

OUR FORMULA FOR A

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Sustainability at Pilot Chemical

At Pilot Chemical Company, we combine ingenuity and science, using our know-how as chemists and engineers to create the essential building blocks of high-performance products. We want whatever we touch to be better than it was before. It is why we are on a journey to put sustainability at the heart of everything we do.



Pilot Chemical has always stood for quality, integrity and innovation. I am proud to be sharing our first-ever sustainability strategy. Through the lens of Better Lives, Innovative Products, Greener Practices and Unwavering Integrity, we will expand and improve our offerings, allowing us to continue to partner with our customers, employees and communities for a better tomorrow while remaining true to our founding values.”



Sarah Morrisroe Mester
Board Member

Responsibility, Integrity and Sustainability

Pilot Chemical Company is a family-owned business with a proud history and a deep connection with the communities in which it operates. Today, we find ourselves at the leading edge of a chemicals sector that, due in no small part to the global pandemic, must remain flexible and proactive to help keep people safe and healthy. For example, many of our disinfection products have now met the U.S. Environmental Protection Agency (EPA)'s criteria for effectiveness against the coronavirus that causes COVID-19.

In developing a portfolio of high-performing products to meet our customers' evolving needs, we have always tried to leave the lightest possible footprint: using less energy and natural resources, generating fewer emissions and creating less waste. To accelerate our efforts and embed sustainability across our business, we have formalized our approach through the development of a new strategy. Spanning products, people and planet, this strategy – built on a foundation of ethics and integrity – will provide a roadmap for our sustainability journey in the years ahead.

We have also announced a series of 11 new sustainability goals, against which we will measure and report our progress. These goals are aligned with third-party expertise, including the United Nations Sustainable Development Goals (SDGs), the Global Reporting Initiative (GRI) and the American Chemistry Council (ACC) Responsible Care® program.

And yet, our approach today reflects the same strong foundations on which the company was established 70 years ago: a commitment to innovation, strong values, and an inclusive and supportive culture. We hope these elements shine through in the pages that follow.



Mike Clark
CEO



Paul Morrisroe
Chairman

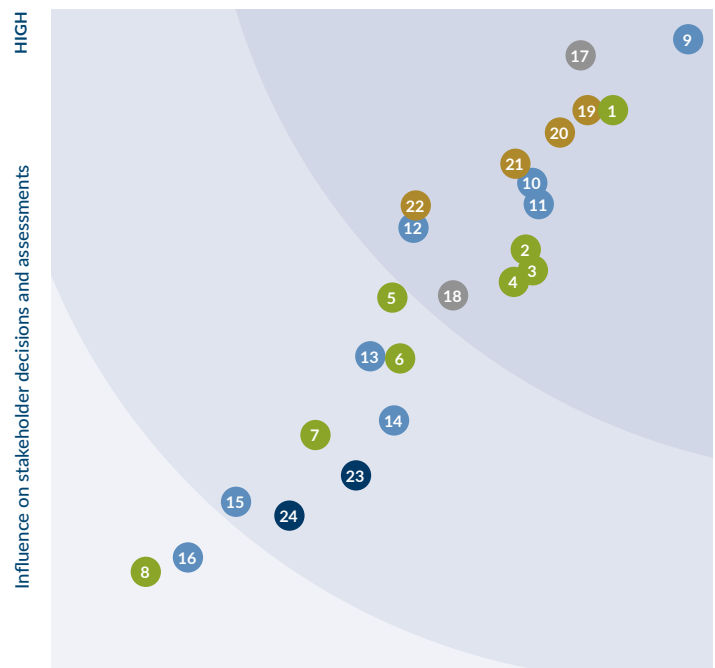
Issues That Matter Most

Our sustainability strategy is informed by clear insights on the most relevant risks and opportunities for our company and stakeholders. To help shape our approach, we carried out a materiality assessment in 2020.

