A World of Connections

2018 Sustainability Report

Buckman
Chemistry, connected.

Connected to Sustainability

We at Buckman are intent on taking care of our planet for future generations. For us, that involves more than chemistry. It requires Chemistry, connected.

We must continuously improve our operational performance in ways that respect people, ensure their safety, support our communities and protect our resources. Our chemistry solutions must continue to push the industry forward, with integrated technologies that help our customers reduce their negative impact on the environment.

We've made great progress. But there's more to do. This report details the milestones, triumphs and challenges along our sustainability journey.

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Chemistry, connected.

Contents

Applying Possibility Thinking to Sustainability

At Buckman, we are strong possibility thinkers. We are curious individuals. And we love to explore and take chances. Whether it's by implementing a more sustainable internal process or creating a greener chemistry that reduces our customers' environmental footprint, we believe that the planet we share deserves our dedication to applying possibility thinking to sustainable practices. This means having courage, conviction and confidence. This is where the magic happens.

As a manufacturer, it is critical that we reduce our own impact on the environment by doing things like ensuring a safe operation and introducing initiatives that make our facilities greener.

Our commitment to help our customers do the same means we focus on developing greener chemistries, like enzymatic technologies that supply our markets with a cleaner, more efficient way to manufacture,

and connecting those chemistries with our smart technologies. This gives customers more accurate data and better process control which means we're better able to help them reduce their environmental footprint. Looking to nature, rather than manmade molecules, means we can replace less advanced chemistries with more sustainable ones starting with the raw materials we source during product development.

In preparation for our sustainability report, we took an in-depth look at how we engage with stakeholders at all levels by conducting a formal materiality assessment to identify what is most important to them. In doing this, we found several areas where we are excelling, but also some that need more attention as we move forward. Our reduction targets set in 2015 for emissions, waste, energy and water consumption are another way we will compare this year's results to our expectations and set forth plans for future sustainability efforts.

Throughout this report you will see that possibility thinking has driven many of our successes by giving us the courage and commitment to do our best for our people and our planet. It's through this thinking that we have, and will continue to, pioneer new, sustainable solutions for our customers around the world.

Junai A. Maharaj
CEO

Our Story

Back in 1945, when news from World War II was printed daily, it was normal for paper mills to shut down for hours to clean bacterial deposits. It wasn't until Dr. Stanley J. Buckman, a biochemist from Memphis, Tennessee, introduced those paper mills to an innovative chemical solution that provided an alternative to shutting down. This solution saved mills thousands of gallons of water required for the shutdown process and reduced the impact to their operations, bottom line and the environment.

Applying Dr. Buckman's chemistry throughout the process kept mills from having to shut down as often, if at all, saving them untold time and money. With that one chemical solution, a company was born.

Dr. Buckman started Buckman Laboratories on the site of an old lumberyard in Memphis with a single 50-gallon reactor and a team of five. The first product created was named BSM-11 and was used to control bacteria.

Today, we are still producing BSM-11 for the pulp and paper industry. We've also expanded into industrial water treatment and solutions for the leather industry. But as much as things have changed in the past 70+ years, one thing has remained the same: we are still completely focused on helping our customers solve problems.

Now we do so with a vision toward sustainability.

Mapping Our Way Toward Sustainability

Being sustainable benefits customers and boosts profitability and shareholder value. More importantly, we are sustainable because it's the right thing to do. As a company, we feel we have a moral imperative to care for our planet for future generations.

We focus our efforts on the quality of our work, safety of our people, support of our communities and the protection of our environment.

Buckman is committed to transparency in our reporting and to continuously improving the processes for sustainability management and performance. We use a cross-functional Corporate Sustainability Project Team for accountability and oversight in the preparation of this report

and a management software program to track and oversee our progress towards our stated goals. Quantitative data is collected at each operating facility, which allows us to monitor, track and identify opportunities at both the local and global levels.

We use the Global Reporting Initiative (GRI) Standard for Sustainability Reporting to provide the best possible disclosures based on the nature of our global business and the related risks and opportunities.

United Nations Sustainable Development Goals

Buckman is also committed to supporting the United Nations Sustainable Development Goals (SDGs), a universal call to action to end poverty, protect the planet and ensure that all people enjoy peace and prosperity. The SDGs are a bold commitment to tackle some of the more pressing challenges facing the world today. The 17 SDGs are interconnected – often the key to success on one will involve tackling issues more

commonly associated with another. Our attention naturally falls to goals targeting Good Health and Well-Being; Quality Education; Gender Equality; Clean Water and Sanitation; Decent Work and Economic Growth; Industry, Innovation and Infrastructure; Responsible Consumption and Production; Climate Action; and Peace, Justice and Strong Institutions.

Dealing with the threat of climate change impacts how we manage our fragile natural resources such as water. Achieving gender equality and improving health helps strengthen work. Fostering peace and

education will increase opportunities for innovation and economic prosperity. The SDGs are unique in that they cover issues that affect us all.

Focusing on the SDGs most meaningful to our business reaffirms our global commitment to build a more sustainable, safer, more prosperous planet for all humanity.

THE GLOBAL GOALS
For Sustainable Development

3 GOOD HEALTH AND WELL-BEING | 4 QUALITY EDUCATION | 5 GENDER EQUALITY | 6 CLEAN WATER AND SANITATION | 8 DECENT WORK AND ECONOMIC GROWTH | 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE | 12 RESPONSIBLE CONSUMPTION AND PRODUCTION | 13 CLIMATE ACTION | 16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Ethical Conduct

While our efforts to report on our sustainability commitment to the SDGs are products of this century, Buckman's care for our immediate and expanded community is long standing. The Buckman Fundamentals explain who we are and what we believe. They are a guide by which we serve all our customers around the world. They support our main goal, which is to build long-term relationships and create sustainable value for our customers.

The Buckman Fundamentals also assure every customer that we will act in an ethical, honest and transparent manner to solve their technical problems, safeguard the environment and maintain safety in the workplace.

These fundamentals include:

- Buckman Code of Ethics
- 7 principles of Highly Effective Teamwork
- Mission Statement
- Buckman 4.0
- Charitable Councils at each Operating Company
- Sustainability — Buckman's commitment to sustainability is manifested in four areas: the quality of our work, the safety of our people, the support of our communities and the protection of our environment.
- Quality
- Safety
- Community
- Environment
- Our Goal: Zero Negative Environmental Impact

All employees are given access to EthicsPoint, a reporting system that serves as an alternative to approaching their manager, human resources or senior management about activities or conduct believed to be unethical, illegal or in violation of our Code of Ethics. EthicsPoint reports can be made anonymously and confidentially, and employees can feel confident that there will be no negative consequence for reporting or inquiring about potential violations in good faith. Training on the Buckman Code of Ethics and EthicsPoint is part of the new associate orientation process for all employees globally.

Operating with integrity extends to preventing corruption and anticompetitive behavior. All of our operating companies undergo risk anlysis related to corruption. We maintain a risk management committee at the board level. In addition to EthicsPoint training, Buckman requires all upper level managers to complete an online and in person Foreign Corrupt Practices Act training course. As a result, external and internal financial audits have uncovered no incidents of corruption.

The **Buckman Code of Ethics** provides a clear understanding of the basic principles by which we will operate our company. As individuals and as a corporate body, we must endeavor to uphold these standards so that we may be respected as persons and as an organization.

BUCKMAN CODE OF ETHICS

The company is made up of individuals–each of whom has different capabilities and potentials–all of which are necessary to the success of Buckman.

—

We acknowledge that individuality by treating each other with dignity and respect– striving to maintain continuous and positive communications among all of us.

—

We recognize and reward the contributions and accomplishments of our associates.

—

We continually work to improve our teaming skills because we recognize that effective teamwork is essential to fulfilling our purpose.

—

We continually strive to learn both as an organization and as individuals so that we are positioned to create value.

—

We continually plan for the future so that we can control our destiny instead of letting events overtake us.

—

We make all decisions in light of what is right for the good of the whole company rather than what is expedient in a given situation.

—

Our customers are the only reason for the existence of Buckman and to serve them properly, we must supply services and products which provide economic benefit over and above their cost.

—

We must apply creativity to everything we do.

—

We must use the highest ethics to guide our business dealings to ensure that we are always proud to be a part of Buckman.

—

We will discharge the responsibilities of corporate and individual citizenship to earn and maintain the respect of the community.

Company Profile

Ownership and Legal Structures	Markets Served	Impacts, Risks and Opportunities
Governance Structure	Location of Operations	Guiding Principles, Memberships
Activities-Products-Services	Financial Snapshot	and Recognitions

Buckman is a global business, employing 1,824 employees (including contractors), and conducting sales activities in more than 90 countries. Buckman is a privately-owned organization and has been so since the beginning in 1945.

Buckman™
Chemistry, connected.

Ownership and Legal Structures

Bulab Holdings, Inc., is a privately-owned corporation organized under the laws of the State of Tennessee, United States. Bulab Holdings, Inc., is the parent company of Buckman Laboratories International, Inc., and Buckman Laboratories, Inc. In addition, it is the parent company of multiple operating companies located strategically in the following regions: North America, Latin America, Europe, Sub-Saharan Africa and Asia Pacific. Buckman Laboratories International, Inc., is the administrative service provider to Bulab Holdings, Inc., and its subsidiaries.

The Buckman family owns approximately 80 percent of the outstanding shares of capital stock. An Employee Stock Ownership Plan, established for the benefit of employees working in the U.S., owns approximately 10 percent of the stock. Most of the remaining minority share ownership is in the hands of Buckman retirees, current employees and charitable organizations that have received stock as a gift from its shareholders.

Governance Structure

Bulab Holdings, Inc., is governed by an eight-member Board of Directors, a majority of whom are outside directors (not full-time employees). Committees within the Board include: Audit, Compensation, Risk Management, Capital Stock and Executive. All are chaired by outside directors.

Activities-Products-Services

Bulab Holdings Inc., through its principal company, Buckman Laboratories International, Inc., provides advanced chemistries and the application of those chemistries to help a wide variety of

industries clean and clarify heating and cooling waters, industrial process waters and wastewaters. We provide specialized technologies that aid in leather processing, such as microorganism control programs. And we provide solutions that enhance production and product quality in the pulp and papermaking industry. For all of these industries, we provide innovative products and services that help save energy and water, increase production efficiency and recycling and re-use opportunities, and reduce environmental impact. Additionally, we provide a variety of freestanding performance chemicals that either enhance the performance of products or the manufacturing of those products. Brands include Bulab®, Busperse®, Busan®, Maximyze®, Optimyze®, Vybrant®, WSCP®, Buckman OnSite® and Oxamine®, among many others. We, as an organization, strive to maintain patents, registrations, trademarks, trade secrets and confidential information needed to ensure the protection of our intellectual property.

Markets Served

We serve worldwide markets that include the pulp and paper manufacturing and leather processing industries, as well as provide advanced water treatment for those and other industries. Water treatment technologies encompass many manufacturing environments, including power generation, oil and gas, ethanol plants, sugar production and others, as well as facilities with cooling towers, such as hospitals. Secondary market

industries include paint, coatings and plastics, metalworking, agriculture, lumber and biofuels.

Buckman provides advanced chemistries to help clean and clarify heating and cooling waters, industrial process waters and waste-waters. We provide specialized technologies that aid in leather processing and solutions in the pulp and papermaking industry.

We provide innovative products and services that help save energy, save water, increase production efficiency, increase recycling and re-use opportunities, and reduce environmental impact.

Location of Operations

As of the end of 2018, Buckman has seven operating companies with eight manufacturing facilities located in the United States, Canada, Brazil, Belgium, South Africa, China and Singapore. The company's headquarters is located in Memphis, Tennessee, USA.

In 2016, we closed a manufacturing facility in Mexico and significantly reduced manufacturing in Canada and Europe. Some reductions toward our 2020 sustainability goals listed further in this report reflect these closings.

