

SNAPSHOT

Preserving the Planet



Commitment	Measure	Target	Performance FY2022 Mid-Year
Environmental Conservation	Explore New Sustainable Solutions	Advance evaluation of leading-edge technologies for designated projects	◆ ●
		Establish portfolio diversification	●
	Energy Conservation, Renewable Projects	Paper-free Office Initiative	●
	Natural Resource Conservation	10% increase in Global Water and Air Purity initiatives	●

Shared Success



Commitment	Measure	Target	Performance FY2022 Mid-Year
Workforce Development	Leadership Development	Annual Leadership (entry to executive level) Program commitment	●
		Investigate performance opportunities	●
	Continuing Education of Employees	Elective business classes focused on individual development	◆ ●
Community Engagement	Employee Development	Incorporate bi-directional growth plan in Employee Appraisal	◆ ★
	Diverse Community Vendor Spending	Increased spending with minority owned companies	●
	Community Outreach	Establish Scholarship Fund by EOY 2022	◆ ●
	Expand on volunteer program	15% Increase of community engagements end of FY 2022	◆ ●
Promote personal time for community service		●	

Organizational Competence



Commitment	Measure	Target	Performance FY2022 Mid-Year
Responsible Supply Chain Management	Source Products from Responsible Manufacture	Establish Responsibly Sourced Tubulars™ Program	●
	Expanding CIMS Program for ESG Projects	30% Increase recycle and repurpose surplus and scrap programs end of FY 2022	◆ ●
Corporate Culture, Ethics, & Governance	Workforce Diversity	Develop a more diverse hiring process	●
	Technology and Cyber-Security Resiliency	Security based awareness and training	●
		Increase user authentication security	★
		Validate Backup and Recovery and Disaster Recovery Plans	★
	Corporate Ethics Awareness	Bi-annual Training Seminars	◆
Competitive Benefits	Annual review of company benefits	★	
Strategic Sustainability Oversight	Sustainability Framework	Enhance Sustainable Committee	◆ ●
	Monitoring Global ESG Measurement Standards	Annual Reporting	●
	Company Communication	ESG Continued Education	●
Quarterly State of the Company Meetings		◆ ●	

Status: ★ Target Achieved ● On Track ■ Not Achieved ◆ New FY Goal