Our Materiality Assessment Process

Our materiality assessment process, as outlined below, involved desk-based research (including an internal document review and media scan), followed by comprehensive engagement with employees and external stakeholders – customers, suppliers, industry groups and distributors – involving interviews and online surveys. At a subsequent workshop, we reviewed the results, plotted the environmental, social and governance (ESG) issues most relevant to Pilot on our materiality matrix and identified emerging issues.

The findings from this engagement helped us build a deeper understanding and embed sustainability best practices across the company. The insights also enabled us to focus our efforts and resources toward managing risks while driving growth and fostering innovation.



LOW HIGH Impact on economy, environment and society

Environmental	Governance and ethics
1 Leadership in chemical management	17 Ethics and integrity
2 Water management	18 Operational risk management
3 Waste management	
4 Air quality	Economic
5 Product footprint and lifecycle	19 Long-term value creation
6 Natural disaster risk mitigation	20 Product development
7 Climate change and energy	21 Information security
8 Biodiversity	22 Financial risk management
Social	Supply chain and sourcing
9 Employee safety and health	23 Environmental responsibility of suppliers
10 Fair labor practices	24 Social responsibility of suppliers
11 Product safety, benefits and impacts	
12 Employee attraction, engagement and retention	
13 External stakeholder human rights	
14 Community engagement	
15 Stakeholder engagement	
16 Partnerships	

Our Results

The materiality assessment identified 24 issues that we consider to be material for Pilot Chemical, as shown on the matrix. The 10 that were identified as being the most important are listed below.

Material – 2021

- Employee safety and health
- Ethics and integrity
- Leadership in chemical management
- Long-term value creation
- Product development
- Information security
- Fair labor practices
- Product safety, benefits and impacts
- Water management
- Waste management



Our Sustainability Strategy

Sustainability is a vital aspect of how we live our lives. It touches every function of the organization and will be critical as we look ahead to our next 70 years.

Our values, including ethics and customer focus, have guided us throughout our 70-year history, and will continue to guide us in the future.

As a forward-thinking company, it is imperative that we foster growth and innovation in a sustainable manner. Our Board of Directors strongly supports our approach across all aspects of the company's operations, as we seek to meet our obligations to our employees and their families, the communities in which we operate, our customers and suppliers, our business partners and our shareholders over the long term. We are committed to implementing the initiatives and making the necessary investments, both now and for many years to come.

As part of a two-year commitment, we have formalized our approach by developing a sustainability commitment, strategy and roadmap. Our strategy is built on four pillars – Innovative Products, Better Lives and Greener Practices, underpinned by Unwavering Integrity. This was informed by a robust materiality assessment conducted in 2020 ([see page 3](#)).

We also worked with third-party experts to develop our new sustainability goals¹ ([see page 5](#)), and engaged with employees and leaders to garner support from across the entire organization.

¹ Our goals are currently U.S.-based but we are evaluating how to align our only international manufacturing site in Mexico so that it can fully participate in activities that support all 11 goals.

Our formula for a sustainable future drives our progress as a responsible business



Our Sustainability Goals

As part of our efforts to develop our new sustainability strategy, we have committed to 11 sustainability goals.



