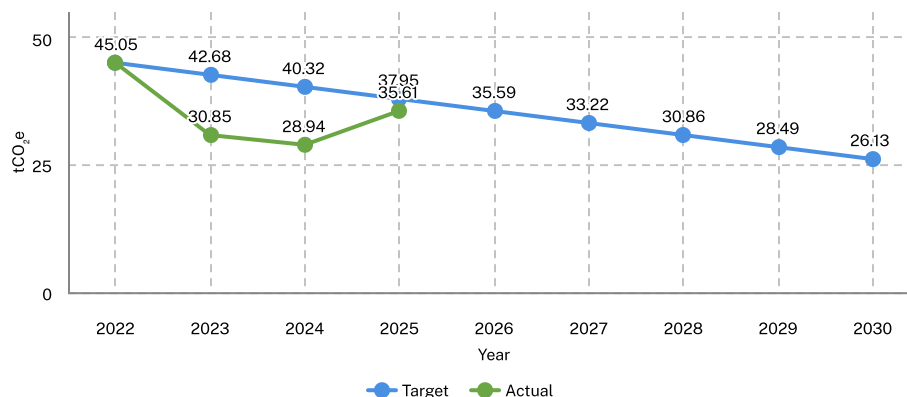
**Scope 2 emissions** from purchased electricity increased from 28.94 tCO<sub>2</sub>e in 2024 to 35.61 tCO<sub>2</sub>e in 2025. While this represents a year-on-year increase, Scope 2 emissions remain lower than the 2022 baseline of 45.05 tCO<sub>2</sub>e. Overall, Scope 2 emissions have been reduced by 20% indicating a continued progress toward the 2030 reduction target.

**Combined Scope 1 and Scope 2 emissions** stand at 35.88 MT CO<sub>2</sub>e in 2025, compared to the 2022 baseline of 46.1 tCO<sub>2</sub>e representing a **21.6% reduction**.

Scope 1 reduction progress



Scope 2 reduction progress



**Scope 1 & 2 Emissions Breakdown**

Scope 1 Emissions	0.75%
Scope 2 Emissions	99.25%

**Scope 2 Emissions by Category**

Grid Electricity	98%
Steam	2%

**Scope 3 Value Chain Emissions**

2025 marks the revised baseline year of Scope 3 reporting for SW, with a baseline emission established at **53,756 tCO<sub>2</sub>e**. The significant increase from the 2024 figure of 7,180 tCO<sub>2</sub>e reflects the expanded scope 3 boundary and more comprehensive data collection across upstream manufacturing partners.

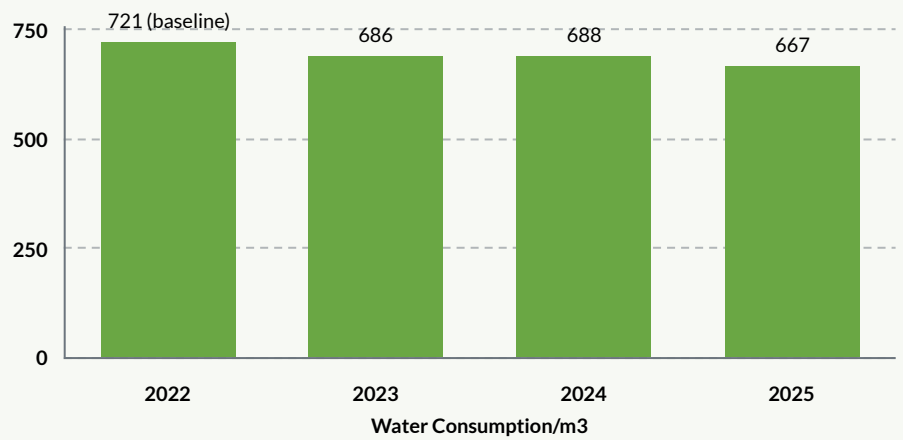
SW has set a target to reduce Scope 3 emissions by 20% from the 2025 baseline by 2030, equivalent to reaching 43,000 tCO<sub>2</sub>e by 2030. The annual reduction requires approximately 2,150 tCO<sub>2</sub>e per year. Key levers include continued supply chain transition to partners using biomass energy, supplier engagement programs, and product carbon footprint reduction initiatives. SW Sustainability Solutions plans to establish and publicly declare Science Based Targets initiative (SBTi)-validated net-zero targets by the end of 2026.

