

Commitment

2022 SUSTAINABILITY REPORT





A global fastener leader

Optimas is a global manufacturer and distributor of engineered and standard fasteners and C-Class components such as bolts, screws, nuts, washers, rivets, sockets, clamps and fittings. We create sustainable value by going beyond fasteners to provide inventory management and supply chain solutions that help global producers elevate output, reduce costs and maximize profitability.



TO COLLEAGUES, CUSTOMERS,
SUPPLIERS AND COMMUNITIES

Our leaders' commitment



We are implementing plans to reduce our Scope 1 and 2 carbon footprint by 50% by 2027 and reach net zero by 2037.



As a leader in the manufacture and distribution of industrial fasteners, we are committed to making our company — as well as our customers and suppliers — more sustainable in what we do and how we do it.

At Optimas, sustainability is a core business imperative. Following the guidance of the Sustainability Accounting Standards Board (SASB), we're focusing our efforts on energy management, health and safety, and material sourcing and efficiency to drive improvement across our manufacturing operations.

We're investing in ways to reduce our energy usage, both in our facilities and in how we source products for our customers. We're also looking at our logistics and distribution operations for opportunities to reduce greenhouse gas emissions, maintain fair and ethical practices within our operations and those of our suppliers, and keep our people safe.

Our manufacturing plant locations in the United States and the United Kingdom enable many of our customers to effectively on-shore part of their fastener supply chains and buy in-country for production continuity, which also can significantly reduce shipping-related carbon impacts.

We have set aggressive goals for our sustainability efforts. We intend to reduce our Scope 1 and Scope 2 carbon footprint by 50% in the next five years, with the ultimate objective being to reach net zero over the next 15 years.

We conducted a global Employee Engagement Survey in 2022 with a 78% response rate. Our people told us that they want more training and development opportunities as well as an increased focus on strengthening our culture, specifically more initiatives around diversity, equity and inclusion (DEI).

As a result of this feedback, we are providing more internal training and established a global Cultural Advisory Board (CAB) made up of Optimas team members from each country in which we do business. Our CAB will guide all decision-making around DEI initiatives.

In 2022, the group introduced a volunteerism initiative for our team members who are keen to make a difference in their communities. We recently launched the Optimas Volunteer of the Quarter Award in order to showcase our outstanding volunteers and encourage more of our people to get involved.

We will be tracking our metrics annually and addressing the issues and themes that emerge. We're confident that our passionate teammates will engage in these initiatives to help us achieve our sustainability goals and performance as an organization.

We're excited about the impact we can make as individuals and as a company, and we look forward to reporting on our progress in the months and years to come.

Sincerely,

Daniel Harms
Chief Executive Officer,
Americas

Mike Tuffy
Chief Executive Officer,
International

Sustainability by the numbers

89%

waste recycling
(1,087 tons generated)

.54

recordable injury rate
(industry standard: 3.3)

Up to

92%

by volume recycled scrap metal
used in our raw materials

50%

reduction in carbon
footprint at US and UK
manufacturing facilities
in five years

Our commitment in 15 years:

Net Zero

carbon footprint by 2037

ISO Certified

ISO 14001 Environmental Management
ISO 45001 Health and Safety Management
Certified Sites Worldwide, 2022

ISO 14001

Wood Dale, IL, USA
Droitwich Spa, UK
Gloucester, UK
Bredbury, UK
Suzhou, China

ISO 14001 & ISO 45001

Sarreguemines, France

41%

of our employees work within
ISO 14001-certified facilities

Keeping our employees safe

At Optimas, we know that keeping our employees safe in the workplace is not a single-solution activity. It’s an ongoing effort. Safety requires establishing the right culture, providing the right training and equipment, and auditing facilities on a regular basis.

KEEPING SAFETY TOP OF MIND, ALWAYS
Our Americas and International leadership teams review key Optimas performance measures on a monthly basis to keep health and safety top of mind. We discuss accidents, incidents and near misses. We review completion of housekeeping matters, tracking activities in this highly safety-relevant area using a global digital tool. And we review training completion rates at all sites.



COVID-19 RESPONSE: URGENCY, AGILITY, FLEXIBILITY

During the crisis period of the COVID-19 pandemic, we moved quickly to protect our people and minimize supply disruptions to fastener customers engaged in essential businesses.