	Material Topic	Goal	See Page	Baseline Year	Goal Year
Innovative Products	Product safety, benefits and impacts	Increase the number of Pilot products listed on CleanGredients® by 20% by 2030.	Page <u>6</u>	2021	2030
	Product development	25% of Pilot's annual research and development (R&D) time devoted to sustainability projects by 2030.	Page <u>6</u>		2030
Better Lives	Employee safety and health	Achieve zero Environmental Health and Safety (EHS) incidents each year by continuing to develop an incident-free culture.	Page <u>9</u>		Annual
	Employee attraction, engagement and retention	Establish a career development process and offer it to 100% of employees by 2025.	Page <u>10</u>		2025
	Community engagement	Establish a formal charitable giving program by 2025. Through this program, we will aim to allocate at least 1% of Pilot's net profits each year to organizations in the communities where we live and work that are aligned with our charitable giving policy.	Page <u>11</u>		2025
	Fair labor practices	Establish a formal Diversity, Equity and Inclusion (DEI) program by 2025.	Page <u>9</u>		2025
Greener Practices	Water management	Reduce our water footprint			
		• 15% reduction in total water usage by 2030 on a per pound of production basis.	Page <u>13</u>	2018	2030
		• 25% reduction in wastewater discharged by 2030 on a per pound of production basis.	Page <u>13</u>	2018	2030
		• Complete water risk assessment for all water bodies where Pilot withdraws and discharges water by 2025, and achieve zero net water withdrawn in water-stressed regions by 2035.	Page <u>13</u>		2035
	Waste management	Achieve 50% reduction in hazardous waste disposed by 2030 on a per pound of production basis.	Page <u>13</u>	2018	2030
	Climate change and energy	70% of all electricity consumed by Pilot will be from renewable sources by 2025.	Page <u>12</u>		2025
Unwavering Integrity	Ethics and integrity	100% of employees complete ethics and integrity training, including on Code of Conduct, on an annual basis.	Page <u>14</u>		Annual
		Formalize a Supplier Code of Conduct to include human rights, no forced labor, no child labor and fair wage requirements by 2023. Fully implement a compliance plan by 2025.	Page <u>14</u>		2025



Innovative Products

Promoting ingredient stewardship and developing high-performance products with a positive environmental profile

Chemical innovation has been the foundation of our success for 70 years. We continue to invest in state-of-the-art facilities, technologies, and surfactant and biocide expertise to advance the development of sustainable products.



We have committed to spend 25% of our R&D time every year on sustainability projects by 2030. Sustainability projects can relate to processes or products – for example, the development of products with more environmentally friendly chemical outcomes through designed improvements to a molecule, material, reaction, process or technology. These improvements lead to safer products, more efficient logistics, fewer natural resources used and better waste management, as well as the use of sustainable feedstocks and biobased materials. Today, over a quarter of Pilot's products contain components from naturally derived sources, such as palm kernel or coconut oil.

Meeting the Highest Standards

We continue to expand our portfolio to meet emerging product standards and sustainability criteria.

For example, many of our products meet or exceed the European Parliament Regulation (EC) No. 648/2004 criteria for biodegradability and the EPA's Design for the Environment (DfE) surfactant criteria.



I have been impressed with, but not surprised by, the passion with which our employees have embraced our initial sustainability efforts. I am excited to see where this journey will take us."



Glynn Goertzen
Vice President of Technology & Innovation and Corporate Development

We also have 26 products listed on the CleanGredients® online database. CleanGredients® support formulators in making products that are preapproved as meeting the U.S EPA's Safer Choice Standard, which evaluates ingredients against a list of criteria for acceptable toxicity thresholds. Caloxamine® LO and Caloxamine® LO (MB) were added to the list in 2021 and we plan to increase our CleanGredients® products by 20% by 2030.

In addition, as a member of the Roundtable on Sustainable Palm Oil (RSPO), Pilot Chemical is certified to sell RSPO Mass Balance products from palm-derived feedstocks. Through our membership, we support sustainable palm production, benefit local people and protect the planet while offering certified products to end users.

The Pilot® FR Slurry line is formulated using a sustainable synthetic base oil. As well as allowing us to manage the raw material specifications and minimize any quality control challenges, this base oil also lowers price volatility and supply chain uncertainties, conserves natural resources and uses waste streams from other industries.



Aspire®: Better Performance, Better for the Planet

Our Aspire® Surfactant Blends are versatile, powerful surfactants that enable customers to create superior, cost-effective cleaning products that provide a base formulation for laundry detergents, washing liquids and cleaners for hard surfaces, glass and bathrooms. Our Aspire® G and Aspire® HS Super Concentrates contain less than 5% water. By shipping products with a lower water content, customers benefit from less packaging and lower freight costs, fuel use and carbon emissions – helping to combat emissions from transportation, which account for an estimated 29% of greenhouse gases in the United States (EPA).²

Bacterial and Viral Pathogen Claims

We remain committed to providing our customers with both active ingredients and formulated solutions, including dilutable concentrates and ready-to-use (RTU) formulations, that help protect our families and communities against healthcare-associated infections, foodborne illnesses and infectious diseases like COVID-19.