■ AREA SERVED BY BUCKMAN ■ NOT SERVED BY BUCKMAN ● BUCKMAN MANUFACTURING FACILITY
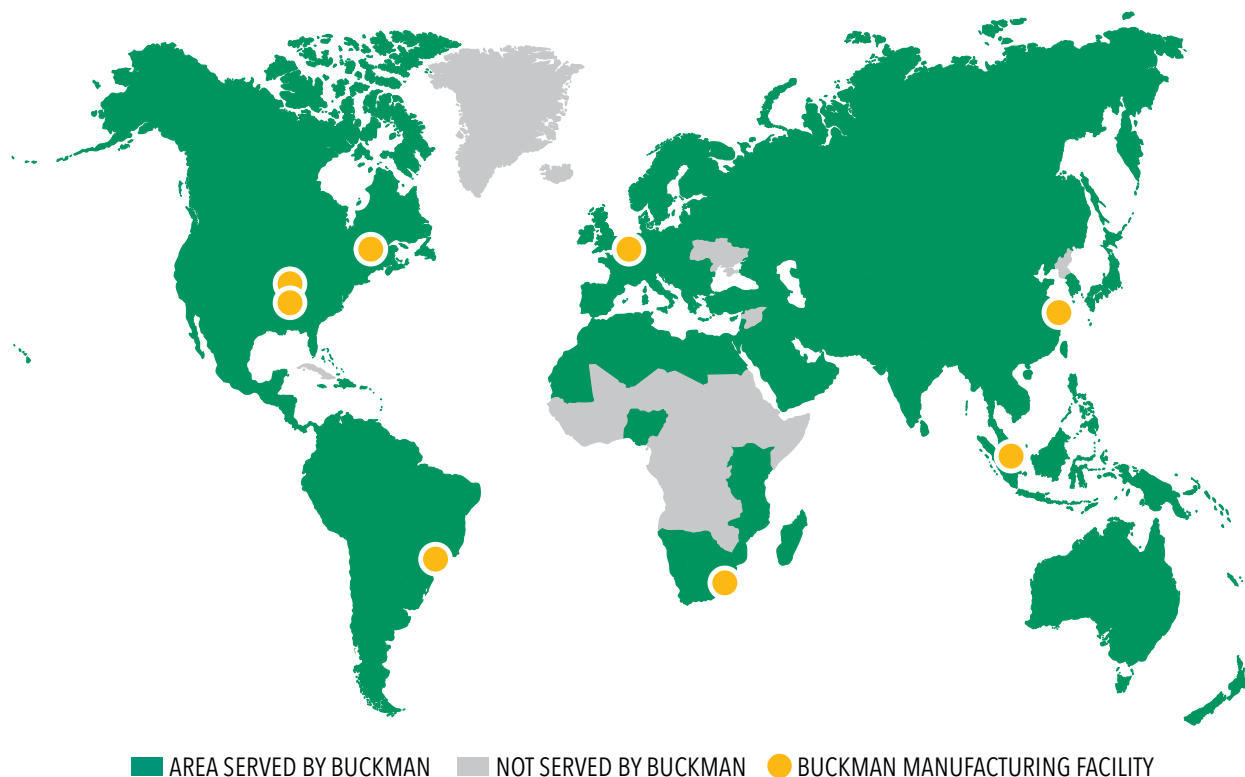
Financial Snapshot

Buckman generates economic value from chemistry, expertise and smart technology, which in turn help our customers operate more efficiently and sustainably. This economic value is distributed to many stakeholders. Our suppliers and service providers realize the economic value through the purchase of raw materials and services. Our employees are beneficiaries through compensation, benefits and opportunities for learning and growth. Our surrounding communities benefit through the donation of time and money by the company and employees. Our company retains the value

by reinvesting in R&D, capital investments and technology.

Our net sales have increased year over year. With respect to 2016 and 2017, our 2018 net sales increased 17.1% and 9.5% respectively. The percentages of each market served as well as our sales in each geographic region did not change significantly.

We continue to optimize our product portfolio and reduce risks at our locations. We discontinued manufacturing in Mexico and scaled down our operations in Canada and EMENA (Europe, Middle East, North Africa).

2018 Sales by Geographic Region

Sub-Saharan Africa 7%
Europe 10%
North America 47%
Latin America 13%
Asia-Pacific 23%
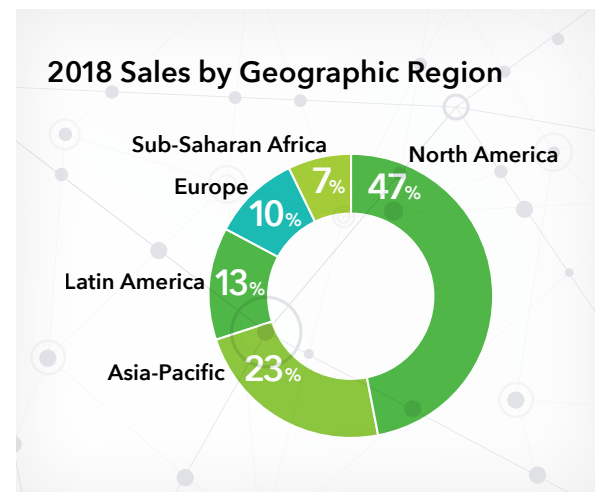
2018 Equity
$227,610,625 USD

2018 Debt
$50,286,909 USD

2018 Net Sales
$692,072,733 USD

11%
Leather

14%
Direct Water Treatment

63%
Pulp & Paper

12%
Secondary Markets

Impacts, Risks and Opportunities

We have identified the top seven global risks for Buckman and their impact on the company. These risks are listed in the order of their combined likelihood and severity from highest to lowest. Risk descriptions were developed by management and then presented, discussed and modified with input from the Risk Management Committee of the Board.

Velocity is the speed at which the occurrence of a risk can impact Buckman once the risk manifests (it does not address how long the impact will last). A designation of immediate velocity could impact the company less than one month after the risk manifests; medium velocity could create an impact from within one month to one year, and long term could create an impact longer than one year out.

These risks are affected by the material issues related to sustainability identified by the Materiality Assessment which surveys key stakeholders discussed later in this report.

1) Performance Gap

Performance gap risk is the risk of Buckman failing to manage the business to meet the financial performance expectations of our employees and shareholders. Failure to do so can negatively impact the long-term sustainability of the business by limiting the company's ability to make investments needed to grow the business or by being forced into selling the company at the request of shareholders.

Performance gap risks include the following:
- Declining gross margins
- Declining operating margins
- Increasing operating expenses
- Failure to generate sufficient free cash flow
- Failure to stay competitive in the marketplace with existing and new technologies

The velocity of this risk is long term.

2) Business Interruption

Business interruption risk is the risk that there will be an interruption to Buckman's critical operations and processes that have a negative material impact on the business. Buckman's ability to continue its operations within a given geographical region or regions is dependent on the following:
- Its ability to operate its manufacturing and distribution facilities
- The availability of certain raw materials
- The availability of third-party transportation services
- The operation of critical information systems (addressed more comprehensively in the risk area of "information system integrity")

Business interruption can arise from the following:
- Accidents
- Natural disasters
- Limited availability of raw materials or reliance on one supplier for key raw materials
- Third party work stoppages
- Sabotage
- Political actions taken by a country that impact Buckman's operations

The velocity of this risk is immediate-to-medium term.

3) Competitor

Competitor risk represents the risk that competitors will establish or sustain a competitive advantage over Buckman in such a way that we will not be able to effectively compete in one of our target markets.

The three primary areas in which this risk is the greatest:

- Competitors will enter the market and compete effectively against Buckman in areas where Buckman has had a unique position.
- Buckman's relatively small size in the water treatment market will not allow it

to establish and maintain a competitive advantage against its larger competitors.

- Competitors could come from non-traditional areas such as technology companies that use alternate approaches to solve our customers' problems.

The velocity of this risk is long term in nature.

4) External Economic and Financial

External economic and financial risk is the risk that circumstances and events outside the control of Buckman will have a negative material impact on our ability to do business in certain locations and on our financial results. Possible circumstances and events that fall into this type of risk include the following:

- Economic downturn, recession or depression
- Economic crisis in a specific geographic region
- Political crisis in a specific geographic region
- Fluctuations in currencies relative to the U.S. dollar
- Changing tax regulations

- Changing import/export regulations for a specific geographic region
- Exchange controls imposed by a government that limit Buckman's ability to transfer funds in or out of the country
- Risk of high inflation in a particular geography

The velocity of this risk is medium-to-long term.

5) Regulatory Compliance

Buckman operates in a highly regulated environment in most parts of the world. Failure to comply with applicable laws and regulations can have a significant impact on Buckman's ability to continue operating in certain locations and/or can negatively

impact its financial results. External compliance failure can result from failure to comply with laws and regulations related to:

- The manufacture of products
- The transportation of products

- The sale of products
- The application of products
- The disposal of waste materials

The velocity of this risk is medium-to-long term.

6) Product/Service Failure

Buckman sells products and services that are used in industrial processes. The failure of a product or poor advice to a customer can have a negative financial impact on a customer and can damage the reputation of Buckman. In some cases, products are used directly in the process and can have an immediate impact on the goods being produced. Additionally, some of the services offered by Buckman's employees can impact the customer's production. In all cases, there is some degree of potential exposure of products to employees and third parties working in a customer facility. Examples of product or service failure include the following:

- Product was not appropriately designed for the application
- Product is not stable until point of application
- Failure of the application equipment
- Unsafe application equipment setup
- Improper advice provided by the Buckman sales associate to the customer
- Failure of sales associate or customer representative to abide by safe handling procedures for the product
- Negative human exposure trend information despite prescribed handling procedures for the product

The velocity of this risk is immediate-to-medium term.

7) Information System Integrity

Buckman relies on its information system to take an order from a customer; manage production; ship products; invoice a customer; pay suppliers; pay employees; determine the profitability of a product, customer and industry; and evaluate its financial results. The failure of the system would have a significant impact on Buckman's ability to operate. The ongoing integrity of the system impacts management's ability to make informed business decisions. The integrity of Buckman's information system can be negatively impacted by the following:

- Failure to recover the system within a reasonable period
- Inconsistent standards regarding the input of data into the system
- Failure to abide by standards established for the input of data
- Limitations on the design of the system and type of data inputted
- Continued reliance on manual manipulation of data
- A security failure that compromises data in the system

The velocity of this risk is immediate-to-long term.

Guiding Principles, Memberships and Recognitions

Addressing the Precautionary Principle

Buckman supports the Precautionary Principle as defined in Principle 15 of the Rio Declaration. As a responsible corporate citizen, Buckman uses well-defined processes for assessing and managing risks. Our processes of managing and evaluating risk include hazard identification, exposure assessment and risk assessment of current products as well as those currently being researched and developed.

External Influences

We are guided by national and international externally-developed economic, environmental and social principles and initiatives to which we subscribe or which we endorse.
- ISO 9001
- ISO 14001
- OHSAS 18001 (in many of our operating companies) and ISO 45001
- GRI
- EcoVadis
- EPA-endorsed "12 Principles of Green Chemistry"
- Sedex
- United Nations Sustainable Development Goals (SDGs)

Memberships of Associations
- American Chemical Society (US)
- ALCA – American Leather Chemists Association
- American Society for Microbiology (ASM)
- Argentine Leather Industry Chemists and Technicians Association (AAQTIC)
- AQTCL (Asociación de Químicos y Técnicos de Curtiduria en León)
- Association of Chemical Pulp and Paper Chemists and Engineers (ZELLCHEMING)
- Belgian Federation for Chemistry and Life Sciences Industries (essenscia) – Europe
- Bioplus-Probio
- Boston College for Corporate Citizenship
- Brazilian Chemical Industry Association (ABIQUIM)
- Brazilian Association of Metallurgy, Materials and Mining (ABM)
- Center for the Brazilian Tanning Industry (CICB)
- Brazilian Association of Sugar & Ethanol Technicians (STAB)
- Brazilian Association of Leather Industry Chemists and Technicians (ABQTIC)
- Brazilian Pulp and Paper Technical Association (ABTCP)
- CICUR (Cámara de la Industria de la Curtiduría del Estado de Guanajuato)
- CANACINTRA – Morelos (Mexico)
- Center for Chemical Process Safety (CCPS)
- Chemical and Allied Industries Association (CAIA)
- Chemistry Australia
- Commissie Productbeleid
- Cooperation for assuring defined standards Ads
- Confederation of European Paper Industries (CEPI)
- COPARMEX – Morelos (Mexico)
- Dutch Paper Technologist Association (VAPA)
- Eurofins | BLC Leather Technology Centre Ltd
- Enzyme Technical Association (US)

- European Biocidal Product Forum (EBPF)
- European Chemical Industry Council (CEFIC)
- European Pulp and Paper Chemical Association (EPCG)
- European Society for Sugar Technology (ESST)
- FIDECOMP – Morelos (Mexico)
- French Paper association (ATIP)
- Indian Pulp & Paper Technical Association (IPPTA)
- Leather Industries of America (LIA)
- Leather Naturally LN!
- Microbiology Society
- National Safety Council (NSC)
- National Union of Manufacturers of Chemicals for Water Treatment and Sanitation (Syprodeau)
- National Association of Sugar and Alcohol Technologists (ANTZA – Italy)
- NZ Leather and Shore Research Association (LASRA)
- Pulp and Paper Technical Association of Canada (PAPTAC)
- Pulp and Paper Technical Institute of Canada (PAPRICAN)
- Responsible Packaging Management Association of Southern Africa (RPMASA)
- Singapore Business Federation (SBF)
- Singapore Water Association (SWA)
- Society for Industrial Microbiology and Biotechnology (SIMB)
- Society of Leather Technologists and Chemists (SLTC)
- Technical Association of Pulp and Paper (ATCP)
- Technical Association of the Pulp and Paper Industry (TAPPI)
- The Federation of Industries of the State of Sao Paulo (FIESP)
- The Leather Working Group
- The Portuguese Association for Technicians of the Pulp & Paper Industry (Tecnicelpa – Europe)

- The Spanish Association of Water Treatment and Control Companies (AQUA ESPANA)
- UK Pulp & Paper Technical association (PITA)
- U.S. Hides, Skins and Leather Association (USHSLA)
- VLARIP
- Verband Deutsche Lederindustrie (VDL)
- Water Institute of South Africa (WISA)

Awards and Distinctions for 2018

In 2018 Buckman was named Finalist in the Sustainability Awards by the Business Intelligence Group. Buckman was recognized for its Vybrant® enzymatic technologies which reduces the use of traditional chlorine-based pulp bleaching chemistries. The enzymatic bleaching technologies work in both the pre- and post-bleaching processes at a mill. Buckman proactively researches ways to replace harsh chemistries with more sustainable chemistries. Today, Buckman is a worldwide leader in using enzymes in our core industries.

