

Peninsula Polymers 2024 Sustainability Report

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Welcome

At Peninsula Polymers, sustainability is not an add-on. It's a responsibility embedded into how we operate. In 2024, we deepened our commitments to responsible environmental practices, safe and inclusive workspaces, ethical operations, and sustainable procurement.

This report reflects our first formal year of tracking, measuring, and communicating ESG progress. Thank you to our employees, partners, and customers for your continued commitment to making our operations more sustainable, transparent, and forward-thinking.



Environment

2024 Baselines and Targets

Energy 2024 Baseline: 245,482 kWh Target: Reduce by 5% by 2028
Greenhouse Gas Emissions 2024 Baseline: Scope 1:138.4 tCO2e, Scope 2: 99.75 tCO2e Target: Reduce both by 5% by 2028
Water Consumption 2024 Baseline: 156,542 gallons Target: Reduce by 5% by 2028
Waste 2024 Baseline: Non-Hazardous Waste: 218 tons, Hazardous Waste: 0.123 tons Target: Reduce packaging waste by 10% by 2026

Our environmental policy focuses on reducing our footprint through energy management, emissions tracking, and waste reduction.

ENERGY AND GHG CONSUMPTION

We initiated an LED lighting retrofit project across our owned warehouse facilities to improve energy efficiency and reduce greenhouse gas emissions. The transition to energy-efficient lighting supports our broader goal of lowering operational carbon intensity.

MATERIALS , WASTE & CHEMICALS MANAGEMENT

We developed a Waste Reduction and Materials Optimization Strategy which includes the launch of a wooden pallet reuse program and a cardboard repurposing initiative, aimed at extending the lifecycle of shipping materials and reducing landfill contributions.

Our office procurement policy prioritized eco-conscious and biodegradable products, such as compostable coffee cups and paper filters. To further minimize paper use, we transitioned to a digital customer portal, reducing the need for printed materials in our order process.

We have started tracking waste generation across our sites and ensure full compliance with hazardous substance storage and handling protocol.



CUSTOMER HEALTH AND SAFETY

We prioritize customer health and safety by ensuring all applicable products are supported with up-to-date Safety Data Sheets (SDS) and meet safety standards. We proactively monitor regulatory changes and provide transparent product information.

AIR POLLUTION

Pollution Control Guidelines were introduced to address noise, dust, and air emissions across operational sites. A No-Idling Policy was also established at all warehouse locations, supported by visible signage and employee training to work towards reducing localized emissions.

To lower the environmental impact of freight, we try to partner with SmartWay-certified and low emissions logistics carriers, requesting CO₂ per ton-mile data to better track transportation-related emissions.

Low-VOC cleaning agents are now the standard across facilities, with cleaning taking place during off-peak hours to maintain indoor air quality. Delivery times have been optimized to avoid early morning and evening disruptions, while a remote work policy for sales staff contributed to reduced commuter emissions.

In 2024, we expanded our sustainability initiatives by launching the “Sustainability 101” training program to build internal awareness around energy use, waste management, and greenhouse gas emissions. To support data-driven decision-making, a baseline environmental audit was completed across all locations, identifying key opportunities for improvement and informing our 2025 energy and emissions reduction targets.

Labor & Human Rights

2024 Baselines and Targets

- Health & Safety**
2024 Baseline: 0 workplace incidents
Target: Maintain 0 incidents annually
- Working Conditions**
2024 Baseline: 100% offered access to health benefits
Target: Maintain 100% through 2026
- Career Development and Training**
2024 Baseline: 1.27 training hours per employee/year
Target: 2 training hours per employee/year by 2026
- Diversity, Equity & Inclusion**
2024 Baseline: 28.57% of employees identify as women
Target: 30% representation by 2026

Our labor and human rights approach focuses on ensuring the health, safety, development, and fair treatment of all Peninsula Polymers employees. We aim to create an equitable and supportive workplace through strong safety protocols, fair working conditions, career development opportunities, and inclusive practices.

EMPLOYEE HEALTH AND SAFETY

In 2024, Peninsula Polymers maintained a zero-incident record across all facilities. All warehouse employees participated in safety training covering PPE usage, noise-reduction protocols, spill response procedures, and hazard communication. Safety reminders were reinforced through visual signage and refresher sessions. We continued to enforce best practices for the storage of flammable liquids, including sprinkler protection and stacking limitations. Our participation in the Responsible Distribution program further ensures alignment with industry health and safety standards.