In fulfilling this commitment, we expanded our EPA-registered products by adding more than 40 new bacterial and viral pathogen claims across our Maquat® and Maguard® product lines in 2021. These included:

- Numerous claims for SARS-CoV-2, the causative agent of COVID-19, at a contact time of one to two minutes
- A claim for *Bordetella bronchiseptica*, one of the causes of kennel cough in dogs, on our RTU product Maquat® 86-M
- Norovirus claims – a leading cause of foodborne illness – on two key dilutable concentrate families covering eight products



Through our subsidiary Mason Chemical Company, Pilot has 36 products listed on EPA's List N: Disinfectants for Coronavirus (COVID-19), including our RTU Maquat® 86-M with a one-minute SARS-CoV-2 claim and 19 additional products with two-minute SARS-CoV-2 claims.³



Set against the surge of the emerging variants of the coronavirus and the opening up of the economy, it's more important than ever to stay vigilant with cleaning, sanitizing and disinfection efforts. A one-minute contact time can provide peace of mind when it comes to protecting our families and communities against COVID-19."



Richard Rehg
Vice President of Commercial

² <https://www.epa.gov/greenvehicles/fast-facts-transportation-greenhouse-gas-emissions>

³ As of December 31, 2021

Green Chemistry and Biocides

Citric Acid

The market for antimicrobial actives that are sustainable and generally recognized as safe, like citric acid, is increasing. It is sustainably produced by fermenting molasses and is milder than many alternatives used in cleaning and disinfecting products. That makes it safer and easier to handle, and reduces or eliminates the need for personal protective equipment (PPE) during use.

To meet this increased demand, we are increasing our range of disinfectants containing citric acid, one of which – containing the Aspire® surfactant blend – is being targeted for DfE designation. The concentrated blend enhances the sustainability footprint of the product and significantly increases the efficacy of the citric acid, which means a better product with a lower chemical loading.

Product Safety and Regulatory Team

Our regulatory strategy over the next year is intended to ensure globally compliant products, to aid our business through innovation, and to go above and beyond the expectations of our customers by putting safety first.

To start us on this path, we have assembled a team of regulatory professionals with a wide range of knowledge, expertise and qualifications. Even so, the team members are consistently learning and training to stay on top of the ever-changing regulatory environment, helping us communicate with our customers about important guidelines, challenges and emerging regulations.

Instead of commissioning outside labs, our Corporate Quality Lab has started to perform chemical characterization and stability studies, in accordance with the EPA's Good Laboratory Practice (GLP) requirements. Bringing the capability in-house gives us greater control over the data needed to support our biocide EPA registrations. In addition, the GLP lab now uses less packaging, has cut employee travel and uses fewer solvents and other reagents.

We are actively working to reduce 1,4-Dioxane, a by-product from the production of some surfactants, the essential ingredients in cleaning products. A revised New York State regulation requires finished consumer goods to have less than 2 parts per million (ppm) 1,4-Dioxane by the end of 2022 and less than 1ppm by the end of 2023. We have been investing for a safer future and launching new products – the Calfoam® MAX series – to enable our customers to meet the new regulations without reformulation.



Better Lives

Supporting the health and development of our employees and amplifying our impact in the communities we serve

Our employees and customers are at the heart of everything we do. At Pilot Chemical Company, we are working hard to safely meet demand for our products, while protecting and supporting our employees and communities.



Prioritizing Workplace Health and Safety

Safety is a core value and a top priority at Pilot Chemical. We have established new goals to pursue an incident-free culture and achieve zero EHS incidents each year.

Our action plan to accomplish our new goals includes creating a companywide safety committee to share best practices and drive consistency across all sites, and finding ways to enable everyone to dedicate 30 minutes a week to improve safety.

