

SUSTAINABILITY

REPORT 2023





**SUSTAINABILITY
HAS BEEN AT THE CORE OF
WHAT WE DO SINCE
OUR INCEPTION**

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MESSAGE FROM

LEON C. RICHARDSON, PRESIDENT AND CEO

Our mission is to add value to our customers' supply chain, add value to the lives of our employees, create a positive impact in the communities in which we operate and remain a leader in the chemical and industrial manufacturing industry.



Welcome to Chemico's first ever sustainability report. As an organization that is deeply committed to sustainable practices, we believe in conducting business in a manner that respects the environment, uplifts communities, and creates long-term value for all stakeholders. This inaugural report serves as a transparent reflection of our sustainability efforts, achievements, and future plans to integrate sustainability into every aspect of our operations.

Throughout this report, you will discover the initiatives, milestones, and performance metrics that demonstrate our dedication to sustainability. From reducing carbon emissions and conserving natural resources to promoting diversity and supporting local communities, we are committed to making a positive difference in the world.

Since our founding in 1989, Chemico has been focused on providing environmentally friendly materials and solutions to our customers, treating our employees with respect, and conducting business ethically. This is summed up in our mission statement: "to add value to our customers' supply chain, add value to our employees' lives, and create a positive impact in the communities in which we operate."

We invite you to explore the contents of this report, learn about our sustainability journey, and join us in our mission to create a more sustainable future for generations to come. Together, we can build a world where prosperity, equity, and environmental preservation thrive in harmony.



A portrait of a middle-aged Black man with a grey goatee, wearing a dark blue suit, white shirt, and a red and blue patterned tie. He is looking directly at the camera with a slight smile. A large yellow circle is overlaid on the bottom left of the image, containing text.

Excellence is our standard.

From a single employee start-up, Chemico is now the largest minority-owned, veteran-owned chemical management and distribution company in the United States.



SUSTAINABILITY GUIDELINES

“Sustainability is no longer about doing less harm. It's about doing more good.”

- Jochen Zeitz

BACKGROUND

The increased globalization of trade over the past 30 years has afforded business opportunities as never seen before. Unfortunately, because of this rapid expansion of global trade, problems and pressures related to the environment, human rights, and other areas have intensified on a global scale.

In 2015, the United Nations developed a group of interconnected societal goals and established Sustainable Development Goals (SDGs). Following this development, each country and world region were encouraged to adopt stringent laws and regulations aiming to prevent human rights and environmental violations from occurring, and to address violations occurring today. This global effort emphasizes the critical importance of proactive corporate sustainability initiatives.

Chemico LLC has developed our Sustainability Guidelines that outline the sustainability expectations of ourselves and our supplier partners. These guidelines align with standard ESG practices that many companies have committed to adopting and implementing.

Chemico LLC requires all entities we conduct business with to identify and comply with all applicable legal and regulatory requirements. They must also comply with all contractual obligations to Chemico LLC, including our sustainability guidelines.

We ask all our supplier partners to understand and implement the intent of these guidelines and ensure that sustainable development actions and initiatives cascade down within their supply chain. Sustainable development must be our common goal among business partners. Conforming to sustainability guidelines requires a flexible and collaborative approach. We're proud to report that many of our suppliers have started this journey.

Excellence is our standard



OUR COMPANY

The Chemico Group is a proven leader in chemical management services, distribution and specialty product manufacturing. Founded in 1989, Chemico is now one of the largest minority-owned, veteran-owned, chemical management firms in the nation -- a world-class organization specializing in integrated solutions for the entire chemical life-cycle - from procurement to on-site inventory management, distribution to environmentally conscious disposal.

Led by President and CEO Leon C. Richardson, Chemico Group continues to experience positive growth every year since inception. Diversity and inclusion are cornerstones of the Group's business. The Chemico Group has spent more than \$40 million with minority business enterprises since 2014 -- an average of more than 6 percent annually.

WHAT WE DO

Chemico Group delivers turnkey chemical management, products and distribution solutions for customers on a global scale, and helps organizations save millions of dollars by focusing on total cost.

The Group is comprised of two distinct business entities that address different elements of the chemical lifecycle -- **Chemico LLC** (chemical management) and **Chemico Systems** (chemical products and distribution).



EXPERIENCE

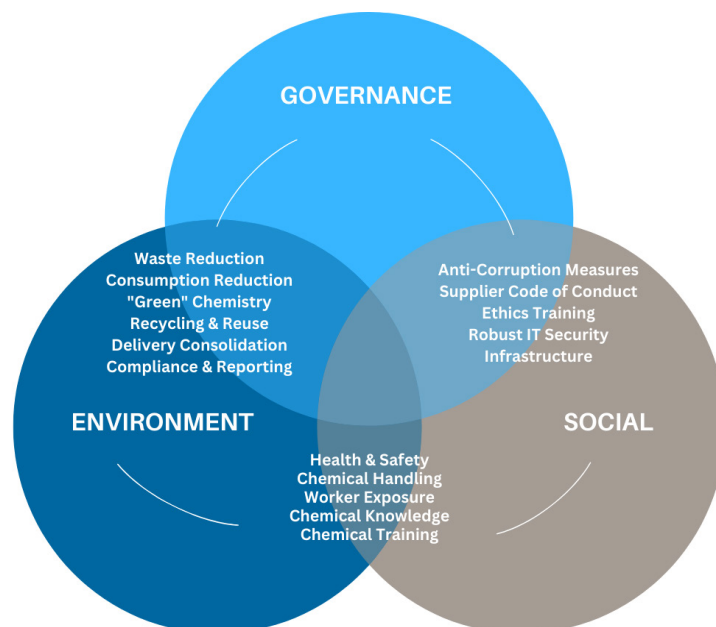
- **Robust corporate structure** to support customers throughout North America, with 500 employees including: engineers, logisticians, supply chain managers, chemical experts, and technicians.
- **Chemico Management Information System:** adaptable solution streamlining the CMS process for customer access and availability
- **ISO Certifications:** ISO 9001 & ISO 14001 Registered
- **Environmental Management System:** Corporate-wide environmental, safety and health program committed to zero accidents
- **Extensive Chemical Supply:** an ever-growing network of chemical supply partners and logistics support
- **Cost Reductions:** Consistent ability to reduce our customer's operational and chemical lifecycle costs

