



Corporate Social Responsibility Report 2022

Sustainable innovation

Making a positive impact in everything we do.

Clean counts most



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INTRODUCTION

Message from Avi

Since our founding in 1988, we have invested a great deal of time and effort into our economic, social, and environmental responsibilities. In more recent years, we have formalized our Corporate Social Responsibility (CSR) into an ambitious and authentic CSR program.

At Contec, we believe CSR should be a self-regulated business model that helps us as an organization be socially accountable – to itself, our stakeholders, and most of all, the world around us.

Our stakeholders are everyone within Contec, including employees, customers, suppliers, investors and community residents. By practicing CSR, we can be more aware and accountable of our impact as a business, an employer

and a neighbor, with the ultimate goal to continually operate in a way that enhances society and the environment.

We strive to meet the highest standards of ethics and professionalism. We achieve this through a mix of compliance and proactiveness, and we ensure we stay on track with a simple set of guiding principles:

We will:

Respect the law, ensure that our business operations are legitimate, and keep our partnerships and collaborations open and transparent.

We will promote:

Safety and fair dealing, respect toward the customer, and anti-bribery and anti-corruption practices.

In our CSR work, we focus on three commitments: **our company, our people and our community**. We have so much to be proud of here, and I'm delighted to introduce you to our first Contec CSR report which explores these three commitments in greater detail.

We are committed to CSR, and while we've achieved so much so far, our work is never done in being a better Contec for a better world.

Thank you,



AVI LAWRENCE
PRESIDENT



OUR COMPANY

About Contec

Contec is the leading manufacturer of contamination control products for mission critical cleaning. We have been developing innovative products for manufacturing environments where **clean counts most** since 1988.

Innovation

We take great pride in developing products and new solutions that deliver outstanding performance for our customers.

Quality

Our facilities are ISO 9001:2015 registered, and as a vertically integrated manufacturer we manage all aspects of the product manufacturing process more than anyone else in the market.

Global scope and support

Our representatives and specialists provide customer service and support of the highest quality – the world over.

About our global reach.

With wholly owned manufacturing facilities in North America, Asia and Europe, we serve our global customers with value-added solutions and our ever-growing team of in-house experts.

The industries we serve

AEROSPACE | AUTOMOTIVE | LIFE SCIENCES | PHARMACY
MICROELECTRONICS | PROFESSIONAL CLEANING





“The culture we have created in Contec is at the heart of our success. From a business standpoint, we have a history of a **customer-first approach** to identify unique customer needs. We design products and provide **side-by-side support** that solve those needs, along with consistent, excellent quality in the manufacturing of those products. But our culture is not simply about great products, it is more a reflection of the kind of place we all want to work and how we want to treat each other. This culture is driven by our **core values.**”

Jack McBride, CEO

Contec receives bronze sustainability rating from EcoVadis

Our first rating by the world’s most trusted provider of business sustainability scorecards.

Proud to be recognized as a ‘Top Work Place’ in 2022

Awarded by South Carolina Top Workplaces, based solely on real employee feedback.



OUR COMPANY

Core values



Respect for others

We treat everyone with **dignity** regardless of the situation.



Whatever it takes

We **support** our customers and each other.



Integrity

We do things the right way and **the best way.**



Tolerance for risk

We’re not afraid to try things from a **different angle.**



Work-life harmony

We believe **resting and recharging** is important.



Enjoy the ride

We do what we **love**, and we love what we do.

OUR COMPANY

Our CSR program

What is it?

Corporate Social Responsibility is a core part of how we operate. Our CSR initiative allows us to be good corporate citizens and better stewards of our resources.

How we do it.

We are on a constantly evolving journey of being a better business, not only for ourselves, but for the wider world. By improving how we manufacture, produce and distribute our products, we can be more mindful of our environmental impact, locally and globally.

From solar panels to sustainable packaging, our company is continuously improving the way we operate. Through our proven expertise and side-by-side support, we build confidence into every relationship. Because at Contec – that's who we are.

2,049,000 kWh

**Total solar energy produced in 2022,
the first year with over 2MM kWh.**



4,556 solar panels

**that supply power
to our facilities.**



UTILIZE

Company Goal 2

We will utilize recyclable packaging to reduce landfill waste



We will measure % recyclability and reduce overall packaging for all automated presat wipes.