**Scope 3 Emissions by Category/ tCO<sub>2</sub>e**

Scope 3 Upstream Emissions by Category/ tCO <sub>2</sub> e	2024	2025
Business Travel	88.9	43.3
Employee Commuting	28.2	9.6
Purchased Goods & Services	3316.6	45,718.9
Scope 3 Downstream Emissions by Category/ tCO <sub>2</sub> e		
Downstream Transportation and Distribution	3746.7	7667.1
End of Life treatment of Sold Products	-	317.3

# Water Consumption & Management

**15%** Reduction of municipal water consumption by 2030



Due to a change in our reporting boundary, we began monitoring and reporting municipal water consumption only for office locations starting in 2025. Accordingly, the baseline has been adjusted to exclude the manufacturing facility from previously reported figures.

In 2022, which serves as the baseline year, total municipal water consumption was 721 m<sup>3</sup>. In 2025 consumption was decreased to 667 m<sup>3</sup>, achieving an overall 7.5% reduction compared to 2022. Water consumption within office facilities remains relatively stable as operations do not involve water-intensive processes. As such, annual variations are primarily influenced by occupancy levels and day-to-day usage patterns of employees, rather than process-related efficiency improvements.

The Company continues to monitor municipal water consumption and review usage trends to encourage responsible water use across its facilities. Basic water stewardship practices, such as periodic monitoring of water bills, prompt maintenance of plumbing systems to prevent leaks, and promoting employee awareness on responsible water usage, support the efficient use of water resources.

# Waste Management

Following the change in SW's operating model in 2025, waste reporting has been re-scoped to reflect the current organizational boundary. 2025 serves as the new baseline year for waste data, with a figure of 70 MT. The figure is based on data provided by our manufacturing partners, ensuring comprehensive coverage of SW production-related waste within the value chain.



# Appendix

## New Employee hires and Employee turnover rate, 2025

Region	Total new recruits	Percentage [%]					
		Recruit rate	Male	Female	<30	30-50	>50
USA	5	20	80	20	40	40	20
Sri Lanka	2	10	40	100	0	100	0
China	0	0	0	0	0	0	0

Region	No of employees Left	Turnover rate	Percentage [%]				
			Male	Female	<30	30-50	>50
USA	4	16	75	25	0	100	0
Sri Lanka	2	10	50	50	0	100	0
China	2	9	50	50	0	100	0

Discrimination	2024	2025
Number of discrimination complaints received	0	0
Percentage of employees and contractors paid at least the minimum wage or living wage	100%	100%
Average pay gap between male and female employees, expressed as a percentage of male pay	0%	0%
Percentage of employees working overtime	0%	0%

Supplier Assessments	2024	2025
Suppliers who have signed the supplier code of conduct integrated with labor and environmental requirements	50%	100%
Suppliers with contracts that include clauses on Environmental, labor and human rights requirements	100%	100%
% of suppliers assessed for ESG	100%	100%

Employee Health & Safety	2024	2025
Total Recordable Injury Frequency Rate (TRIFR) per million hours worked	6.77	0
Lost Time Injury (LTI) Frequency Rate	0	0
Lost Time Injury (LTI) Severity Rate	0	0
Total Number of days lost to work-related injuries, fatalities and ill health	0	0

	2024	2025
Percentage of Employees trained in Human Rights and Ethics policies	100%	100%
Number of reports related to whistleblower procedure	0	0
Number of corruption incidents	0	0
Number of information security incidents	0	0

**TRIFR are calculated per million hours worked**

# Appendix

SW Sustainability Solutions Inc. has reported with reference to the GRI Standards for the period January 2025 to December 2025.

Disclosure Number	GRI Standard	Disclosure Title	Our Response/ Page number
<b>GRI 2: General Disclosures 2021</b>			
GRI 2-1	GRI 2: General Disclosures 2021	Organizational details – name, nature of ownership, legal form, location of HQ, countries of operation	p. 1
GRI 2-2	GRI 2: General Disclosures 2021	Entities included in the organization's sustainability reporting	p. 1, 4 <i>reporting boundary revised in 2025; described in Governance section</i>
GRI 2-3	GRI 2: General Disclosures 2021	Reporting period, frequency and contact point	p. 1
GRI 2-6	GRI 2: General Disclosures 2021	Activities, value chain and other business relationships	p. 1, 11
GRI 2-9	GRI 2: General Disclosures 2021	Governance structure and composition	p. 4 <i>governance approach described; detailed board composition not disclosed</i>
GRI 2-14	GRI 2: General Disclosures 2021	Role of the highest governance body in sustainability reporting	p. 4 <i>role described at organizational level</i>
GRI 2-22	GRI 2: General Disclosures 2021	Statement on sustainable development strategy	p. 2
GRI 2-23	GRI 2: General Disclosures 2021	Policy commitments, Code of Conduct, UN Global Compact signatory	p. 4
GRI 2-24	GRI 2: General Disclosures 2021	Embedding policy commitments across operations and supply chain	p. 4, 11
<b>GRI 3: Material Topics 2021</b>			
GRI 3-1	GRI 3: Material Topics 2021	Process to determine material topics	p. 3
GRI 3-2	GRI 3: Material Topics 2021	List of material topics	p. 3
GRI 3-3	GRI 3: Material Topics 2021	Management of material topics (addressed per topic throughout the report)	Throughout
<b>Environment</b>			
GRI 302-1	GRI 302: Energy 2016	Energy consumption within the organization	p. 16, 17 Electricity consumption (MWh) and solar generation reported
GRI 302-4	GRI 302: Energy 2016	Reduction of energy consumption	p. 17 10% reduction target from 2022 baseline; trend data 2022-2025 provided
GRI 303-5	GRI 303: Water and Effluents 2018	Water consumption	p. 20
GRI 305-1	GRI 305: Emissions 2016	Direct (Scope 1) GHG emissions	p. 17, 18