Other awards and distinctions include:
- 2018- EcoVadis Gold CSR Rating
- May 2018- Sonoco Supplier Diversity Award
- May 2018- Sonoco Supplier Sustainability Award
- June 2018- Sasol Certificate of Achievement at the Sasol Supplier Recognition Awards
- Korn Ferry 2018 Employee Engagement award for China
- Korn Ferry 2018 Employee Engagement award for India
- Korn Ferry 2018 Employee Engagement award for Brazil
- Gold award from Chief Learning Officer Magazine
- 24th in Training Magazine's Top 125

Connected to Our Stakeholders

Customers
Employees
Communities
Suppliers & Business Partners

Government/Regulatory
Industry Trade Associations
Board of Directors

Buckman builds strong relationships with our key stakeholder groups in order to maximize the value created for us and our stakeholders through our operations. Through this approach, we are in a better position to understand their interests and proactively identify issues or concerns in order to inform our policies, reporting and disclosure.

In 2018, we issued our first stakeholder engagement survey to all our stakeholders to identify what is important to them as it relates to sustainability.

Buckman has a long history of engaging and responding to stakeholders through formal and informal channels. The guidelines for stakeholder engagement to support Buckman's sustainability efforts are based on the GRI Standards, ISO 14001 standards as well as the AA1000SES Stakeholder Standard developed by the AccountAbility Institute for Social and Ethical Accountability.

Throughout the entire process, we take into consideration the information needs of:

- Our employees through intercompany surveys
- Customers, seeking sustainable products and technology solutions and information about our sustainability policies and practices
- Communities, wanting to understand our sustainability management and engagement efforts as a responsible corporate citizen
- Suppliers, whom we expect to abide by our Code of Conduct and who are critical to our operations
- Other stakeholders who have an interest in our industry and operations.

Customers

Customer engagement practices include:
- A Buckman Customer Survey (BCS) to identify needs and develop a plan to address them
- Sustainability Index (CSI) and Return on Environment (ROE) for key customers
- Face-to-face discussions with key customers to better understand sustainability issues that are most important to them

Employees

In addition to our Stakeholder Engagement Survey, we gathered feedback from our employees about our safety culture. Buckman partnered with the National Safety Council (NSC), an independent, nongovernment organization, to conduct a safety perception survey about the current state of associate safety and where we can make improvements. The survey was administered in 6 languages to ensure employees had the opportunity to share their insights and opinions in their first language. Our associate response rate was more than 70% with more than 1,250 respondents.

The survey results are compared against 1,190 organizations from multiple industries in the NSC database. The average Buckman response scores were all in the top 25%. Buckman scored 90 out of 100 where 20 of the 150 chemical manufacturing companies generated a higher overall average response score. Although the survey's purpose was to identify associate perceptions of Buckman's safety management system, the results also provide insight into material aspects relevant to our employees.

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The 2018 NSC safety perception survey reveals these strengths:

- Policies established on the value of safety are highly regarded by employees.
- Employees appreciate that Buckman sets annual safety goals.
- Buckman's management sets a positive safety example.

In 2018, employees raised concerns about associate job stress/fatigue, management safety leadership and engagement, and the execution of permitting processes. Issues raised by employees were reviewed by the Global Associate Action Planning Committee and Local Associate Action Planning Committees to prioritize the highest (what works well/needs to be continued) and lowest performing activities and determine areas of focus. Committees drafted recommended action-oriented plans/strategies to be used as countermeasures to address the areas of focus. We will remain dedicated to these areas of opportunity and ensure that all communication regarding them is clear.

Communities

Buckman has established programs for serving our communities on a global and local level. See the Humanitarian Commitment section of this report for a description of our community relations activity through our BuckmanCares program. We regularly engage with our local communities to ensure that our efforts result in positive impacts to both lives and the environment.

Suppliers/Business Partners

We work very closely with our suppliers to find ways to streamline, conserve and save. Our current collaborative efforts cover a broad range of activities including customer/market needs management, open innovation, supply/demand planning, waste reduction and much more. Open collaboration drives our relationship with each partner and supplier. Our goal is to continue formalizing our process for learning about each other. The more our suppliers and partners understand our expectations, and us theirs, the stronger all of us become.

In 2018, supplier engagement included:

- Supplier questionnaire to engage suppliers in our supply chain
- A Buckman Global Procurement Organization chartered with procurement sustainability and supplier engagement as top priorities.
- Globally standardized supplier qualification and performance review process with enhanced sustainability and supplier engagement requirements.

Buckman has an ongoing global supply chain manufacturing optimization initiative that involves the engagement of and collaboration with contract manufacturers having core competencies in key manufacturing processes utilized by Buckman. This effort not only optimizes our global supply chain, but better consolidates production risks into more specialized facilities with better scale and engineering to reduce risks and waste.

Government/Regulatory Stakeholders

Local governments and regulatory agencies are engaged via participation on committees or task forces, through written communications to agencies, or with face-to-face meetings. The level of corporate or local engagement depends on the issue.

Industry Trade Associations

Buckman participates in strategic industry trade associations at both the global and local levels. These interactions provide us an opportunity to gather feedback on sustainable practices in their respective areas for use in determining materiality.

Board of Directors

Regular engagement with the Board of Directors enables us to ensure each Director has the information necessary to help establish an appropriate strategy for mitigating risk.

Defining Issues and Boundaries
Material to Our Sustainability

Our cross-functional Corporate Sustainability Project Team provides accountability and oversight in preparing this report.

Buckman began reporting its sustainability performance following the GRI G3 reporting guidelines in 2010. The report was built on several years of environmental, health and safety disclosures and reporting. For this report, we follow formal GRI Standards reporting guidelines to provide stakeholders with the data and perspective to understand and evaluate our performance, impacts and opportunities. Management software tracks our progress toward our stated goals. Each operating facility is responsible for entering quantitative data which allows us to monitor, track and identify opportunities at both the

local and global level, providing the best possible disclosures based on the nature of our global business.

Much of the data in this 2018 report reflects sustainability results and activities during the 2017 and 2018 fiscal years.

The reporting process supports Buckman's commitment to continuous improvement, sustainability management and performance and transparency. This data provides stakeholders information needed to understand and evaluate our performance, impacts and opportunities.

We are listening to our stakeholders. A key principle of the GRI is the Materiality Principle. We follow the GRI methodology for assessing materiality and note throughout this report those issues most material to all of you. We thank everyone who participated in the materiality assessment survey and everyone who has contributed their input throughout the years.

Materiality Assessment

An organization should report on topics which cause the most important economic, environmental and social impacts, and/or on topics that are considered as most important by the organization's internal and external stakeholders. During the process of determining those issues, an organization must actively involve its stakeholders and examine each topic stakeholders identify for the time period that the sustainability report will cover.

Material issues are those that have direct or indirect impact to the organization's ability to create, maintain or lose environmental and social value for itself and its stakeholders (GRI definition).

Methodology:

Step 1
Determination and prioritization of the stakeholders to be involved in the process.

Step 2
Identification and prioritization of all sustainability topics (economic, environmental, workplace related, human rights, social, responsible products, etc.) using the GRI Standards. During this step, the material topics identified by other organizations in the Chemical sector were evaluated (sector benchmarking).

Step 3
A stakeholder materiality survey was conducted, through a qualitative questionnaire, in order to identify the material topics. For every question a qualitative scale (very high, high, medium, low) was used in order to evaluate the importance of each topic. The same questionnaire was answered by members of Buckman's Board of Directors.

Step 4
Analysis of the outcomes and results and the representation of the topics in a materiality matrix.

A materiality matrix was created representing the topics of very high, high, medium and low importance.

A numerical value was assigned to each response to the questionnaire (very high=4, high=3, medium=2, low=1). For every topic an average value was calculated based on all the questionnaire replies of the questionnaires.

The Y-axis represents the opinion of all stakeholder groups that were consulted during the materiality assessment process. The X-axis represents the impacts of the organization on each topic, based on the opinion of the Board of Directors. Hence, and according to the GRI Standards, the topics of very high importance to the stakeholders and/or those where the organization has the highest impacts must be included in the sustainability report. For the remaining topics, it is up to the organization to decide whether it wishes to include them in the sustainability report.

Material Topics and Materiality Matrix

The GRI Standards recommend presenting the results of the materiality assessment process in a materiality matrix. The Y-axis represents the opinion of all stakeholder groups, and the X-axis represents the impacts of the organization on each topic.
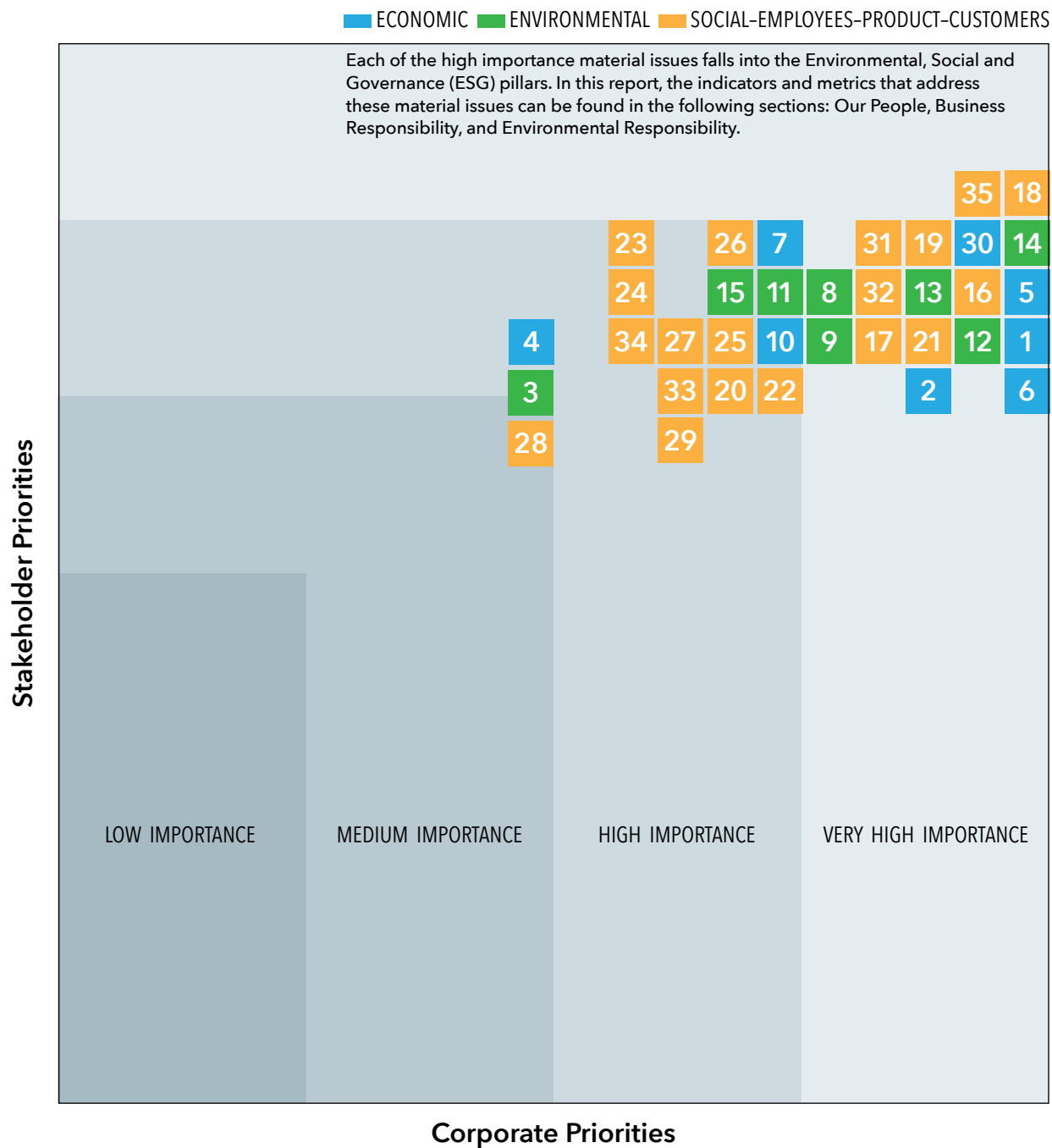
Upon completion of the materiality assessment process, the following topics were presented as very high importance and thus should be included in the sustainability report.

These Material Issues affect the "10 Impacts, Risks and Opportunities" identified by

the Risk Management Committee of the Buckman Board of Directors and noted in the Company Profile section. They are also integral to the nine SDGs Buckman has committed to supporting.

