



2022

SUSTAINABILITY REPORT

LamonsTM
MANUFACTURING AND SERVICE CO

[LAMONS.COM](https://lamons.com)



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LETTER FROM OUR CEO

At Lamons, we embrace the profound responsibility to take the lead in fostering a sustainable and fair society. We recognize the critical importance of integrating Environmental, Social, and Governance (ESG) principles into every facet of our business; therefore, it is with immense pleasure that we present our commitment to ESG excellence.



ENVIRONMENTAL STEWARDSHIP

Being a good steward of the environment for today and future generations is an instrumental value. We are committed to minimizing our environmental impact and to be a proponent of change. Key initiatives in our journey towards environmental stewardship include:

1. Climate Action

- Implementing projects that reduce our carbon footprint, ranging from energy conservation measures to pivoting to cleaner energy sources.
- Executing Scope 1 and 2 target reductions over the next 5 years, which will bring us closer to achieving carbon neutrality.

2. Resource Conservation

- Innovating sustainable technologies to optimize resource efficiency, such as the integration of a rainwater reclamation system for our main site.
- Optimizing the use of materials in our processes, thus reducing the need for landfill space.



SOCIAL EMPOWERMENT

We are committed to fostering a diverse, equitable, and inclusive environment that promotes fair treatment and full participation for everyone. Our social initiatives encompass:

1. Employee Well-Being and Growth

- The health, safety, and mental well-being of our team members is encouraged through comprehensive wellness programs and a safe workplace.
- We provide continuous learning and development opportunities to allow our team members to reach their full potential.

2. Community Engagement

- We are a good steward in our communities and partner with them to strengthen their foundations.
- We contribute to community projects that address access to healthy food and promote socio-economic opportunities.

GOVERNANCE EXCELLENCE

We uphold the highest standards of corporate governance, ethical conduct, and transparency. Our governance initiatives include:

1. Transparent Reporting

- We regularly publish comprehensive ESG reports that provide transparent insights into our performance, progress, and future goals.
- Engagement in open dialogue with stakeholders; this allows us to understand their concerns and incorporate feedback into our strategies.

2. Ethical Business Practices

- Adhering to a strict code of ethics that guides our decision-making and interactions with all stakeholders.
- Ensuring compliance with applicable laws, regulations, and international best practices.

As a responsible corporate citizen, our commitment to ESG excellence is deeply embedded in our DNA. We recognize that there are challenges to be overcome, however, we will be a catalyst for driving positive change as we exceed our commitment for a more sustainable, equitable, and prosperous future.

Thank you!

Marc Roberts
CEO



LAMONS OVERVIEW

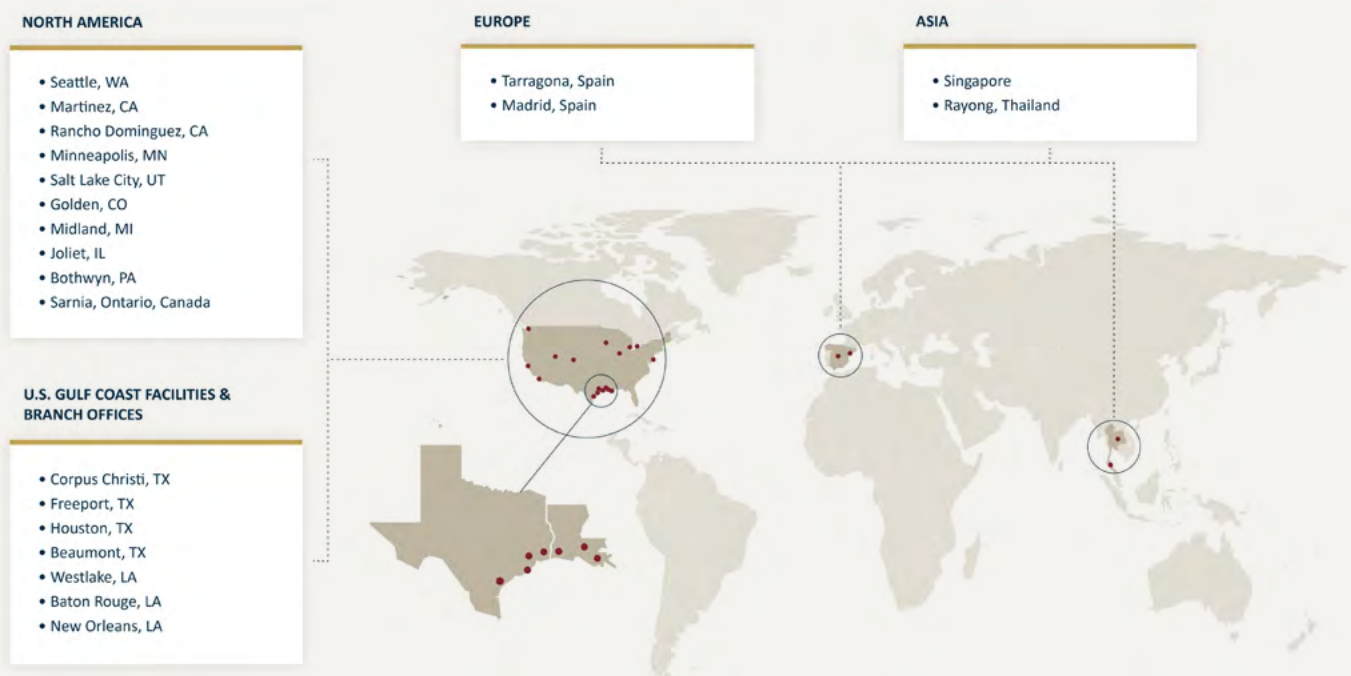
We are one of the leading gasket, seal, bolt, and hose assembly manufacturers in the world. Since 1947, our mission has been to provide industry-leading safety sealing and attachment solutions through our quality products, technical expertise, on-time delivery, and exceptional customer service. We also offer comprehensive field services and training programs to help our customers maximize operational efficiencies.