REDUCE

Company Goal 1

We will reduce our energy usage and divert our waste from landfill

Aiming to be 100% landfill free at all our US sites by 2024.

Manufacturing goods with renewable energy offsets Contec's electricity usage by an estimated 25%.



INNOVATE

Company Goal 3

We will continue to develop new and innovative products for our end users building on sustainable manufacturing innovations similar to our recycled cleanroom wipe 'ReFIBE™' - made from recycled plastic bottles.



“DIFFERENT. Since day one, Contec has wanted to be different. Contec's CSR program puts on paper what we have always been: a great company of highest integrity!”

Michael Meadows,
Contec Regulatory Affairs Manager

OUR COMPANY

Volatile organic compounds (VOCs)

Why we're captivated by presaturated.

An internal study by Contec during the late eighties revealed that presaturated wipes left surfaces significantly cleaner than those treated with other methods, such as dry wipes, blown air, tack rollers or vacuuming.

In fact, a saturated wipe cleaned 98-100% of contaminants up to 10 microns in size from most surfaces. So in 1992, Contec introduced its first range of presaturated wipes for controlled environments.

But the benefits didn't stop with their effectiveness as a surface cleaner. Presaturated wipes also meant that fewer solvents and wipes were required in day-to-day cleaning, **drastically reducing the use and release of VOC emissions**. For many sectors, the presaturated wipe became the go-to product for its performance, and helped organizations meet stringent solvent reduction regulations.

Additional studies in 1996 that focused on saturation levels and material characteristics helped Contec to gain the required information to develop a product that is scientifically proven to increase process control, improve safety and enhance convenience than bulk liquids, pump cans or spray and squirt bottles.



OUR COMPANY

ReFIBE™

Serious about sustainability.

We're always looking for new ways to reduce our impact, and to improve our products for a cleaner, greener planet.

Our ReFIBE presaturated wipes are made from **100% recycled bottles**. At 35 bottles per wipe, we are removing plastics from one supply chain and bringing a truly sustainable solution to another.

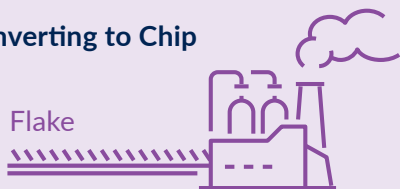
How does it work?

Bottle Recycling



Baled PET bottles from material recovery facilities (MRFs) are recycled and converted to flake.

Converting to Chip



The flake is melted down and reformulated into small pellets called chip or resin.

Yarn Production



The chip is then melted, extruded and spun into fiber to make ReFIBE.



35 bottles
in each ReFIBE
presaturated
wipe.



OUR PEOPLE

Contec's culture is something to be proud of

People are the heart of what we do.

It is our employees, all around the world, who make the Contec culture what it is today. We are proud to grow a community of talented, diverse and committed people, which is why, in-turn, we make a strong commitment to them.

Contec is dedicated to safely developing and manufacturing innovative cleaning products for use in critical applications. **We are committed to empowering our talented associates** who are excited by the challenge to provide total customer satisfaction to world-class manufacturers, healthcare providers, and professional cleaners.



“

“Our culture is something to be proud of. We are committed to our work, we are invested in each other and all united by the same core values.”

Francisca Yanez,
Contec, Inc.
Chief HR Officer



SAFE

People Goal 1

We will continue to improve workplace safety

Measuring recordable incident rates specifically, lost time incident rates (LTIR) and serious injury or fatality.



Last year we celebrated 3 years without a LTIR!



ENGAGED

People Goal 2

We will build an engaged and committed team of associates



75% of associates achieved the Wellness Incentive in 2022 by earning required wellness points.



HEALTHY

People Goal 3

We will continue to commit to employee health

and well-being incentives in the workplace, striving to make a positive impact on our employees and the business.



Achieved AHA gold ranking in 2022.



“We believe in a positive culture and achieve this by being passionate about our company and caring about the health and wellbeing of our employees and our local community.”

April Hayes,
HR Advisor, Europe



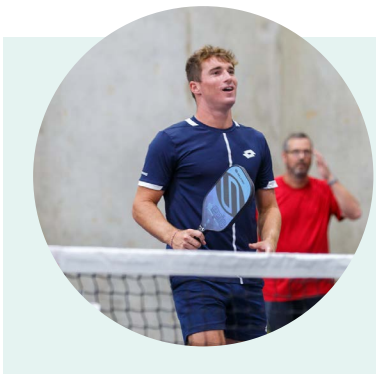
OUR PEOPLE

Employee wellness

Promoting benefits-based incentives.