Boundaries and Limitations of Material Topics

Material Topic	Internal Boundaries (Impacts)	External Boundaries (Impacts)
Anti-corruption	Board of Directors, Shareholders, Employees	Government/Regulatory, Suppliers and Business Partners
Environmental Compliance	Board of Directors, Shareholders, Employees	Government/Regulatory, Community and Community Partners
Occupational Health and Safety	Board of Directors, Shareholders, Employees	Government/Regulatory
Direct Economic Value Generated and Distributed	Board of Directors, Shareholders, Employees	Government/Regulatory, Lenders
Anti-competitive Behavior	Board of Directors, Shareholders, Employees	Government/Regulatory, Industry Associations
Employment	Board of Directors, Shareholders, Employees	Community and Community Partners
Training and Education	Board of Directors, Shareholders, Employees	–
Customer Health and Safety	Board of Directors, Shareholders, Employees	Customers, Suppliers and Business Partners
Technology and Innovation	Board of Directors, Shareholders, Employees	Customers, Suppliers and Business Partners
Market Presence	Board of Directors, Shareholders, Employees	Suppliers and Business Partners, Lenders
Water Usage	Board of Directors, Shareholders, Employees	Community and Community Partners
Waste Management	Board of Directors, Shareholders, Employees	Community and Community Partners
Transportation Safety	Board of Directors, Shareholders, Employees	Community and Community Partners, Suppliers and Business Partners
Non-discrimination	Board of Directors, Shareholders, Employees	Community and Community Partners
Product Marketing and Labeling	Board of Directors, Shareholders, Employees	Customers, Government/Regulatory
Customer Privacy	Board of Directors, Shareholders, Employees	Customers, Government/Regulatory
Labor/Management Relations	Board of Directors, Shareholders, Employees	–
Energy Consumption	Board of Directors, Shareholders, Employees	Community and Community Partners

ECONOMIC ■ **ENVIRONMENTAL** ■ **SOCIAL–EMPLOYEES–PRODUCT–CUSTOMERS**

Each of the high importance material issues falls into the Environmental, Social and Governance (ESG) pillars. In this report, the indicators and metrics that address these material issues can be found in the following sections: Our People, Business Responsibility, and Environmental Responsibility.

Stakeholder Priorities

Corporate Priorities

LOW IMPORTANCE | MEDIUM IMPORTANCE | HIGH IMPORTANCE | VERY HIGH IMPORTANCE

LEGEND
1. Direct economic value generated and distributed
2. Market presence
3. Indirect economic impacts
4. Procurement practices
5. Anti-corruption
6. Anti-competitive behavior
7. Material usage
8. Energy consumption
9. Water usage
10. Biodiversity
11. Emissions
12. Waste management
13. Transportation safety
14. Environmental compliance
15. Supplier environmental assessment
16. Employment
17. Labor/management relations
18. Occupational health and safety
19. Training and education
20. Diversity and equal opportunity
21. Non-discrimination
22. Freedom of association and collective bargaining
23. Child labor
24. Forced or compulsory labor
25. Security practices
26. Human rights assessment
27. Local communities
28. Supplier social assessment
29. Public policy
30. Customer health and safety
31. Product marketing and labeling
32. Customer privacy
33. Socioeconomic compliance
34. Emerging markets
35. Technology and innovation

22

Connected to Each Other – Our People

Employee Health and Safety
Labor Relations and Employee Welfare
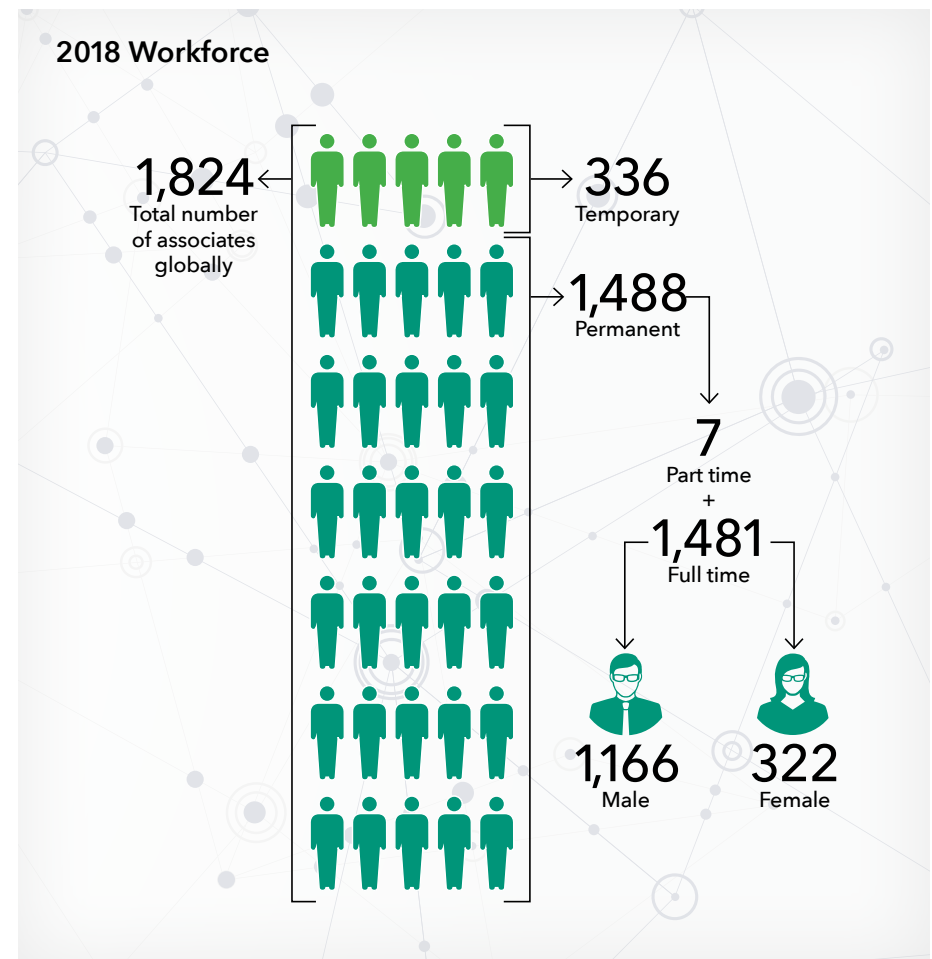Healthy Lifestyles
Employee Training and Education

We feel our employees are our greatest asset and should be treated as such. We're a group of 1,824 geographically, ethnically and culturally diverse professionals working together to provide world-class products and services. We strive to provide employees with a superior work experience that gives them opportunities and leadership skills to grow, contribute to the company in fulfilling ways and have a positive impact on their communities. Buckman has comprehensive workplace strategies and policies in place to ensure that employees can be successful, but also stay safe and healthy doing it.

A trained, engaged and motivated workforce will result in less absenteeism, reduced staff turnover and more productivity.

Snapshot of Global Workforce

In 2016 our total number of employees was 1,733 (226 temporary and 1,507 permanent), while in 2017 our total number of employees was 1,789 (256 temporary and 1,533 permanent). We increased our total number of employees by 2% in 2018 with respect to 2017.

In 2016 and 2017 the percentage of female permanent employees remained fairly constant (23.3% and 22.5% respectively).

2018 Workforce

1,824
Total number of associates globally

336
Temporary

1,488
Permanent

7
Part time
+
1,481
Full time

1,166
Male

322
Female

The percentage of our permanent employees in each region has not changed significantly since 2016.

In 2016 we hired 121 employees (74% men and 26% women), while in 2017 we hired 186 new employees (78% men and 22% women).

In 2016, 27% of our new hires were below 30 years old, 66% were between 30 and 50 years old, while 7% were over 50 years old. In 2017, 29% of new hires were below 30 years old, 56% were between 30 and 50 years old, and 15% were older than 50 years old.

See the charts below for our 2018 numbers.

Buckman meets or exceeds minimum wage in all of our operating companies and territories. Where there is no minimum-wage requirement, Buckman uses a salary survey to set salary ranges.

Buckman offers major benefits to full-time employees in the countries where it does business. These benefits vary by country, but may include:
- Medical coverage
- Dental services
- Vision protection
- Flexible spending account
- Life insurance
- Optional life insurance

- Long-term care
- Accidental death & dismemberment insurance
- Travel accident insurance
- Long- and short-term disability
- Employee Assistance Program (EAP)
- Cancer plan
- Legal plan
- Tuition reimbursement
- 401(k)/profit sharing
- Vacation
- Relocation
- Healthcare survivor benefits

2018 Permanent Employees by Region

Europe 9%
Buckman International 8%
South Africa 10%
North America 30%
Asia 15% (including Australia and New Zealand)
China 14%
14% Latin America (including Mexico)

2018 New Hires by Age and Gender

Age >50 15
Age <30 61
Age 30–50 79

155 Total

114 Male
41 Female
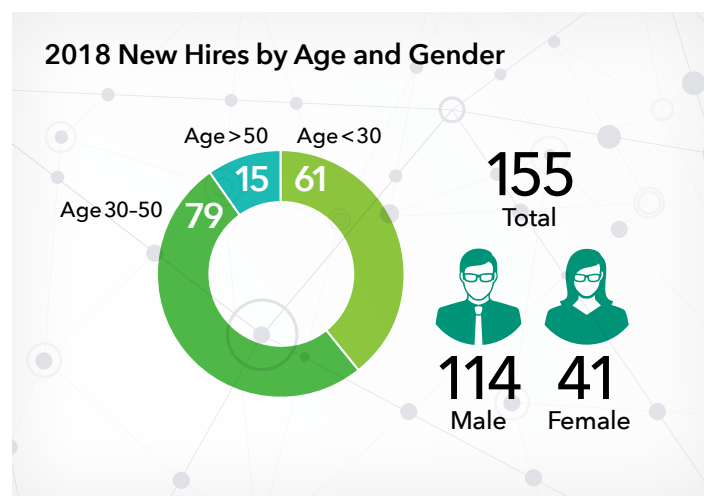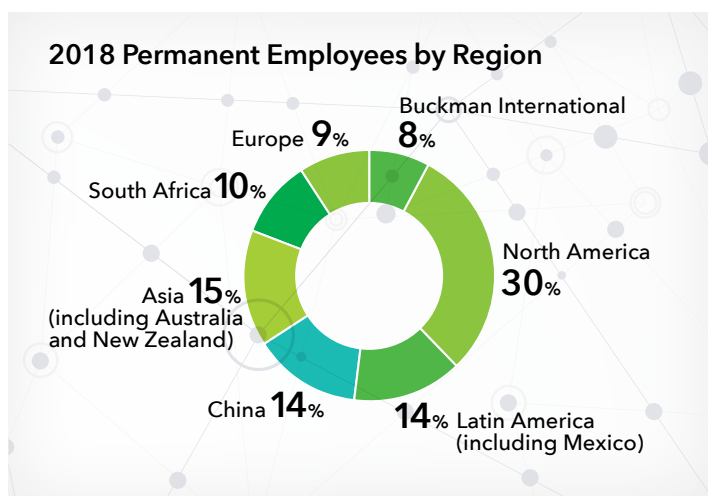
Employee Health and Safety

Buckman recognizes that the health, safety and wellbeing of our employees plays a key role in the financial sustainability of our company. It is also a key to improving productivity and customer relations. Buckman's golden principle states that "all occupational injuries and illnesses can be prevented." We strive to provide the best and safest working conditions for our employees. We have reenergized our safety approach by embarking on safety transformation called Journey to Zero Occupational Injuries and Illnesses. We want to ensure that our employees all over the globe return home safely to their loved ones because we feel that above anything else, people matter most.

	2010	2011	2012	2013	2014	2015	2016	2017	2018

Total Recordable Injuries and Illnesses*

	2010	2011	2012	2013	2014	2015	2016	2017	2018
Buckman Incident Rating	1.2	1.11	1.11	1.4	0.9	0.7	0.5	0.6	0.63
U.S. Chemical Industry Average	2.4	2.4	2.3	2.0	2.3	2.1	2.0	2.0	—
U.S. Manufacturing Industry Average	4.4	4.4	3.0	2.8	4.0	3.8	3.6	3.5	—

Lost Workday Cases**

	2010	2011	2012	2013	2014	2015	2016	2017	2018
Buckman Incident Rating	0.4	0.6	0.4	0.5	0.43	0.27	0.11	0.27	0.16
U.S. Chemical Industry Average	0.7	0.7	0.7	0.5	0.7	0.6	0.6	0.6	—
U.S. Manufacturing Industry Average	1.1	1.1	0.8	0.8	1.0	1.0	0.9	0.9	—

Fatalities

	2010	2011	2012	2013	2014	2015	2016	2017	2018
Buckman Incident Rating	0	0.06***	0	0	0	0	0	0	0

*Represented by the occupational incident rating (OIR) calculated by the total number of occupational injuries/illnesses resulting in medical treatment, restricted time, lost time or fatality multiplied by 200,000 then divided by the number of man-hours worked.

**Represented by a lost-time injury rate (LTIR), calculated by the total number of occupational injuries/illnesses resulting in medical treatment, lost time or fatality multiplied by 200,000 then divided by the number of man-hours worked.

***Buckman suffered a fatal accident of a non-Buckman service representative working at a customer site in China.
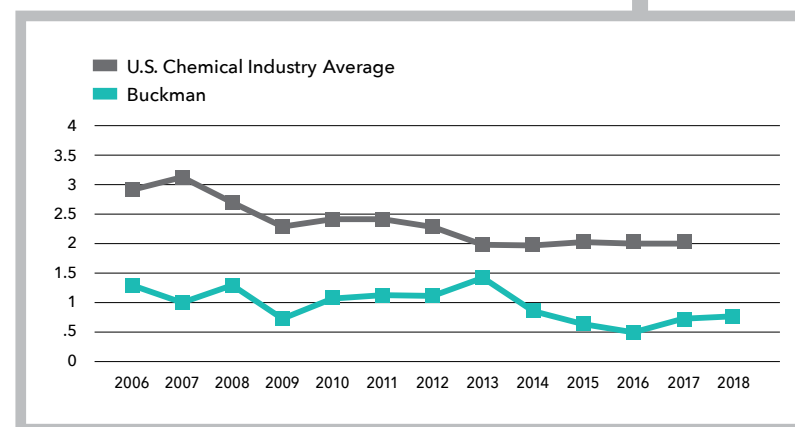
Buckman's Occupational Health and Safety Management system is based on laws and regulations developed by the United States Occupational Safety and Health Administration (US OSHA), and is applicable to Buckman employees and contractors, visitors, etc. As we are also a global entity operating in many countries around the world, we must comply with local regulations governing those locations. In addition, we utilize industry best practices and standards and globally recognized certification processes such as OHSAS 18001/ISO 45001 to ensure we have proper systems in place. We set protocols for the safe operation of our plants and the safe handling of our products.

