



Our Commitment to Environmental, Social & Governance: Guided by Core Values Across London, Türkiye & Caspian

To our valued stakeholders,

Swagelok London is committed to upholding the highest standards of environmental, social and governance (ESG) practices. We recognise the importance of fostering a sustainable future and the role we play in promoting positive change in our industry and communities. This ESG policy outlines our commitment to integrating these principles into our daily operations, decision-making processes and long-term strategies.

Environmental Stewardship

Our rich heritage is built upon a foundation of core values that guide our approach to environmental, social, and governance (ESG) principles across our operations. As an industry leader, we are deeply committed to environmental stewardship and continually strive to:

- **Minimise waste:** We aim to reduce, reuse and recycle materials in our operations whenever possible. This includes implementing effective waste management systems and promoting a culture of resource conservation.
- **Reduce energy consumption:** We commit to adopting energy-efficient technologies and practices in our facilities, reducing our carbon footprint and contributing to the global transition to a low-carbon economy.
- **Sustainably source:** We prioritise working with suppliers who share our commitment to environmental responsibility and adhere to environmentally friendly practices in their operations.
- **Remain compliant:** We pledge to comply with all applicable environmental laws, regulations and guidelines and continually monitor and review our environmental performance.

Social Responsibility

Our commitment to ESG principles extends beyond environmental sustainability. At Swagelok London, we recognise the importance of diversity, equity and inclusion in fostering a dynamic and thriving organisation. We are dedicated to creating an environment where all associates feel welcome, respected and valued. At Swagelok London, we believe that a strong commitment to social responsibility is crucial for our long-term success. Our social objectives include:

- **Employee well-being:** We are dedicated to providing a safe, healthy and inclusive work environment for our employees. This includes offering competitive wages, comprehensive benefits and opportunities for professional development.



- **Diversity and inclusion:** We embrace diversity and inclusion in our workforce and are committed to fostering a culture of mutual respect and equal opportunity for all employees, regardless of race, gender, religion, or background.
- **Community engagement:** We aim to make a positive impact on the communities in which we operate by supporting local initiatives, partnering with non-profit organisations and encouraging employee participation.
- **Human rights:** We uphold and respect human rights throughout our operations and supply chain and expect our suppliers to do the same.

Governance and Ethics

Swagelok London passionately upholds the highest level of corporate governance and ethical conduct as we recognise that these values are crucial to our success and reputation. Our governance objectives are designed to drive excellence and ensure that we consistently meet and exceed the expectations of our stakeholders. These objectives include:

- **Compliance:** We pledge to comply with all laws and applicable regulations in all that we do.
- **Transparency and accountability:** We commit to providing accurate and transparent reporting of our ESG performance through regular updates to our stakeholders.
- **Ethical business practices:** We adhere to the strict six company values, which guide our decision-making processes and business conduct. This includes a zero-tolerance policy for corruption, bribery and any other unethical practices.
- **Risk management:** We recognise that ESG risks and opportunities can significantly impact our business. As such, we have integrated ESG risk management into our overall risk management framework and strategy.

Implementation and Monitoring

Swagelok London implements this ESG policy through the development of specific goals, action plans and key performance indicators (KPIs). We regularly monitor and evaluate our progress, engaging with our stakeholders to ensure continuous improvement and alignment with our ESG objectives.

We encourage all employees, suppliers and partners to embrace and support this policy in their daily activities and interactions with our organisation. In doing this, we can contribute to a more sustainable and responsible future for all.

Richard Hewson



30th June 2025

Managing Director
Swagelok London | Türkiye | Caspian