Collaborating with Hub City Farmers Market, we provide wellness videos for our associates on how to cook nutritious, tasty meals to promote a healthy lifestyle.

Contec associates are invited to use our **on-site gym and participate in team training sessions to help improve wellness.** Being part of these initiatives contributes points towards their Contec health plan. By maintaining healthy diets and staying active, we are promoting a healthier workforce.



Contec is a proud sponsor of Oliver Crawford, ATP professional tennis player and Spartanburg native. When Oliver isn't on the court, he often visits the Contec facility to give pro tips and exercise with employees on the company pickleball court.



OUR PEOPLE

Career growth

Supporting employee progression – every step of the way.

Pranee Rodgers is a great example of an employee who has shown incredible progression throughout her twenty-five-year career, beginning on her journey with Contec as a Cleanroom Technician, and now working as our Marketing Communications Manager.

Pranee has shown impressive dexterity and determination as she's picked up new skills and built new relationships, including working closely with Contec co-founder, Jim Smith. Pranee handled all the administrative duties, many of which were atypical of most companies. She did everything from taking dictation of product specs to buying wigs for Jack's now legendary costumes.

In more recent years, **Pranee has excelled in her marketing communications role, learning project management, employee coaching, and design.**

Now part of a fifteen-person team, Pranee loves the variety in her role and further opportunities to learn and develop – a true embodiment of 'enjoying the ride!'



“

“I love my job because of the people I work for. Jack and Jim are genuine, caring people, and I'm very lucky to have met them when I did.”

Pranee Rodgers
Marketing Communications
Manager

Marketing Communications
Team (left to right): Miranda Phalen,
Brandy Soler, Pranee Rodgers,
Christine Nguyen, Leilani Butler

OUR COMMUNITY

Community counts

As our company grows, so does our responsibility to do the right thing— for our customers, for each other, and for all the communities we call home.

Giving back has always been a priority for Contec. The company participates in an annual campaign that raises funds for a variety of local charities, including ‘United Way,’ an organization that encourages employees to give back to charities and fundraisers of their choice.

Our leadership team also works closely with several organizations, with early childhood education being a particular passion. Our CEO demonstrates his commitment to the cause by serving on the board of ‘Council for a Strong America.’

Their ‘Ready Nation’ program is focused on business executives **building a skilled workforce** by promoting solutions that prepare children to succeed in education, work and life.



“

“The Contec culture of volunteering time and donating resources is extraordinarily unique and makes me very proud of our teammates and the leadership who support us.”

Emily Phalen, Regulatory Affairs Specialist and United Way Campaign Lead



INVEST

Community Goal 1

We will continue to work on our community investment

increasing our investment year on year.



Exceeded 2022 United Way giving goal at **106%**.



SERVE

Community Goal 2

We encourage associate community involvement



In 2022, we have put **896 hours** back into our communities.



LEAD

Community Goal 3

We will continue to promote community leadership

across all areas of Contec.

Measuring % of associates involved with non-profit committees or boards.

Contec donated to more than **60 non-profits** in the communities we work and live in 2022



OUR COMMUNITY

Giving back to enrich lives

We offer all US employees up to 40 hours of volunteering time a year, which can be spent with non-profit and educational organizations of their choice. In 2022, Contec put over 896 hours back into local communities.

Feature: Jeff Petrowski Area Sales Manager, Cleanroom



Jeff takes full advantage of his 40 hours of service, using his time to volunteer for organizations he is passionate about. From organizing toy drives for the local Children’s Hospital to building homes and shelters for Habitat for Humanity.

Jeff says his favorite part of serving the community is promoting a “pay it forward” mindset.



OUR COMMUNITY


Preparing the next generation

We are proudly working alongside Council for a Stronger America, OneSpartanburg, Inc., and The Basics - Palmetto to give back to communities, local commerce and families to improve the lives of people from all walks of life.