Our Global Safety and Environmental Team consists of our Corporate Global Safety and Environment Department, which engages in a disciplined program of risk analysis and planning to develop goals and measure progress on a regular basis. Our Global Safety, Health and Environmental (SHE) Community, which consists of global SHE managers, establishes processes and improves global communication, coordination and implementation of health and safety initiatives among operating companies and corporate departments at multiple levels. Members of the SHE Community routinely review successes and failures in order to establish the necessary vehicles to continuously improve our safety and environmental stewardship.

Because we have acknowledged that our battle is against risk, we look for ways to prevent accidents and continuously seek to understand the risk in our industry. We employ several different processes to identify hazards and assess risk such as:

Incident investigations All employees are encouraged to report incidents. We continuously promote the awareness and importance of capturing and reporting near miss incidents. Across the globe our locations have incident reporting mechanisms in place to capture this information. Thorough investigations are conducted, and corrective actions and recommendations are developed and implemented to prevent incident re-occurrence.

Risk Assessment tools We ensure that our employees are equipped with the knowledge to identify hazards and assess risks. We have developed internal, specialized tools used by our employees across our functional areas.

Global Safety, Process Safety and Environmental Stewardship Audits
Our single comprehensive audit process encompasses all three of our key risk-identification processes: associate safety, process safety and environmental stewardship. Audits are scheduled at least every three years for each operating location. Audit teams are comprised of subject matter experts from within our organization and include employees from safety, environmental, plant management, process engineers and others. This auditing process provides an opportunity for Buckman employees who have similar jobs to share knowledge and best practices among each other and outside their normal environment.

Quantitative Risk Assessment (QRA) Buckman employs a QRA process that identifies chemical hazards and security vulnerabilities; facilitates and applies the appropriate risk analysis technique for the risk identified; and recommends, prioritizes and reviews options to manage risk to comply with our global standard. QRAs are scheduled every 10 years for each manufacturing facility.

Process Hazard Analysis (PHA) This program systematically identifies, evaluates and controls process hazards such as fires, explosions and spills to help minimize the potential for releases of chemicals that could affect associate or public safety.

Management of Change Change is one of the leading causes of process safety incidents. Buckman has developed standards to ensure that all changes to plant operations are evaluated, approved and properly communicated with appropriate training before implementation and that all inadvertent or unintended consequences are prevented.

Pre-Startup Safety Review (PSSR) These reviews are performed to assist in verifying that process equipment and plant employees are ready to safely start and maintain process operations after new materials are introduced, changes made to standard operating procedure or changes in equipment.

Safety education and training is vital to a safe workplace and safety always takes precedence over expediency. Our health and safety standards are comprehensive and effective, with over

30 training topics covering all areas of the company (Manufacturing, Sales/Marketing, Administration, Laboratory/Research). Those topics include:

- Emergency Response
- Permitting Processes: Safe Work, Confined Space, Control of Hazardous Energy (LO/TO), Hot Work, Initial Line Opening, Electrical Work, Working from Heights
- Chemical Hazard Awareness
- Personal Protective Equipment (PPE) and Respiratory Protection
- Incident Reporting
- Hearing Conservation
- Ergonomics
- Powered Industrial Trucks
- Office Safety
- Laboratory Spill Response, Chemical Hygiene
- Defensive Driving
- Fire Extinguishers
- Bloodborne Pathogens
- Process Safety and applicable chemical hazards

Buckman employs field experts at customer sites all around the globe. Our global safety managers, field safety managers and field safety champions travel to numerous customer sites to conduct audits, but also to share, collaborate and enhance safety knowledge. We are able to share this knowledge effectively through a variety of mobile phone devices and apps.

A number of proprietary tools are available to assist our field employees in identifying hazards and potential risks. These tools include:

Hazardous Chemical Application Standardization (HCAS) A comprehensive checklist ensures that our chemicals and chemical applications at customer sites are handled in a uniform and safe manner according to agreed-upon global standards. Documentation of these assessments must be maintained for every application and all non-conformances must be addressed.

Job Hazards Tools These tools are used by our field employees to assess risk. A series of checklists and other methods are used to assist the associate in identifying hazards and risks associated with equipment installations, chemical handling or other issues that may arise.

At each of our locations, we engage with and support our employees with a myriad of initiatives.

Our 2018 Employee Initiatives include:

- Conducted our first global Safety Perception Survey.
- Introduced the concept of global all stop safety days and conducted thorough execution plans.
- Provided extensive planning for global Train-the-Trainer rollout for incident investigation training, a cascade, top to bottom approach
- Conducted our first executive leader workshop safety training in partnership with DuPont to provide executive leaders with foundations for safety roles, felt leadership and expectations for safety.

These and other efforts elicit tangible results. For example, in Shanghai, China, employees celebrated 2 million safe man-hours without a lost time accident.

Labor Relations and Employee Welfare

Buckman endeavors to understand the needs of its workforce and meet those needs through labor relation policies that not only respect workers but also empower them.

One hundred percent of the Buckman workforce is represented in the chartered Global Safety, Health and Environmental (SHE) community. This committee holds bimonthly virtual meetings as well as a face-to-face meeting every 12–18 months. Their objective is to establish process, improve communications and implement health and safety initiatives.

Collective bargaining agreements cover 330 Buckman associates, or

21%

At Buckman, we understand the inherent risks of our industry. That's why our Global SHE department engages in a disciplined program of risk analysis and planning that includes:

• Setting and following strict protocols for the safe operation of our plants and the safe handling of our products.

• Focusing on employee health, implementing a global medical and health testing standard to reduce serious illness in the workplace and the related healthcare costs.

In the regions where we have formal agreements with trade unions (Southern Cone, South Africa and Mexico), we cover health and safety in those agreements. The health and safety topics covered in all local level agreements include:

• SHERQ representatives safety inspection report
• First-aid box
• Suggestion box
• Emergency response plan
• Workplace safety
• Modified policies and procedures

• Audit results of ISO 9000 / 14000
• Occupational health reports
• Hygiene reports
• Personal protective equipment
• Non-conformances
• Outstanding actions
• Consultation
• Joint management-employee health and safety committees
• Training and education
• Participation of worker representatives in health and safety inspections, audits and accident investigations
• Complaints mechanism
• Right to refuse unsafe work

Additional health and safety topics that are covered in these agreements but are specific to certain countries include:

• Compliance with the International Labor Organization (ILO)
• Arrangements or structures for resolving problems
• Commitments regarding target performance standards

Healthy Lifestyles

Buckman encourages employees to practice healthy lifestyles. This includes regular exercise, eating well, getting annual physicals and other health maintenance activities. Buckman continues to implement health and wellness programs around the globe and focuses on employee health through implementation of a global medical and health testing standard to reduce serious illness in the workplace and the related healthcare costs.

Buckman USA and Buckman International offer online health assessments to all employees to assist them and their qualified dependents in evaluating the genetic and lifestyle factors that increase individual risk of contracting serious illness. Employees have access to educational materials and are offered access to healthy lifestyle coaching through our Fit2BWell wellness program.

Participants receive telephone coaching sessions with a professional wellness coach at no cost to the employees.

Through Buckman's health insurance offerings, employees and their families may receive treatment assistance.

Buckman USA and Buckman International provides an onsite company nurse, who works closely with corporate, manufacturing and field employees. The nurse is on site to provide health and wellness related services to Buckman employees by performing the following duties:

- Coordinates company-required physical examinations
- Reviews physical examination results with employees
- Coordinates Health Maintenance Incentive Program
- Conducts training classes and educational meetings for Buckman's First Aid teams
- Manages Worker's Compensation claims, blood drive and special services such as mammograms and flu shots
- Assists employees with their immediate healthcare needs and questions

The company is continually looking for ways to encourage health and wellness for Buckman employees, and as part of that effort Buckman decided that participation in local walking, biking and running events would be a fun way for employees to exercise and spend time with family and friends. Buckman pays the entry fee for employees and their family members for select events.

Employee Training and Education

We place great emphasis on employee development, the exchange of knowledge and information and the fostering of transformational leadership skills. Only when our employees grow better and stronger can we expect our company to do the same.

Training at Buckman is a valued driver of our business strategy at every level of our long-term plan. Linked to our value system at Buckman, the notion of self-leadership means our employees oversee their own self-development starting with self-awareness.

Our global performance and talent management program, tools and processes enhances the learning experience we build for our employees where each learning engagement aligns to their day-to-day jobs. Our performance and talent management system standardizes the processes for all managers and employees, creating a uniquely global culture of performance at Buckman. This linkage allows us to create process-oriented feedback loops for career development plans to address skill gaps and earning programs aligned to each key skill or behavior.

We actively put associate learning at the heart of Buckman's three-part corporate strategy of consistent global associate development, continuous process improvement and sales account management. Our Buckman learning strategy starts with prioritizing global learning programs that target strategic revenue-generating sales positions across our target markets. Each of these sales positions have clear performance expectations and career development opportunities that link their jobs and careers with our global learning programs. Finally, these global learning programs have specifically designed learning objectives that directly align with these work development actions, resulting in a direct investment in learning to support Buckman's business strategy.

Throughout 2018, the learning strategy at Buckman was designed to be tightly aligned to our business strategy on three distinct levels: revenue generation, alignment to spe-cific job requirements or revenue-generating positions, and a cohesive performance and talent management program.

2018 Average Training Hours By Department

49,391
TOTAL TRAINING HOURS
GLOBALLY IN 2018
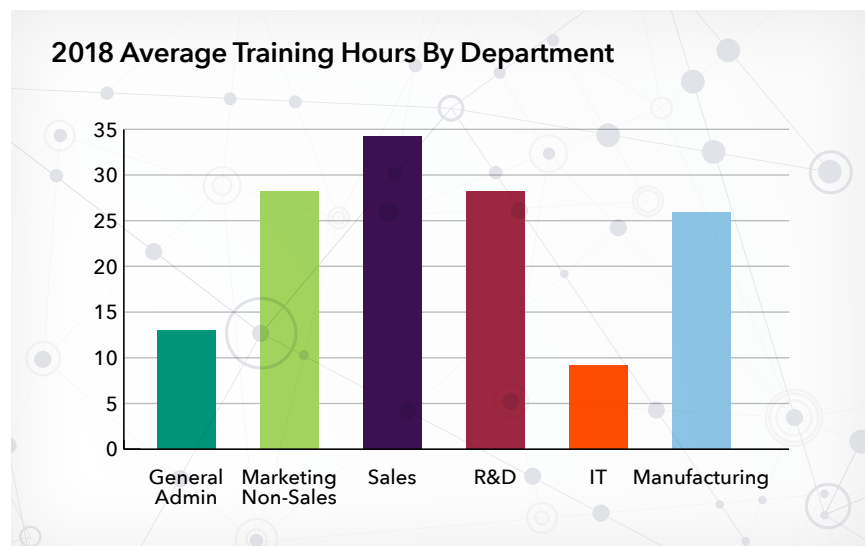
Our associates received an average of 27 hours of training in 2018.

To continuously improve safety, we utilize a suite of eLearning programs distributed by our global learning management system to all our employees. First, we focus on safeguarding the safety and health of our employees and our communities. Through this, we are upholding what has become a tradition of training excellence for our people. Our safety and health standards are comprehensive and effective, with over 30 training topics covering all areas of the company (manufacturing, sales/marketing, administration, laboratory/research), even in the regions where we have formal agreements with trade unions (Southern Cone, South Africa, and Mexico). Our global Occupational Injury Rate (OIR) has remained below target, parallel to the increased amount of training Global Learning Effectiveness offers. This is due largely in part to Buckman's focus on safety and the well-being of our employees.

To ensure our employees experience a smooth transition, we provide transition assistance programs (where relevant) that focus on facilitating the continued employability and management of career endings resulting from retirement or termination. These programs included:

- Severance pay
- Career planning and outplacement/job placement services

Managers and employees (contractors not included) have a formal performance review annually (at a minimum) to review the prior period performance and set goals for the next period. In 2018, approximately 82.3 percent of employees received performance reviews.

Key leaders and managers participate in annual talent forum events to discuss every associate's performance, potential and desire to move into higher levels of leadership. These forums are a key piece of our sustainability effort, as it will be our people who will enable us to remain viable in the future. It's all about having the right people in the right roles, and it is a continuing self-renewal process that keeps us positioned to meet the changing needs of both our customers and our stakeholders.

In 2018, Buckman was awarded gold in the LearningElite awards by *Chief Learning Officer* magazine. This was the second consecutive year Buckman received the award's highest honor. The award recognizes leading learning organizations around the world that display exceptional workforce development strategies that translate into business results. Buckman was recognized for its efforts in functional areas including leadership development, use of technology, content development and executive buy-in.