Now, as the world undergoes a major energy transition, our engineered solutions will be more important than ever in bridging critical gaps in performance, durability, and reliability.

OUR FOCUSED MANUFACTURING APPROACH

- Provide a one-stop resource for safety sealing and attachment solutions
- Deliver continual improvements in our products and services
- Emphasize safety in all our facilities
- Adhere to sustainability best practices
- Lower our carbon footprint whenever possible

LAMONS LOCATION



THE INDUSTRIES WE SERVE

CHEMICAL

- Petrochemical, Chemical Processing, Pharma & FDA, Plastics

HYDROGEN

- Production, Storage, Transportation, Distribution

ENERGY

- Refining
 - Upstream, Midstream, Downstream
- Power Generation
- Renewable Energy
 - Wind, Hydro, Geothermal, Alternative Fuels

MANUFACTURING

METALS AND MINING

TRANSPORTATION

- Rail, Automotive, Marine

ENGINEERING, PROCUREMENT AND CONSTRUCTION

WATER AND WASTEWATER





LAMONS VISION, MISSION, VALUES & BEHAVIOR

At Lamons we achieve more when we are all headed in the same direction. To do this we must all embrace our mission, which is why we exist.



OUR MISSION

To provide industry-leading safety sealing and attachment solutions through our valued products, exceptional performance, and culture of continuous improvement.

We must also take to heart our vision, which defines where we are going.



OUR VISION

To lead the world in customer-centric solutions by delivering components that build futures.





OUR VALUES

Our values are what align and motivate us in the work we do every day. To help us accomplish our goals, we have six clearly defined values.

➤ WE ARE COMMITTED TO SAFETY.

We must ensure that everyone goes home in the same way they arrive.

➤ WE ACT WITH INTEGRITY.

We always do what is right.

➤ WE ARE PEOPLE PEOPLE.

We are always mindful of others, and we value our commitment to the community.

➤ WE ARE CUSTOMER FOCUSED.

We value all customers, placing their needs above ours.

➤ WE OPERATE WITH EXCELLENCE.

The never-ending improvement of our products, processes, and services

➤ WE ARE STEADFAST IN OUR DEVOTION TO SUSTAINABILITY.

Each of us will always be the best Lamons citizen through good stewardship of the environment, our organization, and our families.



OUR BEHAVIOURS

We have identified core behaviors that everyone must adopt as part of their daily practice. In addition, there are leadership values which are expected to be displayed by the Lamons leadership team.

Core behaviors help to shape our culture by defining and providing examples of how everyone in the organization should behave. Behaviors serve as a tangible link between who we are, what we value, and what we expect to achieve.

We have identified five core behaviors. Which means we will all:

➤ WORK SAFELY

➤ ACT WITH INTEGRITY

➤ ACCEPT RESPONSIBILITY

➤ CHAMPION EVERYONE'S NEEDS

➤ COMMUNICATE EFFECTIVELY



POLICIES AND PROCEDURES

We maintain comprehensive policies and procedures to enable effective corporate governance.

- ENVIRONMENTAL HEALTH AND SAFETY POLICY
- CODE OF CONDUCT
- HR POLICY LAMONS HANDBOOK
- DE&I POLICY

LEADERSHIP AT LAMONS

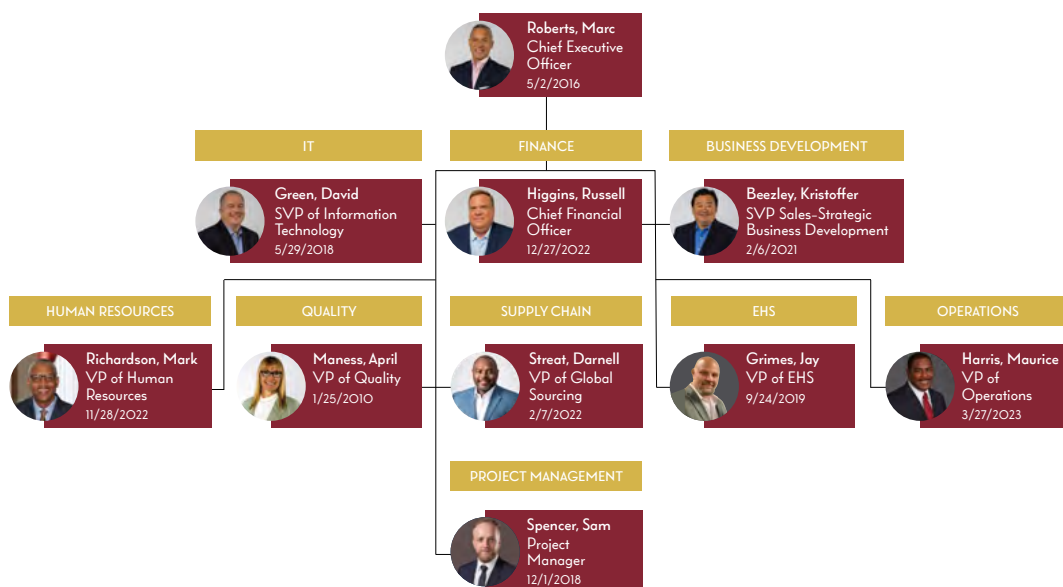
OUR LEADERSHIP TEAM & GOVERNANCE OF SUSTAINABILITY

Our Leadership Team is comprised of accomplished individuals with extensive experience working together to lead the company toward creating a successful and sustainable future.

The Board of Directors and Leadership Team oversee sustainability at Lamons. The CEO drives corporate-wide climate related issues and bears responsibility for the integration of sustainability into the company's operations, strategy, planning and reporting.