We ensure our employees receive effective training and have the equipment they need to work safely. And when the COVID-19 pandemic struck, the company quickly implemented measures compliant with the Centers for Disease Control and Prevention (CDC), including screening and social distancing.

Looking ahead, we will work with a consultant to assess our safety culture at each location, roll out a Near Miss Program and conduct companywide training, and expand Area Safety Inspections. We will also relaunch our safety slogan contest among employees.

Hazard Recognition Training

Reflecting our new safety goals, we partnered with the All Hazards Training Center at the University of Findlay (Ohio) to provide comprehensive hazard recognition training to our employees. The training covers near misses, reoccurring permit and safety concerns, and an interactive walkthrough to identify and document all hazards.

State-of-the-Art Facilities

We are committed to investing in our people, infrastructure and facilities, and building working environments with health and well-being, collaboration and sustainability in mind.

In October 2021, we inaugurated a new building at our Toluca plant in Mexico, containing offices,

a training room and controlled rooms for storing laboratory reagents. Other improvements to the Órgano Síntesis S.A. de C.V. (OSSA) facility, include an upgraded dining room and remodeled bathrooms, completed in early 2022.

Health and Wellness Initiatives

We promote healthy lifestyles and behaviors to employees through offering programs focused on nutrition, weight loss, fitness, sleep and stress management. Employees also have access to an Employee Assistance Program (EAP) as well as confidential mental health counseling.

Diversity, Equity and Inclusion

Pilot Chemical holds a long-standing belief that DEI is critical to our continued success, and we remain committed to treating all employees fairly and with respect.

Pilot actively supports the development of women in management. Since 2018, seven women from across the business have attended the Executive Leadership for Women: Strategies to Enhance Success conference at Michigan State University. At this event, attendees developed individual action plans and networked with other experienced female professionals.

As part of our growing efforts, we plan to establish a DEI program by 2025 to formalize and strengthen our approach in this area.

Learning and Development

One of the new goals we have set ourselves is to establish a career development process and offer it to all employees by 2025.

Today, Pilot provides a robust internal training program to drive our employees' personal and professional development. This ranges from required role-specific training to elective development opportunities encompassing skills such as self-awareness, coaching, time management, communication and conflict resolution. We also encourage our people to pursue professional development through external training, such as participating in the Goering Center's Leadership Development Institute™.

In 2021, we launched a management development program for all people managers. The Standard for People Management Excellence helps managers meet their legal and administrative responsibilities, and supports them in providing feedback and recognition to their teams. By year-end, over 93% of our supervisors and managers completed the program, accruing a combined 759 hours of training.

2021 Training

490

participants on "lunch and learn" sessions

262

attendees on product and chemistry courses

11

product and chemistry courses offered

6

employees between 2020 and 2021 pursuing Bachelor's or Master's degrees through our tuition reimbursement program



In our latest Culture Survey – a key element of our engagement with employees – the areas of highest strength included safety and customer focus.

“

Teamwork, collaboration and empowerment have all been on display with the onset of the pandemic. We developed and supported new ways to work together.”

Pilot employee

“

I believe teamwork is a strong area of our culture. Throughout the many challenges faced in the past year, teams have banded together to help, which is great to see.”

Pilot employee

Community and Employee Engagement

Community involvement is a key requirement for Responsible Care® membership and a critical part of our employee engagement efforts. We are committed to giving our time and financial support to local schools and nonprofit organizations focused on science, technology, engineering and math (STEM) education, career development and social services.

Employee Appreciation and Recognition

We are working hard to create a better employee experience for all Pilot team members through the adoption of five critical behaviors: customer focus, quick and nimble, empowerment, innovative, and teamwork and collaboration. Along with a focus on safety, these behaviors are the foundation of our company culture, enabling Pilot team members to better support each other and the business.

As well as using direct peer-to-peer recognition programs, we use our annual Ingenuity Awards, launched in 2020, to recognize and reward teams and individuals from all areas of our business who improve processes, generate business growth through innovation and delight our customers.



Giving Back to Our Communities

Our community efforts include employee volunteering, with a focus on supporting STEM initiatives.