Connected to Our Future – Business Responsibility

Economic Performance
Supply Chain Management
Humanitarian Commitment
Product Responsibility

Marketing and Labeling
Customer Health and Safety
Anti-Corruption
Customer Privacy

8 DECENT WORK AND ECONOMIC GROWTH
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
12 RESPONSIBLE CONSUMPTION AND PRODUCTION
13 CLIMATE ACTION
16 PEACE, JUSTICE AND STRONG INSTITUTIONS

At Buckman, we take bold steps, but we do so deliberately to ensure we remain a long-term, value-oriented, future-focused business. We know the decisions we make and the way in which we conduct business impacts our employees, customers, suppliers, communities and our future.

Economic Performance

Economic performance is often measured by costs, income and profit. At Buckman, we also consider the investment we make in our workforce and the return on that investment back to our employees in the form of opportunities for learning and growth, personal fulfillment and financial reward.

Supply Chain Management

Buckman strongly values our suppliers and believes supplier relationship management is a key aspect in ensuring the sustainability of our business. Governance includes the Buckman Fundamentals and ISO 14001 Environmental/ISO 9001 Quality Management Systems registered sourcing policies and programs. Buckman employs a collaborative model in effectively engaging our suppliers throughout the organization. Strategic supplier relationships are maintained for critical sourcing needs and key technologies. The right sustainable suppliers are selected and maintained according to Buckman's established supplier

While we strive to be fiscally powerful, responsible and transformational, we will not jeopardize our ethics and integrity to be successful.

selection, qualification and performance evaluation processes. Supplier selection is integrated into the earliest phases of the new product/process development process. Collaborative engagement with our suppliers covers a broad range of activities including customer/market needs management, open innovation, supply/demand planning, make-versus-buy, risk management, waste reduction and regulatory compliance. Continual improvement is driven though open collaboration with suppliers on our mutual performance, according to our established practices.

	2016	2017	2018
Worldwide Sales	$591,068,012	$631,801,396	$692,072,733
Total Wages and Benefits	$158,694,128	$162,721,333	$166,471,936

Humanitarian Commitment

Buckman takes a leadership role, working hard to improve the quality of life for our employees, our local communities and the global community we all share. BuckmanCares, our global community engagement initiative, dedicates Buckman resources—both financial and human—to three key focus areas: health and human services, environmental stewardship and education, with an emphasis on youth. Its mission is to ensure Buckman remains a responsible corporate citizen by encouraging and supporting the volunteer efforts of our employees and dedicating resources to our focus areas.
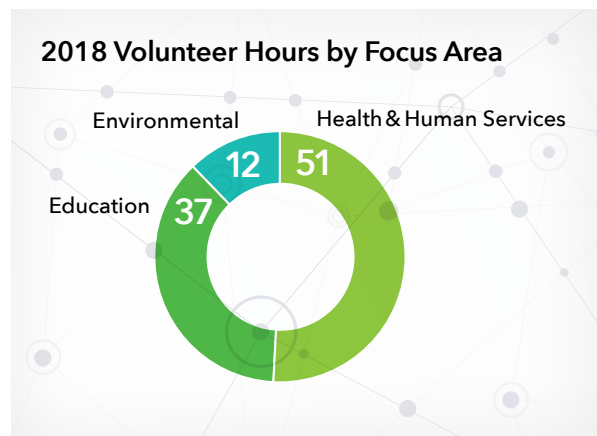
Storytelling

Storytelling is one of our global BuckmanCares initiatives. We believe when we teach children concepts like responsibility and commitment, it's important to be creative and that's what our global storytelling initiative is all about. Whether we're using science, teambuilding games or puppets, our employees teach valuable lessons while making sure the children have fun.

Buckman employees in the U.S. perform puppet shows for the students of one of our adopt-a-schools, Springdale Elementary, teaching them how to have clear communication at school, home and in the community.

Buckman sales employees in China participated in a storytelling project teaching the 7 Principles of Highly Effective Teamwork through painting and teambuilding games. Students learned to negotiate with other teams for a win-win outcome.

At the Singapore Children's Society, Buckman employees taught children about healthy conflict, communication and leadership by playing fun, teambuilding games.

Blood Donation

We are impacting lives one drop at a time through our global blood donation initiative. Donating blood is a global BuckmanCares initiative. In 2018, employees around the world helped give life to someone in need by donating blood. We also challenged our families, contractors, interns and local universities to roll up their sleeves and give blood, helping our donations go even further. In 2017-2018, Buckman employees, friends and family members from all over the world donated 488 liters which impacted nearly 3000 lives.

Buckman's global headquarters received three awards from the local non-profit blood center in Memphis: Corporate Group of the Year, continued financial support award, and the "Dick Benson Community Service Award".

2018 Volunteer Hours by Focus Area

Environmental — 12
Health & Human Services — 51
Education — 37

More than **93,400** people were positively impacted by the BuckmanCares Program in 2018.

In 2018, Buckman employees volunteered more than 8,900 hours to support our communities with an estimated value of $587,255.

Product Responsibility

At Buckman we take the quality, safety and efficacy of our products seriously and have measures in place to ensure our products work to sustain the highest possible positive economic impact for both our company and our customers. One hundred percent of all new products undergo a stringent Buckman review process during development and commercialization. In addition, regulatory changes or new hazard information trigger safety reviews for existing products. In selected cases, Buckman also incorporates product life cycle tools as part of product evaluations.

It is standard for Buckman to administer a customer satisfaction survey to customers meeting a certain sales threshold for a calendar year, however, the survey is available to all customers. The main purpose of this survey is to measure and improve customer experience. In addition, we administer it to more than one person at each customer location.

Once a survey has been administered, the results are compiled and a report is generated. Sales then reviews the report with the customer at an annual business review.

Once the report has been presented to the customer, the sales associate prepares an action plan based on the findings and discussion with the customer. The sales associate then reviews the business plan with

the customer. These actions are governed by our 8 Business Management Standards:

- Communication
- System knowledge
- Planning
- Safety
- Program manuals
- Service and activity reports
- Business reviews
- Continuous improvement

Continuous improvement is the end goal and driving inspiration for everything we do for every customer. All products go through a new product introduction process in each region in which they are sold. Ingredients are reviewed against local regulations including those related to banned substances. Buckman does not knowingly sell any products into markets where they are banned.

Marketing and Labeling

Buckman products must comply with hazard communication laws for the countries in which Buckman sells them. These requirements include product Safety Data Sheets (SDS) and labels. When required by local and national regulations, the content of the SDSs and labels includes information on country of origin, concentration, safe handling, disposal and other information as required for compliance. Information on the sourcing of individual components is collected but not disclosed to customers via SDSs and labels.

Buckman also provides direct support to customers when additional information is needed regarding safe handling and uses for specific applications. Buckman complies with the global implementation schedules of the Globally Harmonized System for Classification and Labeling.

Marketing non-compliance Non-compliance with any regulations or voluntary codes regarding marketing communications have been identified within Buckman.

Labeling non-compliance One incident was reported involving four products. A resolution was reached with the local regulatory authority.

Customer Health and Safety

Buckman has review processes in place for the development and commercialization of 100 percent of all new products. Regulatory changes or new hazard information can also trigger safety reviews of existing products. In selected cases, Buckman also incorporates product life cycle tools as part of product evaluations.

Anti-Corruption

All of our operating companies are analyzed for risks related to corruption. We maintain a risk management committee at the board level, and we educate all our employees on our Code of Ethics. External and internal financial audits have uncovered no incidents of corruption.

Anti-Corruption Communication and Training

All Buckman employees across the world must adhere to the Buckman Compass (the fundamental guiding principles of how we conduct business throughout our global operations) which includes the Code of Ethics, Safety First Policy, the 7 Principles of Highly Effective Teamwork and the Buckman Anti-Corruption Compliance Policy. Each operating company worldwide instills such fundamental principles in its culture to ensure we all operate from the same code of conduct no matter where our employees are in the world. In addition, Buckman provides employees with access to EthicsPoint, a confidential reporting tool. EthicsPoint training is provided to each newly hired associate. Buckman employees at all levels and in all locations receive tailored, in-person training on the anti-corruption policy and applicable anti-corruption laws in

their jurisdiction on a biennial basis, as well as on-demand legal support and coaching to ensure compliance. The Company requires all managers throughout the global operation to annually confirm in writing his or her compliance with Buckman's anti-corruption policy and conflict of interest policy. There have been no reports of any governmental actions, such as investigations or inquiries, against any Buckman entity or associate. Buckman has specific compliance best practices that involve all its operations and officers globally to ensure commitment in this regard.

Customer Privacy

Buckman takes the privacy of our customers seriously and we are committed to complying with data privacy protection laws in the countries where we do business. Our compliance with the EU General Data

Protection Regulation (GDPR) included: mapping the flow of personal data throughout our systems, services, databases and infrastructure; conducting privacy impact assessments; creating and revising internal and external documentation such as privacy statements and policies; auditing our data breach response and cybersecurity processes to ensure compliance. We also launched an internal communication campaign to ensure all employees were aware of GDPR and Buckman's efforts to be in compliance now and in the future and required employees to complete online GDPR training. Buckman has not received nor been put on notice of any customer privacy breaches or loss of customer data. Buckman has put in place a policy and best practices to ensure protection of customer privacy and data globally and continues to work on improving and enhancing such compliance.

Connected to the Environment —
Environmental Responsibility

Environmental Non-compliance   Emissions
Water   Effluents and Waste
Energy

3 GOOD HEALTH AND WELL-BEING   **6** CLEAN WATER AND SANITATION   **9** INDUSTRY, INNOVATION AND INFRASTRUCTURE   **12** RESPONSIBLE CONSUMPTION AND PRODUCTION   **13** CLIMATE ACTION

Our company and our employees are dedicated to finding new ways to make meaningful contributions to environmental health and sustainability around the world, whether it's developing greener chemistries, recycling or reducing energy usage.

**The more we can decrease negative impacts on the environment, the greater our positive impacts can be on our employees, suppliers, customers and communities.
Our environmental goal is simple: zero negative environmental impact.**

Since establishing our new reduction goals for 2020 in our last report, starting with a baseline year of 2015, we are proud to report that we've made great progress. But we still have a lot of work ahead of us. We will continue to push even harder toward these goals, because the true value of a company isn't measured just by what it produces, but also by what it doesn't.

Below are some examples of our environmental initiatives from 2018.
- Added electric car charging stations at our Corporate Headquarters
- Purchased new electric vehicles for security personnel at the Corporate Headquarters
- Continued identification and implementation of traditional recycling projects in our facilities around the globe to reduce, reuse and recycle materials
- Donated and recycled e-waste when not appropriate for use
- Utilized a new external effluent treatment supplier at our Brazil facility
- Implemented upcycling projects

Environmental Non-compliance

Buckman's global SHE department utilizes auditing to verify conformance to Buckman's policies and standards and industry standards such as ISO 14001. Annual ISO 14001 audits are conducted at all manufacturing locations by external consultants. All audit non-conformances are reported to the global SHE department and tracked locally to completion.

No fines or nonmonetary sanctions were levied against any Buckman facility in 2017 or 2018.

WATER – TOTAL WATER WITHDRAWN

Based on the 2015 baseline, we set a
10 percent reduction target by 2020 for water
consumption per kilogram of production.
In 2015, the water consumption per kilogram
of production was 0.001718m3/kg. Based
on this, the target for 2020 was 0.0015462.
In 2018, the water consumption per kilogram
of production was 0.001503m3/kg. We have
achieved a 12 percent reduction in the water
consumption from our baseline year (2015)
and have already met our 2020 reduction
goal.

Total Water Withdrawn by Major Source

Ground Water   Municipal Water

24% **76**%
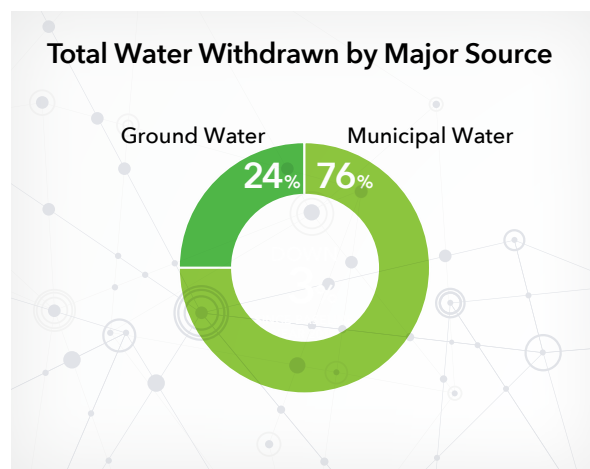
The percentage of municipal water
withdrawn in 2017 was 77% and in 2018 was
76%, while the percentage of ground water
withdrawn was 22% in 2017 and 24% in 2018.

DOWN
12%
SINCE BASELINE
YEAR 2015

	UNITS	2010	2011	2012	2013	2014	2015	2016	2017	2018
Total Water Withdrawn										
Intensity	m³/kg	0.002982	0.002315	0.002109	0.001885	0.001906	0.001718	0.001666	0.00167	0.001503
VOLUME	**m³**	**457,057**	**353,865**	**336,575**	**302,897**	**263,766**	**263,072**	**261,946**	**281,378**	**294,548**

	UNITS	2010	2011	2012	2013	2014	2015	2016	2017	2018
Total Water Withdrawn by Major Source										
Ground water	m³	155,745	78,608	81,666	72,946	64,696	56,747	54,208	63,285	70,702
Municipal water	m³	300,700	275,257	254,909	229,951	199,070	206,325	207,738	217,493	223,247
TOTAL	**m³**	**456,445**	**353,865**	**336,575**	**302,897**	**263,766**	**263,072**	**261,946**	**281,378**	**294,548**

Energy – Direct Energy Consumption

The direct energy consumed by the company to manufacture products and provide power to our office buildings in 2018 was 171,835 gigajoules. About 88 percent (151,327 GJ) of the direct energy was generated from purchased natural gas and 12 percent from other liquid fuel sources (LPG, petro, kerosene, diesel, fuel oil and ethanol). The direct energy consumption is reported for all our major sites, which includes our global headquarters and sites containing manufacturing plants.