2022 HIGHLIGHTS

- Recognized with the Bronze President's Volunteer Service Award for 2022
- Partnered with the Corpus Christi Food Bank
- Partnered with the Houston Food Bank
- Partnered with the Texas Department of Family and Protective Services (DFPS) Holiday Toy Drive
- Partnered with Keli's Closet Infant and Small Children Essential Items Drive





ABOUT THIS REPORT

This report was developed to share our commitment and achievements regarding sustainability. It has been prepared in reference to the Global Reporting Initiative (GRI) 2021 Standards. GRI provides a framework for organizations to report on the impact and management of economic, social, and environmental matters. Responses and references to sustainability-related standards can be found throughout the report and in the GRI Content Index.

Our sustainability report was developed to highlight 2022 data. In instances where select information is provided from earlier years (2019 - 2021), it is noted in the report. Our reporting boundary is company-wide except for the environmental data which covers Lamons headquarters in Houston.

FORWARD LOOKING STATEMENT

This report contains forward-looking statements relating to the manner in which we intend to conduct our activities based on our current plans and expectations. These statements are not promises of our future conduct or policy and are subject to a variety of uncertainties and other factors, many of which are beyond our control. Therefore, the actual conduct of our activities, including the development, implementation or continuation of any program, policy or initiative discussed in this report, may differ materially in the future. The statements of intention in this report speak only as of the date of this report, and we do not undertake to publicly update any statements in this report.



OUR APPROACH TO SUSTAINABILITY

MATERIALITY

We completed a materiality assessment in 2022 to guide our sustainability journey. A materiality assessment is the process of defining the social, governance, and environmental topics that keeps us focused on the most critical issues to our business and stakeholders and helps us allocate resources where they will have the greatest impact. Lamons' materiality assessment was informed by the Global Reporting Initiative (GRI) Standards.

Our assessment included: review of our industry peers' and customers' sustainability reporting to identify key issues common across these companies; participation in questionnaires from our customers; and engagement with a cross-functional team of internal team members. In addition, we consulted with a third-party group of sustainability experts. Through our materiality assessment, a list of potential topics and topic boundaries was proposed and reconciled into a structured sustainability framework.

Based on our assessment, we prioritized the following sustainability focus areas:

➤ SOCIAL EMPOWERMENT



We strive to create a diverse, inclusive, and equitable workplace. We define this as a workplace where all employees feel valued and respected, regardless of their gender, race, ethnicity, national origin, age, sexual orientation or identity, education, or disability. We are committed to providing equal opportunity for employment and advancement in all our departments. We aim to elevate local communities through philanthropy, and we encourage volunteering in the communities where we work and live.

➤ ENVIRONMENTAL STEWARDSHIP



We are committed to protecting the health and safety of our employees, contractors, customers, and visitors. We desire to create a culture where a strong and sustainable EHS approach is consistently in operation.

We are committed to measuring, analyzing, and managing our operational carbon footprint, and accounting for our water and waste consumption. To this end, we will identify best practices to manage waste generation and reduce waste-related impacts. Moving forward, our goal is to develop and implement a plan to reduce our GHG emissions.

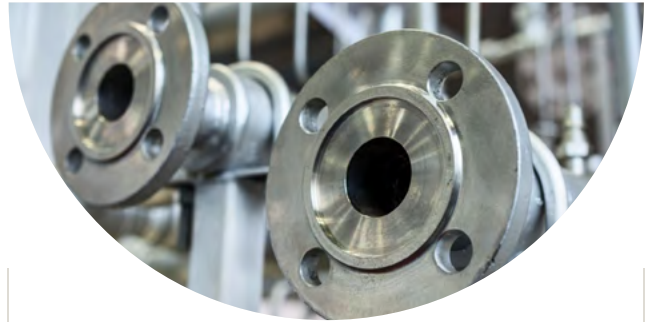


GOVERNANCE EXCELLENCE



We have policies and procedures that ensure compliance with all laws and regulations applicable to our business. Our commitment to our stakeholders and business partners is also reflected in our Cybersecurity policy and procedures.

PRODUCT INTEGRITY AND QUALITY



We are committed to outstanding product design, quality, and execution. We know these efforts, together with our firm commitment to integrity in business, allow our customers to have great confidence in our capabilities.



ENVIRONMENTAL EXCELLENCE

Our EHS Policy provides guidance to our commitment in preserving natural resources and protecting the environment in which we work and live. We do this by monitoring our GHG emissions and energy consumption, and by implementing corresponding energy conservation initiatives. As we work to improve our environmental stewardship, we strive to identify best practices across our company and expand our knowledge to increase excellence in all our business ventures.

We take a data-driven approach to our decisions and business practices, and continually analyze our Houston HQ GHG emissions, energy consumption, water consumption, and waste streams to determine which processes are the greatest contributors to our footprint.

We recognize its responsibility and care for the environment as a core value. In support of our core value, we:

- ▶ **REDUCE FUGITIVE EMISSIONS AND LEAKS IN VOLATILE CHEMICALS TO THE ENVIRONMENT**
- ▶ **MINIMIZE WASTE**
- ▶ **RECYCLE**
- ▶ **CONSERVE ENERGY AND RESOURCES**
- ▶ **ESTABLISH PROTECTIVE OBJECTIVES AND GOALS TO ENSURE THAT POLICY COMMITMENTS ARE MET AND OPPORTUNITIES FOR IMPROVEMENT ARE EXPLORED**
- ▶ **DELIVER A HEIGHTENED AWARENESS OF ENVIRONMENTAL MANAGEMENT TO LAMONS STAKEHOLDERS**



EMISSIONS

As a steward of the environment, we are focused on reducing greenhouse gas (GHG) emissions. As part of our commitment to future sustainability, we track and report our Scope 1 and Scope 2 GHG emissions.