ENABLED WORK FROM HOME
Implemented work-from-home (WFH) technology worldwide, starting with China



SECURED/SANITIZED THE WORKPLACE
Provided PPE and sanitizing supplies at all facilities where WFH was not possible



ENCOURAGED VACCINATION
Provided ample time to employees to get vaccinated once guidance was clear



IMPLEMENTED CONTACT TRACING
Notified employees of potential exposure promptly but discreetly

SAFETY IMPROVEMENT INITIATIVES IN 2022



320
HOURS
of Employee Health
& Safety Training
Provided

10
SITES
Audited by Internal
Optimas EHS
Professionals



5
SITES
Installed Safer Racking
and Warehouse
Equipment

FOCUS: ENVIRONMENT

*Moving the needle
on energy conservation*



We worked with the Illinois Manufacturing Excellence Center throughout 2022 to uncover ways to reduce our energy usage at our manufacturing site in Wood Dale, IL.

CONTRIBUTING TO AN ELECTRIFIED FUTURE

In an increasingly electrified world, every product component makes a difference. Fasteners, while just 1% of cost, can comprise 50% or more of a product's SKUs. This is an opportunity for us to make an impact:



SIZE

Smaller fasteners can contribute to weight and product size reduction



INSULATION

Insulating fastener designs can contribute to safety and durability



MATERIALS

Lighter fastener materials can support longer battery charge life in equipment



GEOMETRY

Shallower fastener head designs can reduce weight and optimize space



NONFERROUS

Nonmagnetic materials in fasteners can support uninterrupted current flow



ASSORTMENT

Broad fastener assortment and availability can speed electrification projects

VARIABLE SPEED DRIVE (VSD) INSTALLATION PROGRAM

134,100
kWh per Year

Expected Energy
Reduction From VSDs
on Cold Header
Machines



31,400
kWh per Year

Expected Energy Reduction
From VSDs on
Secondary Units

Over the course of the next 12 months, we will be installing variable speed drives (VSDs) on our cold header machines, which we expect will save 134,100 kWh per year. Installing VSDs on secondary units will save an additional 31,400 kWh per year.

We have been analyzing our distribution routes globally, identifying opportunities to eliminate and consolidate routes among our facilities. We also are shifting toward green energy

sources and pursuing projects to reduce energy consumption, such as installation of energy-efficient LED lighting. To date, we have initiated lighting replacement projects at some of our largest facilities in Gloucester, Bredbury and Droitwich Spa, UK, as well as Wood Dale, IL, and Battleboro, NC, USA.

COMMITMENT



Our continuing journey

At Optimas, we have long been committed to safety, energy efficiency and DEI, three core elements of sustainability. We decided to develop and present this report to formalize that commitment and accelerate progress.

Even though we have set forth a concrete goal of carbon neutrality by 2037, we believe sustainability is a journey with no endpoint — a continuous effort to improve. A perfect example of this is safety for which even one incident is one too many, and zero incidents is just a temporary achievement.

We have plenty of room for improvement in all areas. We will continue to invest our resources, time and efforts into making progress and reporting on it as we move forward.

OUR CORE ELEMENTS OF SUSTAINABILITY



OUR LOCATIONS



NORTH AMERICA

Phoenix, AZ	Grand Island, NE	Greenville, SC
Fresno, CA	Jamestown, NY	Alcoa, TN
San Jose, CA	Battleboro, NC	Coppell, TX
Suwanee, GA	Lockbourne, OH	Laredo, TX
Wood Dale, IL (Headquarters)	Oklahoma City, OK	South Kent, WA
Columbus, IN	Tualatin, OR	Sturtevant, WI
Elkhart, IN	Allentown, PA	
Tupelo, MS	Kingston, PA	

EUROPE

Sarreguemines, France
Istanbul, Turkey
Barlborough, UK
Birmingham, UK
Bredbury, UK
Droitwich Spa, UK
Gloucester, UK
(Headquarters)
Newton Aycliffe, UK

ASIA PACIFIC

Suzhou, China
Pune, India
Ageo, Japan

MÉXICO

Mexicali
Querétaro
Monterrey