WORKING CONDITIONS

All employees were offered health coverage in 2024, and a new paid maternity leave policy is getting introduced in 2025. Clean, safe, and well-maintained workspaces are maintained at all sites, and we uphold a zero-tolerance policy toward unsafe, unfair, or unlawful workplace practices.



DIVERSITY, EQUITY & INCLUSION

We continued to strengthen our inclusive workplace practices in 2024.

Peninsula Polymers implemented measures to support a respectful, equitable culture. Flexible PTO policies promote work-life balance across all roles, and all promotion decisions are reviewed for fairness and consistency.

Employees are encouraged to report discrimination or harassment through anonymous channels without fear of retaliation. Looking ahead, HR will introduce designated contacts for confidential support, expand training participation tracking, and provide managers with tools to identify and address early signs of inappropriate conduct.

Ethics & Integrity

2024 Baselines and Targets

ANTI-CORRUPTION & FRAUD
2024 Baseline: 0 confirmed incidents
Target: Maintain 0 incidents annually

IT DATA INCIDENTS
2024 Baseline: 0 confirmed incidents
Target: Maintain 0 incidents annually

EMPLOYEE ETHICS TRAINING
2024 Baseline: Delivered to 100% of salaried employees
Target: Extend to 100% of all employees by 2026

Integrity underpins every relationship we build—with customers, suppliers, employees, and communities. In 2024, we strengthened our ethical foundation through clear policies, robust training, and active risk management. We remain committed to transparency, accountability, and legal compliance across all operations.

ANTI-CORRUPTION AND BRIBERY

We uphold a zero-tolerance policy towards bribery, corruption, and fraudulent activities. Our Code of Professional Ethics mandates transparency and accountability in all business dealings. In 2024, we reported zero incidents of corruption or fraud. To maintain this standard, we conduct regular internal audits, provide annual anti-corruption training to employees, and encourage the use of confidential reporting channels for any concerns.

IT RISK AND INFORMATION PROTECTION

Safeguarding stakeholder data is paramount. We employ secure, third-party IT systems equipped with advanced access controls, encryption protocols, and continuous monitoring to prevent unauthorized access and ensure data integrity. In 2024, no data incidents were reported. All employees underwent phishing awareness training to mitigate cyber threats. Additionally, we have strengthened our contracts with IT vendors and third-party data handlers to enforce strict data protection standards and accountability.

Sustainable Procurement

2024 Baselines and Targets

Supplier Environmental Evaluation

- In 2024, 90% of our top 10 suppliers by spend had documented environmental strategies. Our target is to increase this to 100% by 2026.

Supplier Social Compliance

- In 2024, 80% of our top 10 suppliers by spend had documented social strategies. Our target is to increase this to 90% by 2026.

Peninsula Polymers recognizes that our suppliers are vital partners in achieving our ESG goals. In 2024, we focused on strengthening our sustainable procurement practices and preparing for more comprehensive supplier assessments in the coming years.

SUSTAINABLE PROCUREMENT POLICY

In 2024, we finalized and published our Sustainable Procurement Policy. This comprehensive framework strengthens our approach to responsible sourcing and sets clear expectations for supplier engagement.

SUPPLIER CODE OF CONDUCT

We developed a comprehensive Supplier Code of Conduct outlining our expectations on environmental responsibility, labor practices, human rights, and ethical business conduct. We are preparing to roll it out to all vendors to ensure alignment with our sustainability and compliance standards.

What's Next: 2026 Commitments

Looking ahead to 2026, Peninsula Polymers is committed to advancing our sustainability and social responsibility goals. Key initiatives for the year ahead include:

1 TRACK SCOPE 3 EMISSIONS

Begin tracking and reporting Scope 3 emissions across all facilities to further our carbon footprint reduction efforts.

2 FORMAL ASSESSMENT

Our buyers will be trained to conduct basic sustainability checks during supplier visits, supporting our ESG goals through on-site engagement.

3 SUPPLIER DIVERSITY AND INCLUSION

We will explore ways to increase supplier diversity by engaging more minority-, women-, and small-owned businesses in our procurement process.



THANK YOU

We are grateful to all employees, customers, and suppliers contributing to a stronger, more sustainable Peninsula Polymers. This is just the beginning. Let's keep going.



Contact

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PeninsulaPolymers
Providing Expertise in Chemical Distribution