It is important to understand our Scope 1 and Scope 2 emissions because of the critical nature of their contribution to our global environmental footprint. Therefore, we are pleased to report that, since the inception of our tracking of Scope 1 and Scope 2 emissions in 2019, we have been able to reduce our GHG footprint.

LAMONS GREENHOUSE GAS EMISSIONS

Year	2019	2020	2021	2022
Scope 1 emissions (MTCO _{2e}):	161.6	123.6	137.7	133.2
Scope 2 emissions (MTCO _{2e}):	2,310	1,936.8	1,379.3	1,380.4
Total Scope 1 + 2 emissions (MTCO _{2e}):	2,471.6	2,060.4	1,517	1,513.6

ENERGY REDUCTION AT LAMONS

We have also focused on energy conservation through the deployment of LED lighting paired with motion-activated sensors in our headquarters and main manufacturing site. The energy efficient system has contributed to a reduction in electrical needs while providing an enhanced lighting environment for our team members.

Energy usage accounts for the majority of our GHG emissions. In 2022, our energy consumption and energy intensity were 3,700,952 kWh and 3.67 kWh/manhour, respectively. We are working to lower emissions and reduce our carbon footprint through optimizing energy requirements and minimizing energy intensities.

ENERGY CONSUMPTION & INTENSITY

Year	2019	2020	2021	2022
kWh	5,018,616	4,559,860	3,697,969	3,700,952
Intensity (kWh/manhour)	4.83	5.50	3.98	3.67



WASTE CREATION & CONSERVATION

Much of the waste we generate is derived from our manufacturing activities. Our main objective is to recycle materials used throughout the manufacturing process and find ways to minimize what materials are sent to a landfill. We are committed to finding new avenues to minimize or eliminate waste streams.

Year	2019	2020	2021	2022
Landfilled Waste (tons)	451.42	337.63	370.95	421.08
Recycled waste (tons)	603.95	453.63	590.35	460.33
Diversion Rate	57.23%	57.33%	61.41%	52.23%

WATER USE & CONSERVATION

Our main water objective is to conserve the water used in our operations and buildings and to create solutions to help us reinvent how we use and conserve water. As an example, we are investigating the utilization of a rainwater reclamation system that could provide most of the water needs for our headquarters and main manufacturing site. We are pleased to report that we are making steady progress in reducing our water usage.

LAMONS WATER USAGE & INTENSITY

Year	2019	2020	2021	2022
Usage (thousand gal)	1,782	1,574	1,949	1,476
Intensity (gal/manhour)	1.71	1.90	2.10	1.46



GOVERNANCE EXCELLENCE

We are corporate citizens. Our commitment to corporate governance and ethics provides the foundation for our sustainability strategy and initiatives. We support governance, social, and environmental solutions to our ever-evolving world. As we build customer-centric solutions, we do it with the highest standard for ethical business practices. We are committed to always doing what is right.

RESPONSIBLE BUSINESS

Our Code of Conduct serves as the internal foundation of our commitment to responsible practices by outlining three thematic focus areas.

▶ OUR COMMITMENT TO EACH OTHER

Our commitment to each other is rooted in our commitment to the Environment and Sustainability. We are globally guided by our environmental principles that ensure the protection of human health and natural resources. Furthermore, we are vested in creating a healthy and safe work environment for our team members, customers, and visitors. Inclusive is our guidance on substance abuse, workplace violence, fair employment practices, privacy, and diversity, equity, and inclusion.

▶ OUR COMMITMENT TO OUR STAKEHOLDERS/PARTNERS

We value our commitment and relationship with our stakeholders and business partners. We believe it is our responsibility to drive value while upholding the highest standard of ethical practices, thus, transparency in our business practices, and financial and public reporting allow for accountability in every facet of our company.

▶ OUR COMMITMENT TO THE LAW

We comply with all applicable local, state, federal, and international laws. Our due diligence process serves as a guide for ensuring that all aspects of our business is aligned with our commitment to the law.



HUMAN RIGHTS

We are committed to promoting respect for human rights in every aspect of our business – from our team members to our suppliers to our visitors to our customers to our stakeholders and to our community. Our Code of Conduct provides us with guidance, however, our core DNA is truly our driving force behind our commitment to human rights.

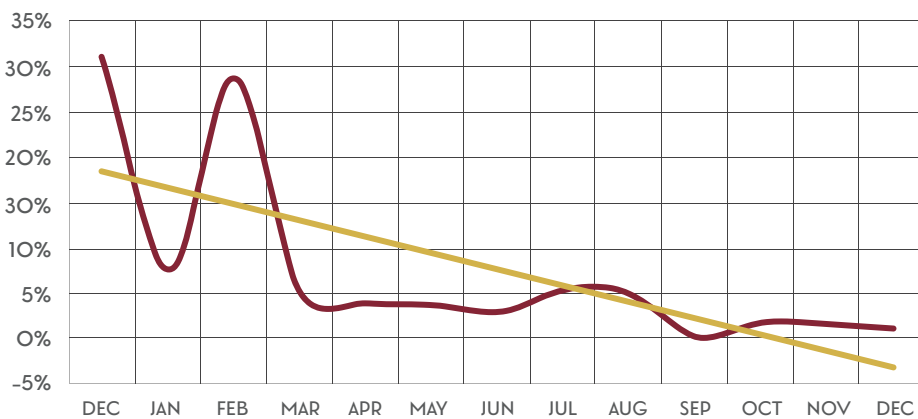
CYBERSECURITY & DATA PROTECTION

Cybersecurity has become an increasingly unfortunate component of our daily lives. Cyber-attacks can disrupt our business operations and cause considerable damage to our financials and reputation. With our services and systems being highly integrated, data is our highest vulnerability, thus, it is critical that we manage and fortify our data.