Employees can take paid time off to support Pilot-sponsored organizations and events.

In 2021, we donated over \$40,000 in charitable contributions to organizations on the front line fighting COVID-19, as well as those providing STEM enrichment and food and social services to those in need.

Our support for community initiatives and organizations in 2021 included:

- Gifts to staff at The Christ Hospital in Cincinnati
- Sponsorship of the Mill Creek Alliance
- Collecting items for family baskets through Bethany House and providing holiday meals to families in need
- Donations to local organizations providing vital services in our communities, including Horizon Community Funds of Northern Kentucky, Neediest Kids of All and Boys & Girls Club of West Chester/Liberty (Ohio)
- Donations to help organizations including iSPACE and the Greater Cincinnati STEM Collaborative to provide STEM opportunities to children from underserved communities

- Annual sponsorship of the Chemical Education Foundation, which promotes chemistry and STEM careers to K-8 students
- Collecting and donating 6,728 food items to community partners through our second annual All Employee Food Drive competition
- Fundraisers for cancer and other health-related charities such as Pink Ribbon Girls and Movember
- Contributing to a new playground for Amanda Elementary School in Middletown, Ohio, in support of the Community Build Program in partnership with Kiwanis. Manufacturing employees also volunteered to assist with the construction



We plan to establish a formal charitable giving program by 2025, through which at least 1% of our net profits will go to community organizations that align with our charitable giving policy.





Greener Practices

Investing in sustainable practices to reduce our environmental footprint

In upholding the highest environmental standards, we go beyond complying with all relevant regulations by investing in continuous improvement.



Our Environmental Responsibility

As well as being certified under ISO 9001:2015, we participate in the ACC Responsible Care[®] program, a voluntary global commitment to produce and use all chemicals in ways that minimize risks for human health and the environment. We also take part in external networks to advance sustainability, including the American Cleaning Institute (ACI) and the Household & Commercial Products Association (HCPA).

When it comes to capital projects, we approach these with sustainability in mind, whether directly or indirectly. Some projects are intentionally designed to decrease waste or increase efficiencies, while others are infrastructure-based to prolong the life of our facilities.

For example, at our Lockland plant in Ohio, we are installing additional equipment that will help us separate stormwater from other waste streams and enable better control of our discharge process.

Energy Efficiency and Lower Emissions

Optimizing energy efficiency is a priority in our manufacturing facilities. As an example, in 2020, we installed a new hot-oil furnace to replace an existing unit. This project was part of a broader reinvestment in our assets to strengthen the safety and reliability of our operations. The new furnace included upgraded safety controls and improved efficiency, resulting in a 33% reduction in natural gas used per pound of product. We have also installed energy-efficient lighting at our facilities.

We have recently set a sustainability goal to obtain 70% of all the electricity we consume from renewable sources by 2025, achieved in part by purchasing renewable energy certificates (RECs) from our utility providers.



Managing Our Water Footprint

Our ambition to reduce our water footprint involves a 15% reduction in total water usage and a 25% reduction in wastewater discharged by 2030 per pound produced, against a 2018 baseline. We also aim to complete a water risk assessment for all water bodies where we withdraw and discharge water by 2025, and achieve zero net water withdrawals in water-stressed regions by 2035.

In our Spill Prevention, Control and Countermeasures (SPCC) improvement project at our Houston facility, we have improved the handling of the stormwater collected on-site to prevent cross-contamination with other waste streams.

Managing Waste

As part of our efforts to continuously reduce the environmental impact from our operations, we have policies and processes in place to ensure the effective and responsible handling and disposal of all waste, including hazardous waste.

In pursuit of our goal to achieve a 50% reduction in hazardous waste disposed from 2018 to 2030 per pound produced, our Waste Management Program allows all Pilot Chemical facilities to track waste generation and identify areas for waste reduction.

Multiple projects are currently underway, as we focus on realizing further improvements in the coming years. For example, in 2021, we continued a project to reduce a caustic waste stream from our process, yielding an 8% reduction in waste produced per pound of product from this process in 2021 compared to 2020.