Direct Energy Consumption

**Natural Gas** 88% **12%** **Other** LPG, Petrol, Kerosene, Diesel, Fuel Oil, Ethanol
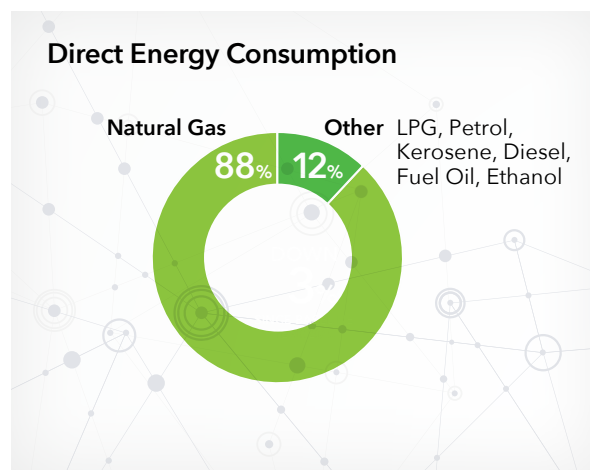
Our reduction target is 10 percent by 2020 for nonrenewable direct energy from our baseline year (2015). In 2015, the nonrenewable direct energy consumption per kilograms of production was 1.19 MJ/kg. Based on this, the target for 2020 is 1.071 MJ/kg. In 2018 the direct nonrenewable energy intensity was 0.88 MJ/ kg. We have achieved a 26 percent reduction in the consumption of direct energy per kg of production from our baseline year (2015) and have already met our 2020 reduction goal.

DOWN **26%** SINCE BASELINE YEAR 2015

	UNITS	2010	2011	2012	2013	2014	2015	2016	2017	2018
Direct Energy Consumption										
Intensity	MJ/kg	1.32	1.11	1.12	1.22	1.17	1.19	1.17	0.96	0.88
TOTAL	**GJ**	**202,974***	**170,540**	**178,494**	**197,194**	**189,110**	**182,164**	**184,752**	**161,576**	**171,835**

* Includes 5,673 GJ of ethanol

	UNITS	2010	2011	2012	2013	2014	2015	2016	2017	2018
Direct Energy Consumption by Source										
Diesel	GJ	4,007	2,554	2,804	1,671	1,490	1,428	1,060	1,233	2,340
Fuel Oil	GJ	21,704	20,149	18,142	19,609	15,771	12,965	11,716	13,995	9,727
Kerosene	GJ	7,437	6,750	6,159	6,664	6,600	6,195	6,210	6,762	7,983
Petrol	GJ	4,254	1,339	777	366	348	172	156	118	197
Propane	GJ	910	1,263	228	1,085	747	514	367	267	261
Natural Gas	GJ	158,990	138,485	150,384	167,798	164,154	160,890	165,243	139,201	151,327
TOTAL	**GJ**	**197,302**	**170,540**	**178,494**	**197,194**	**189,110**	**182,164**	**184,752**	**161,576**	**171,835**

Energy – Indirect Energy Consumption

The indirect energy consumed by the company in 2018 was 96,788 GJ. The indirect energy consumption is reported for all of our major sites, which includes our global headquarters and sites containing manufacturing plants. This includes all indirect energy consumption at these sites, which consists of purchased electricity and purchased steam (only in China). Indirect energy consumption at small satellite facilities is not included.

Indirect Energy Consumption

Electricity 83% | Purchased Steam From Coal 17%
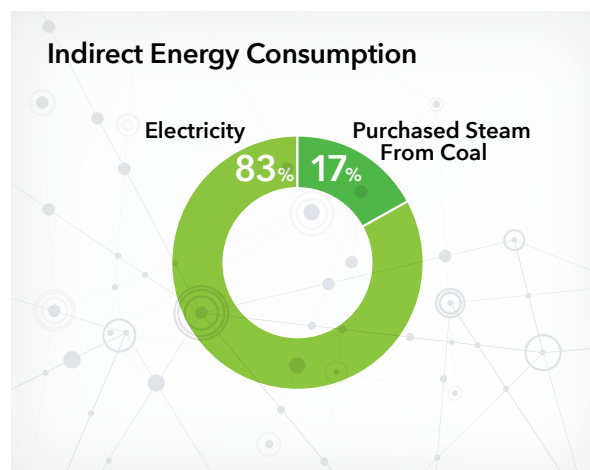
Our reduction target is 10 percent by 2020 for indirect energy from our baseline year of (2015). In 2015, the indirect nonrenewable energy intensity was 0.543 MJ/kg. Based on this, the target for 2020 is 0.489 MJ/kg. In 2018, the indirect nonrenewable energy intensity was 0.434 MJ/kg. We have achieved a 20% percent reduction in the consumption of indirect energy per kg of production from our baseline year (2015) and have already met our 2020 reduction goal.

DOWN 20% SINCE BASELINE YEAR 2015

	UNITS	2010	2011	2012	2013	2014	2015	2016	2017	2018
Indirect Energy Consumption Non-Renewable and Renewable										
Intensity	MJ/kg	0.496	0.512	0.473	0.505	0.436	0.543	0.520	0.470	0.434
TOTAL	**GJ**	**97,054**	**98,834**	**95,335**	**102,157**	**87,515**	**99,230**	**98,842**	**91,689**	**96,788**

	UNITS	2010	2011	2012	2013	2014	2015	2016	2017	2018
Indirect Energy Consumption by Source Non-Renewable										
Electricity	GJ	72,678	74,280	71,543	77,749	69,112	68,192	68,353	68,430	70,465
Purchased Steam from Coal	GJ	3,270	4,173	4,151	3,568	1,539	15,190	13,680	10,772	14,687
TOTAL	**GJ**	**75,948**	**78,453**	**75,694**	**81,317**	**70,651**	**83,382**	**82,033**	**79,197**	**85,152**

Emissions

Buckman collects data on direct greenhouse gas (GHG) emissions known as Scope 1 GHG emissions from sources owned or controlled by Buckman. Buckman also collects data from indirect GHG emissions (Scope 2) from sources as a consequence of Buckman energy needs that are not owned or controlled by Buckman (e.g., purchased electricity and steam). Data collected is from all manufacturing facilities and the corporate headquarters. CO2 emissions from these activities were calculated using emission factors. Factors of conversion of energy quantities to equivalent CO2 are derived from data published by The American Chemistry Council. Generation efficiencies used for this calculation are derived from

U.S. Department of Energy and American Chemistry Council data. The greenhouse gas impact of distribution of products and waste has not been assessed and is not included.

GHG Emissions 2018

Scope 1   Scope 2
55%   45%
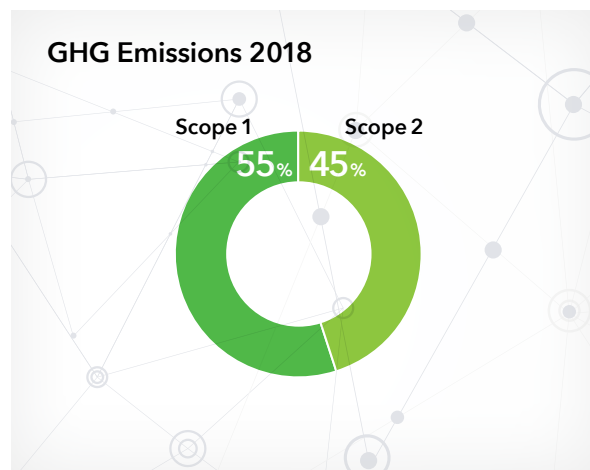
Our reduction target is 10 percent by 2020 for GHG emissions (Scope 1 and 2 combined) from our baseline year (2015). In 2015, the GHG emissions per kilograms per tonne of production was 0.172417. Based on this, the target for 2020 is 0.155175 kg per tonne of production. In 2018, the GHG emissions was 0.136124. We have achieved a 21 percent reduction in our direct GHG emissions per kg of production from our baseline year (2015) and have already met our 2020 reduction goal.

DOWN
21%
SINCE BASELINE
YEAR 2015

	UNITS	2012	2013	2014	2015	2016	2017	2018
GHG Emissions								
Scope 1 Emissions	metric tons of CO_2	17,231	14,912	15,260	14,778	14,775	13,456	14,750
Scope 1 Intensity	kg/tonne of production	0.107752	0.092608	0.094095	0.09627	0.093677	0.079881	0.075272
Scope 2 Emissions	metric tons of CO_2	11,207	12,107	10,478	11,689	11,591	11,280	11,925
Scope 2 Intensity	kg/tonne of production	0.070085	0.075189	0.064613	0.076147	0.073490	0.066966	0.060852
TOTAL INTENSITY	**kg/tonne of production**	**0.177837**	**0.167797**	**0.158708**	**0.172417**	**0.167167**	**0.146847**	**0.136124**

Effluents and Waste

Total Water Discharge

Our reduction target is 10 percent by 2020 for total water discharged intensity from our baseline year (2015). In 2015, the total water discharge intensity was 1.003101. Based on this, the target for 2020 is 0.90279 cubic meters per tonne of production. In 2018, the total water discharge intensity was 0.860554. We have achieved a 14 percent reduction in total water discharge intensity and have already met our 2020 reduction goal.

Total Water Discharge 2018

POTW
99.96%

Water Bodies
0.04%

DOWN
14%
SINCE BASELINE
YEAR 2015
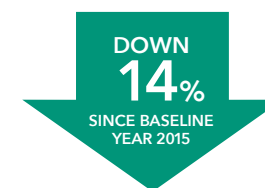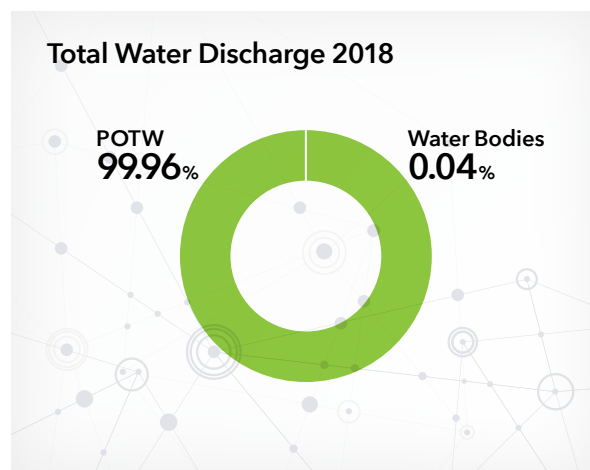
	UNITS	2010	2011	2012	2013	2014	2015	2016	2017	2018
Total Operational Discharge										
Intensity	m³/tonne	0.966217	1.041621	0.806499	0.8922	0.897433	1.003103	0.796474	0.755459	0.860554
POTW	m³	136,811	152,470	118,225	138,775	141,552	150,183	121,067	127,254	168,560
Water Bodies	m³	9,126	6,996	9,281	4,778	3,972	3,769	4,575	0	74
TOTAL	**m³**	**145,937**	**159,466**	**127,506**	**143,553**	**145,524**	**153,952**	**125,642**	**127,254**	**168,634**

Effluents and Waste

Total mass of waste by type and disposal method

Our reduction target is 10 percent by 2020 for total waste from our baseline year (2015). In 2015, the intensity of total waste was 0.022191 kilograms per kilogram production. Based on this, the target for 2020 is 0.019972. In 2018, the intensity of total waste was 0.022231, which is a 0.2% increase since our 2015 baseline.

Total mass of waste increased in 2018 due to process changes at two of our operations.

In one location, instead of treating their process wastewater onsite, they began collecting the wastewater in storage tanks and shipping to a cement kiln for coprocessing as a fuel. While this resulted in a significant savings in fuel oil consumption, it unfortunately contributed to an overall increase in our total mass of waste.

Total Mass of Waste 2018

Landfill 3%
2% Other
Recycle
10%
74% Incineration
Industrial Sewer/ Neutralization 11%

Total mass of waste (kg) by type and disposal method

	Operational Hazardous Waste			Operational Non-Hazardous Waste			Non-Operational Waste			Total All Types		
	2016	2017	2018	2016	2017	2018	2016	2017	2018	2016	2017	2018
Reuse	0	0	0	1,905	0	0	0	0	0	1,905	0	0
Recycle	3,023	31,887	2433	172,237	145,888	314,598	155,725	152,668	113,474	330,985	330,443	430,505
Recovery	–	105	55	–	3,778	2,564	–	0	0	–	3,883	2,619
Incineration	1,132,080	1,383,942	3,052,948	124,388	102,138	168,302	0	0	0	1,256,468	1,486,080	3,221,250
Landfill	0	30	1,401	73,680	114,231	3,308	124,519	383,404	140,180	198,199	497,665	144,889
Composting	0	0	0	0	0	0	0	0	0	0	0	0
Industrial Sewer/Neutralization	630,904	51,490	41,942	161,988	260,732	424,672	0	0	0	792,892	312,222	466,614
Other	235,875	163,015	64,549	359,761	102,510	22,200	159,665	5,245	3800	755,301	270,770	90,549
Total All Methods	2,001,882	1,630,469	3,163,328	893,959	729,277	935,644	439,909	541,317	257,454	3,335,750	2,901,063	4,356,426

In 2018, **96.5%** of our hazardous waste was incinerated (used as fuel), while 1.3% was sent to industrial sewer/neutralization system.