We have several cybersecurity policies in place to cover a broad range of risks and applications. These policies include several layers of security ranging from role-based access to Data Loss Prevention (DLP) to network segmentation and others. Continuous reviews of threats to users and devices are conducted to ensure that we are always using the latest best practices to prevent breaches. Specifically for the manufacturing industry, we stay informed on current trends in the sector via InfraGard, industry newsletters and communications on trending threats between industry professionals. This multi-layer defense and in-depth approach aligns with NIST and ISO 27001 standards. Additionally, team members are trained to identify phishing scams and are sporadically tested at random to ensure that employees are always on guard when it comes to protecting their data.

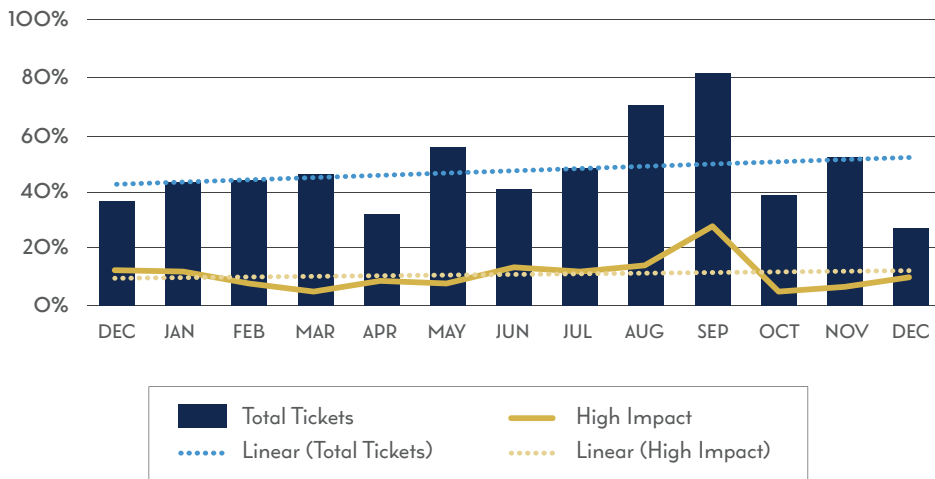


PHISHING CAMPAIGN: % EMPLOYEES CAUGHT



To ensure the continuous improvement of our cybersecurity policies and practices, we established monthly metrics that are shared quarterly with our Board of Directors and team members. The goals assist with identifying risks and establishing a path to address any shortcomings. In 2023, we plan to integrate security dongles, mobile device management (MDM) hardening and MFA re-evaluation. These mechanisms, along with a review of internal firewall, spam, and email policies, are the 2023 cybersecurity initiatives.

13 MONTH CYBERSECURITY TICKETS - TOTAL VS HIGH IMPACT



SUPPLIERS

Supply chain sustainability is a topic of increasing importance as companies around the world evaluate the ESG impact of their products' journey from start to finish. We must create a cascade of sustainable practices from the sourcing of raw materials to post-consumer disposal. Therefore, we aim to improve the cradle-to-grave cumulative impact of our products by engaging with our supply chain on sustainability issues. Our Code of Conduct, which is part of our suppliers' contracts, outlines our requirements for the responsible business practices we want our supply chain to adhere to including our expectations regarding environmental, social, governance, and best practices.



SOCIAL EMPOWERMENT

EMPLOYEE SAFETY

The health, safety and wellbeing of our team members are the most critical values of our company. As such, our leadership accepts the obligation to provide a safe and healthy workplace for every single team member and visitor. Furthermore, the regulatory environment for EHS is foundational for us, which drives every business and operational decision we make. To support our mindset, we initiated TeamZero, a company initiative to create zero safety incidents and foster a healthy and safe work environment from the ground up. It is our mission to get every team member home the way they came to a Lamons facility.

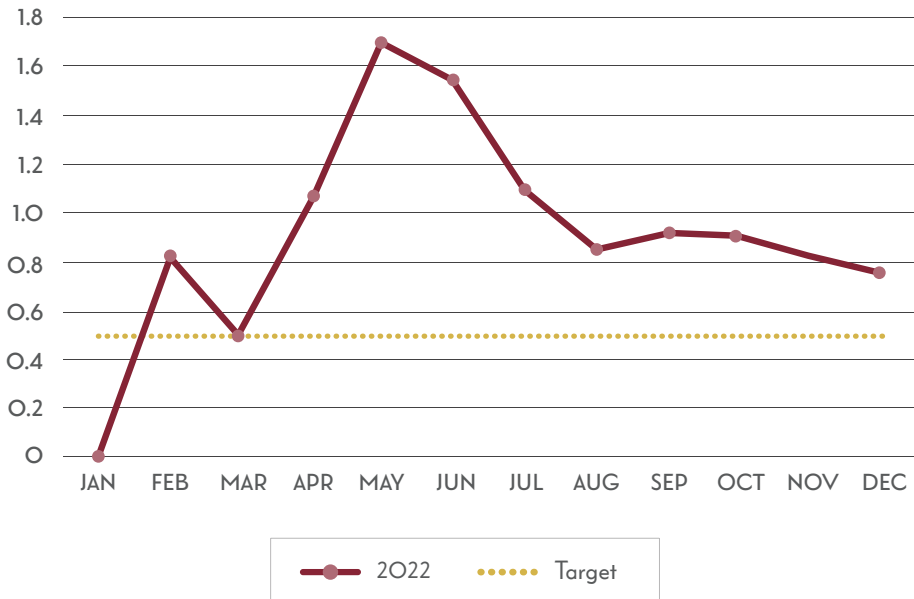
We employ our own Health & Safety Management System, which is certified and aligned to OHSAS, and we are working towards compliance with ISO 45001. In 2022, we had no work-related fatalities and a total recordable incident rate (TRIR) of 0.85 for 1,412,862 man-hours worked. Although we are well below the industry TRIR benchmark of 3.8, we are not satisfied until the number is 0, meaning no incidents with our team members. To support our never-ending drive to 0 TRIR, we employ numerous methods of training, such as:



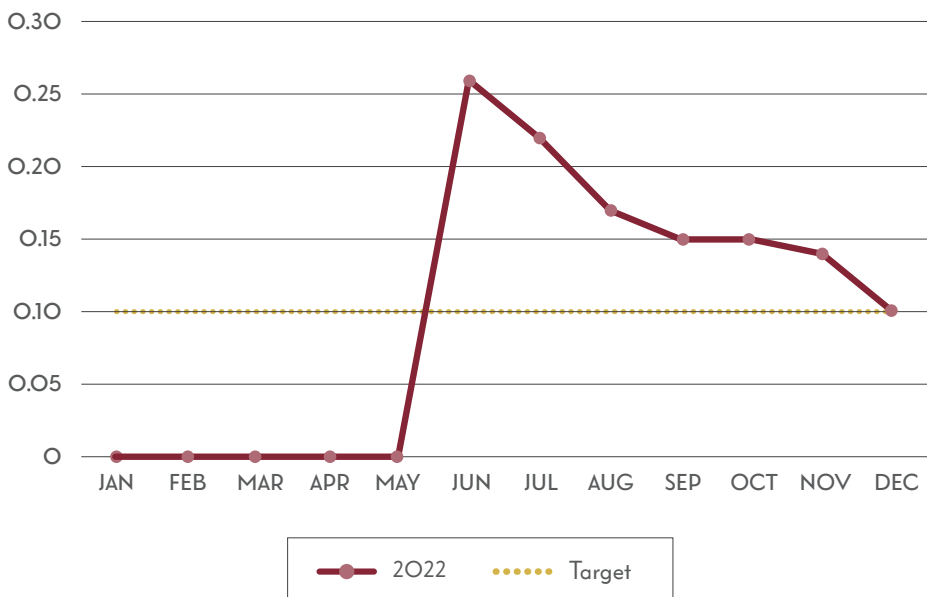
1. Computer Based Training (CBT) through an online Learning Management System (LMS) assigned by job title, duties, and work assignments. This specific method is delivered internally and proctored by Lamons.
2. Utilize various safety councils for specific classroom-based training and specialized CBT training modules.
3. Internal Classroom based training modules are delivered by the related Lamons SME.
4. Internal Classroom based and practical exams through the Lamons EHS Training Team.
5. Utilization of a professional development and leadership coach to support effective and appropriate leadership techniques.