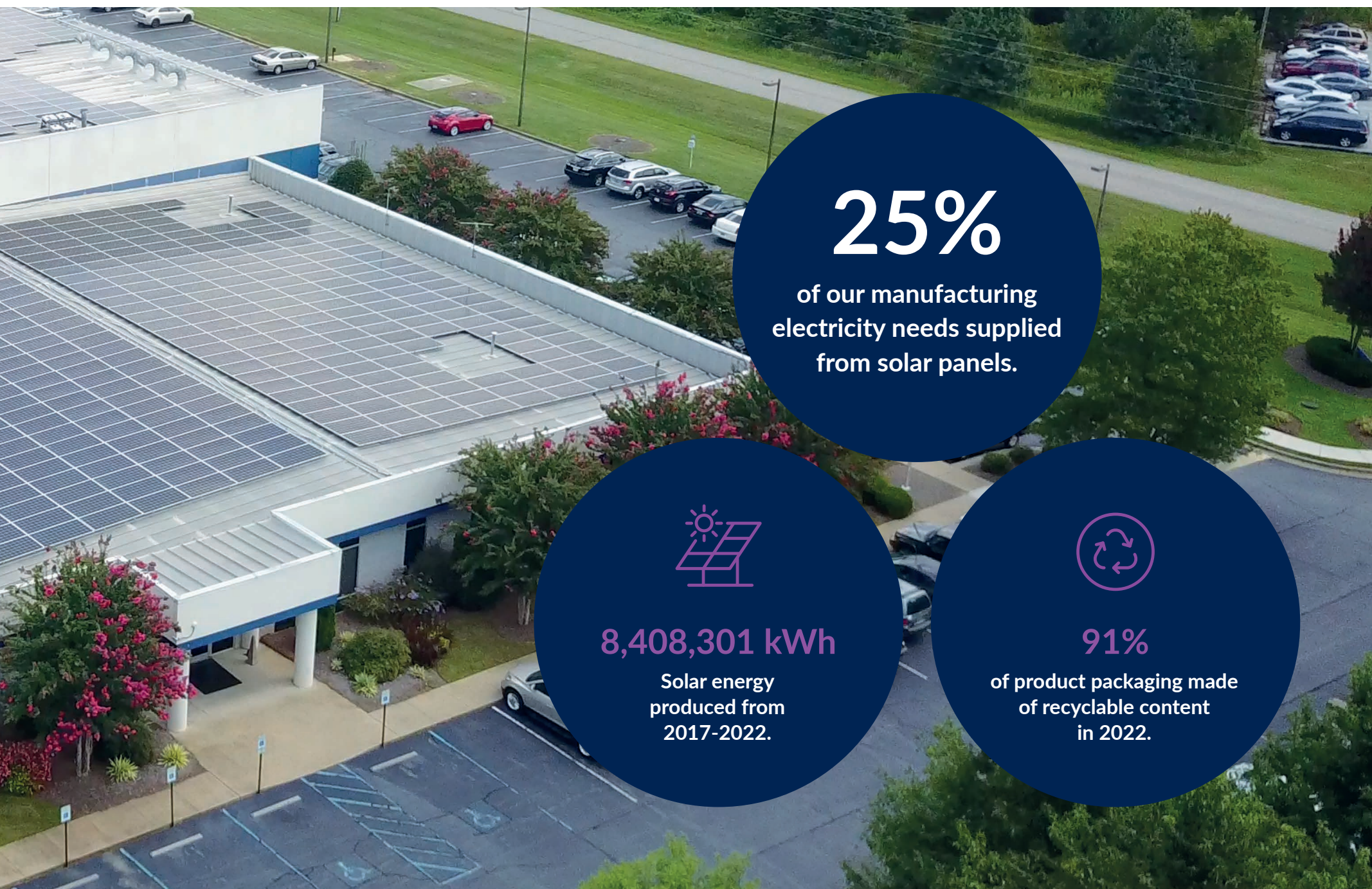
Contec is the proud partner with 'Council for a Strong America' a group of business executives building a skilled workforce by promoting solutions that prepare children to succeed in education, work and life. Jack McBride, Contec's Founder and CEO, serves as a board member and Contec has long been dedicated to early childhood education and development – with Jack now making an impact on a national scale.





“Our vision is to be the global leader in contamination control, delivering positive outcomes for not only our partners, but our associates, communities, and planet.”

Jack McBride, CEO



25%

of our manufacturing electricity needs supplied from solar panels.



8,408,301 kWh

Solar energy produced from 2017-2022.



91%

of product packaging made of recyclable content in 2022.

Sustainable innovation for a better tomorrow

f in

@contecinc



Learn more about sustainability at Contec:

www.contecinc.com/corporate-social-responsibility