In 2018, **45.3%** of our non-hazardous waste was sent to industrial sewer/ neutralization system, and 18% was incinerated (used as fuel).

In 2018, **54%** of our non-operational waste was sent to landfills, while the remaining 44% was recycled.

Goals/Targets

Connected to Each Other

Our ultimate goal is ZERO occupational injuries and illnesses.
We also plan to implement several safety culture improvements
such as:

- All Stop Safety Day
- Global Golden (Safety) Rules
- Global Critical Standards per functional group (labs, manufacturing, sales, administration)
- National Safety Council action plans finalized and implemented
- Safety leadership development for managers and supervisors leveraging DuPont's Safety Leadership Program and the Train the Trainer workshops
- Upgrading our Global Incident Management System

Connected to our Future

We continuously aspire to conduct ourselves individually and
as a company with integrity in all that we do but especially in the
areas of anti-corruption, customer privacy and product quality
and expect the same from our suppliers.

- Continue record of no governmental actions against Buckman related to corruption
- Continue record of no customer privacy breaches or loss of customer data
- Maintain ISO 9001 Quality Management Systems registered sourcing policies and programs

Connected to our Communities

The goal of our global BuckmanCares initiative is to remain a
responsible corporate citizen by encouraging and supporting the
volunteer efforts of our associates and dedicating resources to our
focus areas.

- Meet or exceed global blood donation goal of 239 liters for 2019; reevaluate at year-end for 2020 goal
- Increase impact of BuckmanCares program
- Increase volunteer time in focus areas of Health and Human Services, Education, Environmental

Connected to the Environment

We have established a five (5) year reduction target of 10 percent by
2020 from our new baseline year (2015) for:

- Nonrenewable direct energy, indirect energy
- GHG emissions (Scope 1 and 2 combined)
- Water consumption, water discharged
- Total waste

We plan to meet or exceed annual intensity reduction targets in all
categories. Targets will be determined by location and aggregated.

Sustainable Development Goals

We have adopted the United Nations Agenda 2030, as expressed by the Sustainable Development Goals for 2030. It is our decision to actively contribute to their achievement, through the promotion of environmental protection, health and innovation. We have made it our priority to contribute towards the fulfilment of the goals that are directly related to our activities and all issues that are material to Buckman.

Below you can find a list that links our material issues and initiatives with the Sustainable Development Goals that are closely linked with our activities and operations.

SDG	Material Issues	GRI Indicators	Our Contribution
3 GOOD HEALTH AND WELL-BEING	Employee Health and Safety	403-1, 403-2, 403-3, 403-4, 404-5, 404-6, 404-7, 404-9	• Employee Health and Safety • Labor Relations Promote Employee Welfare • Healthy Lifestyles • Customer Health and Safety • Effluents and Waste
	Customer Health and Safety	416-2	
	Transportation Safety	306-4	
4 QUALITY EDUCATION	Employee Training and Education	404-1, 404-2	• Employee Training and Education
5 GENDER EQUALITY	Non-discrimination	406-1	• Ethical Conduct
6 CLEAN WATER AND SANITATION	Water	303-1, 303-3, 303-4	• Water
8 DECENT WORK AND ECONOMIC GROWTH	Economic Growth	201-1	• Financial Snapshot • Economic Performance • GRI Index • Connected to each Other – Our People
	Market Presence	202-2	
	Employment	401-1, 401-2	
	Labor/Management Relations	402-1	
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Technology and Innovation	–	• Connected to Our Future – Business Responsibility

SDG	Material Issues	GRI Indicators	Our Contribution
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Waste Management	306-1, 306-2, 306-3	• Effluents and Waste
13 CLIMATE ACTION	Energy	302-1, 302-2, 302-3, 302-4	• Energy • Emissions
16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Environmental Compliance	307-1	• Environmental Compliance • Anti-corruption • Ethical Conduct • Marketing and Labeling • Customer Privacy
	Anti-corruption	205-2, 205-3	
	Anti-competitive Behavior	206-1	
	Product Marketing and Labelling	417-2, 417-3	
	Customer Privacy	418-1	

About This Report

Our cross-functional Corporate Sustainability Project Team ensures accountability and oversees the preparation of this report.

This report has been prepared according to GRI Standards: Core Option. Since there is no GRI sector standard for our industry, we rely on a management software program and data entered by each operating facility.

We report results on a biennial basis. This reporting is for 2017 and 2018 calendar years.

There have been no significant changes from previous reporting periods. However, we are transitioning from GRI guidelines to GRI Standards and are focused on alignment with United Nations Sustainable Development Goals.

Contact:

Tony Rindone
Chief Operating Officer

W. Bradley Walden
VP, Supply Chain

Craig Kimmel
Director of Global Safety, Health and Environmental

Christy Sharp
Director, Global Marketing Communications

This Sustainability Report has been conducted by the Center of Sustainability and Excellence.

GRI Content Index

The present Corporate Responsibility Report is Buckman's fifth communication of our sustainability performance under GRI guidelines, and the first using the current GRI Standard. It covers our activities during 2018. It was evaluated by the Center for Sustainability and Excellence (CSE) according to the reporting guidelines of GRI STANDARDS and was verified as an "in-accordance core" GRI Standards Report.

GRI Standards Number	Disclosure Title	Reference
General Disclosures		
Company Profile		
GRI 102-1	Name of the organization	Ownership and Legal Structure
GRI 102-2	Activities, brands, products, and services	Activities – Products – Services
GRI 102-3	Location of headquarters	Location of Operations
GRI 102-4	Location of operations	Location of Operations
GRI 102-5	Ownership and legal form	Ownership and Legal Structure
GRI 102-6	Markets served	Markets Served
GRI 102-7	Scale of the organization	Financial Snapshot, Connected to Each Other – Our People
GRI 102-8	Information on employees and other workers	Connected to Each Other – Our People
GRI 102-9	Supply chain	Supply Chain Management
GRI 102-10	Significant changes to the organization and its supply chain	No material changes in currently operational locations of key suppliers, the supply chain structure or the relationships with suppliers, including the selection of supplier and the completion/termination of supplier relationships.
GRI 102-11	Precautionary Principle or approach	Addressing the Precautionary Principle
GRI 102-12	External initiatives	United Nations Sustainable Development Goals, External Influences
GRI 102-13	Membership of associations	Membership of Associations
Strategy		
GRI 102-14	Statement from senior decision-maker	Message from CEO
GRI 102-15	Impacts, risks and opportunities	Impacts, Risks and Opportunities
Ethics and Integrity		
GRI 102-16	Values, principles, standards, and norms of behavior	Ethical Conduct, Mapping our Way Toward Sustainability
Governance		
GRI 102-18	Governance structure	Governance Structure

GRI Standards Number	Disclosure Title	Reference
Stakeholder Engagement		
GRI 102-40	List of stakeholder groups	Connected to our Stakeholders
GRI 102-41	Collective bargaining agreements	Labor Relations Promote Employee Welfare
GRI 102-42	Identifying and selecting stakeholders	Connected to our Stakeholder
GRI 102-43	Approach to stakeholder engagement	Connected to our Stakeholders
GRI 102-44	Key topics and concerns raised	Connected to our Stakeholders
Report Profile		
GRI 102-45	Entities included in the consolidated financial statements	Financial Snapshot
GRI 102-46	Defining report content and topic Boundaries	Defining Issues and Boundaries Material to our Stakeholders
GRI 102-47	List of material topics	Defining Issues and Boundaries Material to our Stakeholders
GRI 102-48	Restatements of information	No restatements.
GRI 102-49	Changes in reporting	No significant changes
GRI 102-50	Reporting period	2017-2018 Calendar Years
GRI 102-51	Date of most recent report	2016
GRI 102-52	Reporting cycle	Biannual
GRI 102-53	Contact point for questions regarding the report	About the Report
GRI 102-54	Claims of reporting in accordance with the GRI Standards	This report is an in-accordance-core GRI STANDARDS report
GRI 102-55	GRI content index	GRI Standards Content Index
GRI 102-56	External assurance	No external assurance has been sought for the sustainability report
Specific Disclosures		
Economy		
Economic Performance		
GRI 103	Management Approach	Financial Snapshot, Economic Performance
GRI 201-1	Direct economic value generated and distributed	Financial Snapshot, Economic Performance
Market Presence		
GRI 103	Management Approach	Governance Structure
GRI 202-2	Proportion of senior management hired from the local community	Governance Structure, Financial Snapshot, Economic Performance

GRI Standards Number	Disclosure Title	Reference
Anti-corruption		
GRI 103	Management Approach	Anti-corruption
GRI 205-2	Communication and training about anti-corruption policies and procedures	Anti-corruption
GRI 205-3	Confirmed incidents of corruption and actions taken	Anti-corruption
Anti-competitive Behavior		
GRI 103	Management Approach	Ethical Conduct
GRI 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No legal actions against Buckman during the reporting period
Environment		
Energy		
GRI 103	Management Approach	Energy
GRI 302-1	Energy consumption inside the organization	Energy
GRI 302-2	Energy consumption outside the organization	Energy
GRI 302-3	Energy intensity	Energy
GRI 302-4	Reduction of energy consumption	Energy
Water		
GRI 103	Management Approach	Water
GRI 303-1	Interactions with water as a shared resource	Water
GRI 303-3	Total water withdrawal	Water
GRI 303-4	Water discharge	Effluents and Waste
Effluents and Waste		
GRI 103	Management Approach	Effluents and Waste
GRI 306-1	Water discharge by quality and destination	Effluents and Waste
GRI 306-2	Waste by type and disposal method	Effluents and Waste
GRI 306-3	Significant spills	Buckman did not incur any significant spills in 2017 and 2018.
Environmental Compliance		
GRI 103	Management Approach	Environmental Compliance
GRI 307-1	Non-compliance with environmental laws and regulations	No non-compliances with environmental laws and regulations during the reporting period

GRI Standards Number	Disclosure Title	Reference
Employees- Society		
Employment		
GRI 103	Management Approach	Connected to Each Other – Our People
GRI 401-1	New employee hires and employee turnover	Connected to Each Other – Our People
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Connected to Each Other – Our People
Labor-management Relations		
GRI 103	Management Approach	Connected to Each Other – Our People
GRI 402-1	Minimum notice periods regarding operational changes	Employees are notified for significant operational changes through the company's official management – employment communication channels. The notification time period varies per case
Employee Health and Safety		
GRI 103	Management Approach	Employee Health and Safety, Labor Relations Promote Employee Welfare, Healthy Lifestyles
GRI 403-1	Health and Safety management system	Employee Health and Safety, Labor Relations Promote Employee Welfare, Healthy Lifestyles
GRI 403-2	Hazard identification, risk assessment and incident investigation	Employee Health and Safety, Labor Relations Promote Employee Welfare, Healthy Lifestyles
GRI 403-3	Occupational health services	Employee Health and Safety, Labor Relations Promote Employee Welfare, Healthy Lifestyles
GRI 403-4	Participation, consultation, communication	Employee Health and Safety, Labor Relations Promote Employee Welfare, Healthy Lifestyles
GRI 403-5	Worker training on occupational health and safety	Employee Health and Safety, Labor Relations Promote Employee Welfare, Healthy Lifestyles
GRI 403-6	Promotion of worker health	Employee Health and Safety, Labor Relations Promote Employee Welfare, Healthy Lifestyles
GRI 403-7	Prevention and mitigation	Employee Health and Safety, Labor Relations Promote Employee Welfare, Healthy Lifestyles
GRI 403-9	Work-related injuries and other indicators	Employee Health and Safety, Labor Relations Promote Employee Welfare, Healthy Lifestyles

GRI Standards Number	Disclosure Title	Reference
Training and Education		
GRI 103	Management Approach	Employee Training and Education
GRI 404-1	Average hours of training per year per employee	Employee Training and Education
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	Employee Training and Education
GRI 404-3	Percentage of employees receiving regular performance and career development plans	Employee Training and Education
Non-discrimination		
GRI 103	Management Approach	Ethical Conduct
GRI 406-1	Incidents of discrimination and corrective actions taken	Buckman did not record any incidents discrimination during the reporting period
Customer Health and Safety		
GRI 103	Management Approach	Product Responsibility, Customer Health and Safety
GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Buckman did not record any incidents of non-compliance concerning the health and safety of products/services during the reporting period
Product Marketing and Labelling		
GRI 103	Management Approach	Marketing and Labeling
GRI 417-2	Incidents of non-compliance concerning product and service information and labelling	Buckman did not record any incidents of non-compliance concerning product and service information and labeling during the reporting period
GRI 417-3	Incidents of non-compliance concerning marketing communications	Buckman did not record any incidents of non-compliance concerning marketing communications during the reporting period
Customer Privacy		
GRI 103	Management Approach	Customer Privacy
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Buckman did not receive any substantiated complaints concerning breached of customer privacy and losses of customer data during the reporting period
Technology & Innovation		
GRI 103	Management Approach	Connected to Our Future -- Business Responsibility
Transportation Safety		
GRI 103	Management Approach	Effluents and Waste

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