TRIR DECEMBER 2022 YTD - GLOBAL



LTIR DECEMBER 2022 YTD - GLOBAL



DIVERSITY, EQUITY, AND INCLUSION

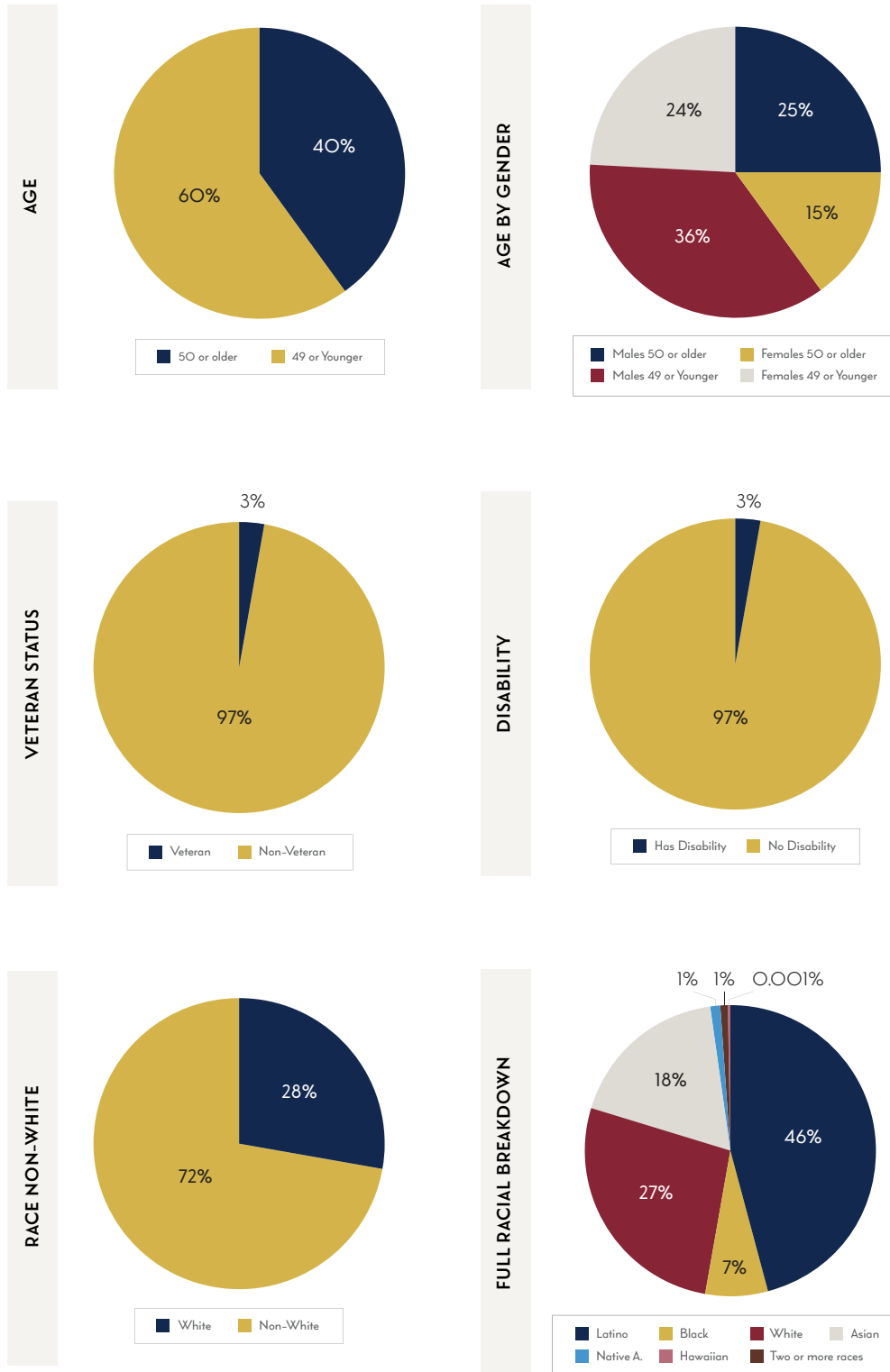
DIVERSITY AND INCLUSION POLICY

We value diversity of race, ethnicity, sexual orientation, gender identity or religion. As a company, we are committed to continuously improving diversity, equity, and inclusion in the workplace. This commitment is embodied in our actions, our policies, and the way we do business.



WHAT TO KNOW ABOUT LAMONS DIVERSITY AND INCLUSION

We build our best teams by seeking out a wide range of unique backgrounds, perspectives, talents, and experiences. By doing so, we can attract talent that is as diverse as the markets and customers we serve. It also allows us to foster a spirit of trust and openness among our team members.



▶ OUR ACCOMPLISHMENTS TO DATE

- Created and received feedback on our first anonymous survey to better understand personnel needs.
- Initiated our 1st DE&I Committee comprised of Lamons colleagues.
- Added domestic partners as a dependent on our health insurance.
- Created a Bonding Leave for paternal parents, same-sex parents, and adoptive parents.
- Sponsored our first DE&I event (cornhole tournament) focused on building morale and creating bonds between different departments and shifts.
- Launched a Single Parent Assistance program with “Back to School” needs in partnership with our Wellness Program.
- Initiated a “Winter Pack for Kids” program – a program that provides essential items for team members kids.

▶ OUR DIVERSITY AND INCLUSION PROGRAM SEEKS TO:

- Increase our partnerships with organizations that align with our pursuit of a diverse, equity, and inclusive workplace.
- Develop training for managers and supervisors to build a more inclusive recruiting pipeline.
- Establish processes that enable us to be more intentional with equitable practices during the hiring, promoting, or evaluating process.
- Increase employee engagement events to continue to promote a welcoming and inclusive workplace for all personnel.

COMMUNITY INVOLVEMENT

One of our core values is, “We are People People”. Our team members are at the center of everything we do, and we take immense pride in cultivating a sense of caring for them and our community.

Engaging with our communities means creating positive social and economic impacts where we work and live. We are committed to being responsible corporate citizens by engaging directly with the community through charitable donations and volunteer work.



Some of our engagements are as follows:

KELI'S CLOSET DRIVE

- Keli's Closet is an organization that helps those in need by offering infant and small children's items free of charge.
- During this drive organized by the Wellness Program in 2022, Lamons personnel donated approximately \$5,000 worth of essential items.

TEXAS DEPARTMENT OF FAMILY AND PROTECTIVE SERVICES (DFPS) HOLIDAY TOY DRIVE COLLECTION

- During the winter holiday season, we assisted DFPS by collecting toys for more than 150 children and teens who are in the care of DFPS.
- During this drive organized by the Wellness Program in 2022, our team members donated approximately \$6,000 worth of toys.

HOUSTON FOOD BANK

- Lamons has partnered with the Houston Food Bank since 2020. Since then, Lamons has collectively volunteered 1,559 hours, and donated more than \$30,000 in 2022.
- Lamons was recently recognized with the Bronze President's Volunteer Service Award for 2022.

CORPUS CHRISTI FOOD BANK

- Lamons started a partnership with the Corpus Christi Food Bank in 2022
- Lamons donated \$5,000 to support various programs.

HABITAT FOR HUMANITY

- We will be partnering with Houston Habitat for Humanity in the fall of 2023 by donating \$35,000 and having 60 team members participate in the framing of a home.



GRI INDEX

GRI Standard	Disclosure	Location within the Report
GRI 1: Foundation	Statement of Use	With Reference
	GRI 1 used	GRI 1: Foundations 2021
	Applicable GRI Sector Standard	Not Currently Available
General Disclosures 2021	Disclosure 2-1 Organizational details	Lamons Overview - Page 04
	Disclosure 2-2 Entities included in the organization's sustainability reporting	About this Report - Page 09
	Disclosure 2-3 Reporting period, frequency and contact point	Reporting Period: 2022 Point of Contact: Megan Decker, Director of Marketing, megan.decker@lamons.com
	Disclosure 2-4 Restatements of information	This is our inaugural sustainability report
	Disclosure 2-5 External assurance	This report has been externally reviewed but has not been externally assured
	Disclosure 2-6 Activities, value chain and other business relationships	Lamons Overview - Page 04
	Disclosure 2-9 Governance structure and composition	Lamons Overview - Page 04
GRI 3: Material Topics	Disclosure 3-1 Process to determine material topics	Our Approach to Sustainability - Page 10
	Disclosure 3-1 Process to determine material topics	Our Approach to Sustainability - Page 10
	Disclosure 3-3 Management of material topics	See all relevant disclosures below, by topic.
GRI 302: Energy 2016	3-3 Management of material topics	Environmental Stewardship: Energy - Page 13
	302-1 Energy consumption within the organization	Environmental Stewardship: Energy - Page 13
	302-3 Energy intensity	Environmental Stewardship: Energy - Page 13
GRI 305: Emissions 2016	3-3 Management of material topics	Environmental Stewardship: Emissions - Page 13
	305-1 Direct (Scope 1) GHG emissions	Environmental Stewardship: Emissions - Page 13
	305-2 Energy indirect (Scope 2) GHG emissions	Environmental Stewardship: Emissions - Page 13
	305-3 Other indirect (Scope 3) GHG emissions	Environmental Stewardship: Emissions - Page 13
GRI 306: Waste 2020	3-3 Management of material topics	Environmental Stewardship: Waste Creation and Conservation - Page 14
	306-1 Waste generation and significant waste-related impacts	Environmental Stewardship: Waste Creation and Conservation - Page 14
	306-3 Waste generated	Environmental Stewardship: Waste Creation and Conservation - Page 14
	306-4 Waste diverted from disposal	Environmental Stewardship: Waste Creation and Conservation - Page 14
	306-5 Waste directed to disposal	Environmental Stewardship: Waste Creation and Conservation - Page 14