In addition, back in 2019, our Houston facility began to evaluate, characterize and quantify all waste streams generated on-site, assess how they are managed for off-site disposal and identify opportunities for engineering or process improvements. Having identified the need to further investigate the site's two largest waste streams, we are evaluating the feasibility of an on-site wastewater treatment system with a third-party consultant to potentially reduce hazardous waste.



We have been tracking our first-pass quality (FPQ) to ensure we make right-first-time products without any in-process adjustments. As well as lowering energy use, this work reduces the chemical waste created by over-processing and repeated testing. Since we began tracking FPQ in Q1 2020, this companywide metric improved by nearly 5% to over 96% at the end of 2021.



Unwavering Integrity

Embedding accountability, ethics and integrity in everything we do through good corporate governance and risk management

At Pilot Chemical Company, our Code of Business Conduct and Ethics serves as our guide to conducting business with the utmost integrity and the highest ethical standards, and in full compliance with all applicable laws.



Leadership and Governance

To meet our obligations to our employees and their families, the communities in which we operate, our customers and suppliers, our business partners and our shareholders, we must demonstrate sustainability for the long term. The Board of Directors strongly supports the achievement of sustainability in all aspects of the company's operations, and we remain committed to implementing the initiatives and making the investments necessary. Sustainability will be embedded in team goals and targets, and will be used to guide our business investments and growth priorities.

The Pilot Leadership Team embraces the sustainability journey and the goals in this report, and all team members and customers lie at the center of our strategy to foster growth and innovation.

Managing Risks and Opportunities

As part of our strong governance program, we take a proactive approach to risk assessment by using a heat map that looks at both the probability and severity of a broad cross-section of risks and opportunities facing our business. These are reevaluated and updated on a quarterly basis in collaboration with primary stakeholders, with additional input and oversight from our Board of Directors and Leadership Team.

Third-Party Compliance Program

Over the last two years, we have strengthened the way we assess current and potential suppliers and partners. This helps ensure they meet our expectations and standards as we seek to embed accountability, ethics and integrity in everything we do.

Through TD International, LLC (TDI), our new risk intelligence partner, we can now access Compliance Cloud. Activated in November 2021, this workflow management platform digitalizes and automates the

onboarding, assessments, investigations, approvals and monitoring of potential suppliers. The services it offers include due diligence, fraud investigation, litigation support, geopolitical and market intelligence, and political and commercial engagement.

All potential business partners will now be screened via the system, to inform decisions on whether to conduct business with them. This is an important step in our sustainability journey as it brings more insight and visibility into our supply chain and key third-party relationships.

Ethics and Integrity Training

To meet our new goal, we have committed to ensure that all our employees complete annual ethics and integrity training; this will include content on our [Code of Business Conduct and Ethics](#). The Code serves as our guide to conducting business with the highest integrity and ethical standards, and in full compliance with all applicable laws.

We also have a zero-tolerance approach to forced and compulsory labor, human trafficking and modern slavery. As part of launching the TDI Compliance Cloud service, we also adopted a formal [Anti-Slavery Policy](#), through which we commit to acting ethically and with integrity in all our business relationships, and to implementing effective systems and controls to ensure that we do.

We will formalize a Supplier Code of Conduct to include human rights, no forced labor, no child labor and fair wage requirements by 2023, and fully implement a compliance plan by 2025.



About Pilot Chemical

Pilot Chemical Company is a privately owned and independent global specialty chemical company providing high-quality products and services to the disinfecting, sanitizing and cleaning; metalworking and lubricants; oil field and emulsion polymerization industries.



Headquartered
in West Chester, Ohio



70 years
in business



10
locations in the
United States and Mexico



400+
employees



ISO 9001:2015 certified



Responsible Care®
certified since 2016

About This Report

Unless otherwise specified, the information in this report reflects performance and events that occurred from January 1 to December 31, 2021.

Progress on our newly developed sustainability goals will be shared in future reports.

Get in Touch

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