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Disclosure Number	GRI Standard	Disclosure Title	Our Response/ Page number
GRI 305-2	GRI 305: Emissions 2016	Energy indirect (Scope 2) GHG emissions	p. 17, 18
GRI 305-3	GRI 305: Emissions 2016	Other indirect (Scope 3) GHG emissions	p. 17, 19. 2025 is first full baseline year; category breakdown on p. 19
GRI 306-3	GRI 306: Waste 2020	Waste generated	p. 21, <i>rubber waste from manufacturing partners; 2025 figure reflects transition period only</i>
GRI 306-4	GRI 306: Waste 2020	Waste diverted from disposal	<i>Omitted – landfill diversion data not available for 2025 due to manufacturing partner transition. Reported in 2024. Targeted for reinstatement in 2026</i>
<b>Social</b>			
GRI 401-1	GRI 401: Employment 2016	New employee hires and employee turnover	p. 22, Data by region, gender and age group
GRI 401-2	GRI 401: Employment 2016	Benefits provided to full-time employees	p. 9, Healthcare insurance and parental support provisions described
GRI 403-1	GRI 403: Occupational Health and Safety 2018	Occupational health and safety management system	p. 9
GRI 403-6	GRI 403: Occupational Health and Safety 2018	Promotion of worker health	p. 9
GRI 403-9	GRI 403: Occupational Health and Safety 2018	Work-related injuries	p. 9, 22 TRIFR, LTI frequency and severity rate; days lost reported
GRI 404-1	GRI 404: Training and Education 2016	Average hours of training per year per employee	p. 8 Training investment (\$) and completion rates reported
GRI 404-2	GRI 404: Training and Education 2016	Programs for upgrading employee skills and transition assistance	p. 8 Six Sigma training; degree sponsorship program described
GRI 404-3	GRI 404: Training and Education 2016	Percentage of employees receiving regular performance and career development reviews	p. 8
GRI 405-1	GRI 405: Diversity and Equal Opportunity 2016	Diversity of governance bodies and employees	p. 8, 9 Gender and ethnicity breakdown for employees and management
GRI 405-2	GRI 405: Diversity and Equal Opportunity 2016	Ratio of basic salary and remuneration of women to men	p. 9, 22 0% pay gap between male and female employees reported
GRI 406-1	GRI 406: Non-discrimination 2016	Incidents of discrimination and corrective actions taken	p. 9, 22 Zero discrimination complaints in 2024 and 2025
GRI 408-1	GRI 408: Child Labor 2016	Operations and suppliers at significant risk for incidents of child labor	p. 11 Supplier Code of Conduct; no child labor confirmed in onboarded partners

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Disclosure Number	GRI Standard	Disclosure Title	Our Response/ Page number
GRI 409-1	GRI 409: Forced or Compulsory Labor 2016	Operations and suppliers at significant risk for incidents of forced or compulsory labor	p. 11 No forced labor confirmed; Supplier Code of Conduct requirement
GRI 412-2	GRI 412: Human Rights Assessment 2016	Employee training on human rights policies or procedures	p. 22 100% of employees trained in Human Rights and Ethics policies (Appendix data table)
GRI 413-1	GRI 413: Local Communities 2016	Operations with local community engagement, impact assessments and development programs	p. 10 Feeding America partnership; Helping Hand Program; Zhangjiagang outreach; scholarship program
GRI 414-2	GRI 414: Supplier Social Assessment 2016	Negative social impacts in the supply chain and actions taken	p. 11, 22 Supplier CoC sign-off: 100% in 2025; ESG assessment 100%
<b>Product Responsibility</b>			
GRI 416-1	GRI 416: Customer Health and Safety 2016	Assessment of the health and safety impacts of product and service categories	p. 12, 13 121 independent inspections; 2,515 quality checks per inspection
GRI 416-2	GRI 416: Customer Health and Safety 2016	Incidents of non-compliance concerning the health and safety impacts of products and services	p. 13 Zero incidents of non-compliance; zero customer safety complaints in 2024 and 2025



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