GRI Standard	Disclosure	Location within the Report
GRI 303: Water and Effluents 2018	3-3 Management of material topics	Environmental Stewardship: Water Use and Conservation - Page 14
	303-3 Water withdrawal	Environmental Stewardship: Water Use and Conservation - Page 14
GRI 403: Occupational Health and Safety 2018	3-3 Management of material topics	Social Empowerment: Employee Safety - Page 18-19
	403-1 Occupational health and safety management system	Social Empowerment: Employee Safety - Page 18-19
	403-5 Worker training on occupational health and safety	Social Empowerment: Employee Safety - Page 18-19
	403-8 Workers covered by an occupational health and safety management system	Social Empowerment: Employee Safety - Page 18-19
	403-9 Work-related injuries	Social Empowerment: Employee Safety - Page 18-19
GRI 405: Diversity and Equal Opportunity 2016	3-3 Management of material topics	Social Empowerment: Diversity, Equity and Inclusion - Page 19-21
	405-1 Diversity of governance bodies and employees	Social Empowerment: Diversity, Equity and Inclusion - Page 19-21
GRI 418: Customer Privacy 2016	3-3 Management of material topics	Governance Excellence: Cybersecurity and Data Protection - Page 16-17
	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Governance Excellence: Cybersecurity and Data Protection - Page 16-17



PERFORMANCE DATA INDEX

GRI Standard	Disclosure	Requirements	Lamons Response
GRI 2: General Disclosures	2-9 Governance structure and composition	2-9-c-v. Composition of the highest governance body by gender	Female: 11% Male: 89%
		2-9-c-vii. Composition of the highest governance body by age group: under 30 years old, 30-50 years old, over 50 years old	50 or Older: 78% 49 or Younger: 22%
		2-9-c-vii. Composition of the highest governance body by other indicators of diversity where relevant (such as minority or vulnerable groups)	White: 44% Asian: 11% Black: 45%
		2-9-c-vii. Composition of the highest governance body by other indicators of diversity where relevant (such as minority or vulnerable groups)	Veteran Status: 12% Disability: 12%
GRI 302: Energy 2016	302-1 Energy consumption within the organization	e. Total energy consumption within the organization	3,700,952 kWh
	302-3 Energy intensity	a. Energy intensity ratio for the organization	3.67 kWh/manhour
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	a. Gross direct (Scope 1) GHG emissions in metric tons of CO ₂ equivalent	133.2 MTCO ₂ e
		b. Gases included in the calculation; whether CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all	CO ₂ , CH ₄ , N ₂ O
		d. Base year for the calculation, if applicable, including:	2019
		ii. emissions in the base year	161.6 MTCO ₂ e
		g. Standards, methodologies, assumptions, and/or calculation tools used	GHG Protocol
	305-2 Energy indirect (Scope 2) GHG emissions	a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO ₂ equivalent	1,380.4 MTCO ₂ e
		c. If available, gases included in the calculation; whether CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all	CO ₂ , CH ₄ , N ₂ O
		d. Base year for the calculation, if applicable, including:	2019
ii. emissions in the base year		2,310 MTCO ₂ e	
GRI 306: Waste 2020	306-3 Waste generated	a. Total weight of waste generated in metric tons, and a breakdown of this total by composition of the waste	881.41 metric tons
	306-4 Waste diverted from disposal	a. Total weight of waste diverted from disposal in metric tons, and a breakdown of this total by composition of the waste	460.33 metric tons
		ii. Recycling	460.33 metric tons
	306-5 Waste directed to disposal	a. Total weight of waste directed to disposal in metric tons, and a breakdown of this total by composition of the waste	421.08 metric tons
		iii. Landfilling	421.08 metric tons



GRI Standard	Disclosure	Requirements	Lamons Response
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	a. Total water withdrawal from all areas in megaliters	0.0055 megaliters
GRI 403: Occupational Health and Safety 2018	403-9 Work-related injuries	i. The number and rate of fatalities as a result of work-related injury	0 fatalities
		iii. The number and rate of recordable work-related injuries	0.85
		iv. The main types of work-related injury	Near Misses and First Aid
		Lost Time Rate (LTIR)	0.14
		v. The number of hours worked	1,412,862 hours
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of employees	i. Gender	Female: 39% Male: 61%
		ii. Age group: under 30 years old, 30-50 years old, over 50 years old	50 or Older: 40% 49 or Younger: 60%
		iii. Other indicators of diversity where relevant (such as minority or vulnerable groups)	Latino: 46% White: 27% Asian: 18% Black: 7% Native American: 1% Two or more races: 1% Hawaiian: .001%
		iii. Other indicators of diversity where relevant (such as minority or vulnerable groups)	Veteran Status: 3% Disability: 3%