CHEMICAL MANAGEMENT

Chemico LLC programs utilize a holistic, single-source approach that eliminates the complexity and risk associated with handling chemicals. The division focuses on the Total Cost of Chemical Ownership that improves upon the quality of manufactured products, and reduces customers' chemical use, carbon footprint, equipment downtime, employee risk and exposure. Chemico offers a full suite of services, which can be customized to meet specific customer requirements.

Chemico streamlines the complex elements of the chemical lifecycle through a single program that manages supply, information, inventory, waste and recycling. Cost-optimized chemical management programs that lower visible and hidden costs of chemicals, including downtime due to supply chain disruptions or material obsolescence while generating a positive impact on employees, community and the environment.

- Outsourced Purchasing
- Chemical Inventory Management
- SDS Management
- Chemical Use Management
- Data Management
- Point-of-Use Delivery
- Alternative Material and Supplier Access



- SDS Management Solution
- Compliance Reporting
- Regulatory Support
- Waste Management
- Threshold Assistance

- Safety Training
- Hazardous Waste Consolidation
- Waste Disposition
- Fluid Recycling
- Green Procurement



CHEMICAL PRODUCTS AND DISTRIBUTION

Chemico Systems is an industry leader in chemical products, manufacturing and distribution. Through its vast network of suppliers and manufacturers, the division provides a wide variety of chemical solutions that include custom blending, formulating, testing and packaging. For 35 years, Chemico Systems provides solutions that will address and exceed all customer requirements, enable a greener program, reduce costs, and provide safer products for team members. In-house research and development experts design custom products to meet a customer's needs.

Our 50,000 sq. foot facility in Chesterfield, Michigan has been home to Chemico Systems' production and warehousing. The facility is supported by an on-site R&D laboratory, responsive customer service, and supply chain experts. Using our strategic distribution agreements with renown companies and brands, Chemico Systems provides a wide variety of chemical solutions and private label products that support many industries.

PRODUCT LINES

Healthy Hands

- Hand Soap
- Hand Sanitizer
- Hands Free Soap Dispenser

MRO – Maintenance, Repair and Overhaul

- Adhesive and Sealants
- Non-Destructive Testing Products
- Lubricants
- Paints
- Janitorial Products
- Disinfectants
- Bathroom Cleaners
- Floor Wax
- Wax Stripper

Industrial Maintenance Cleaners

- Booth Coatings
- Paint Strippers and Adhesives
- Injection Mold Cleaners
- Degreasers

Production Related Products

- Parts Cleaner
- Rust Preventative
- Highlight Oil
- Anti-Splatter

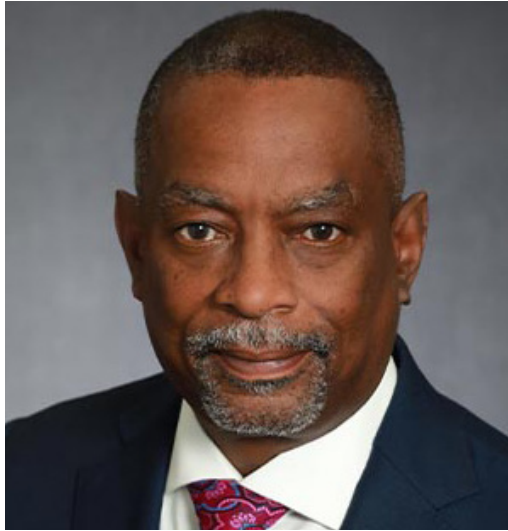


STRATEGIC PARTNERS AND BRANDS



OUR LEADERSHIP TEAM

Maintains nearly 200 years of combined experience and a solid vision that yields sustainable results for its customers.



LEON C. RICHARDSON
FOUNDER, PRESIDENT & CHIEF
EXECUTIVE OFFICER



DAVE MACLEOD
EXECUTIVE VICE PRESIDENT



SHALEONTYNE CONSTANTINE
EXECUTIVE DIRECTOR OF HUMAN
RESOURCES SHRM-CP



MAX NJIE
TREASURER AND EXECUTIVE DIREC-
TOR OF ACCOUNTING AND FINANCE



HARRY SEIFERT
VICE PRESIDENT OF OPERATIONS



PAUL SINKO
VICE PRESIDENT, PRODUCT APPLI-
CATION & SERVICE



CHAD STACKHOUSE
VICE PRESIDENT OF BUSINESS
DEVELOPMENT



JUAN LOPEZ
VICE PRESIDENT OF CHEMICO
MEXICO

Diversity and inclusion are cornerstones of the Group's business. As part of its sustainability platform, Chemico believes in driving diversity into the marketplace, into the workforce, and supply chain, in order to help find the best and most sustainable solutions.

ACCOLADES

A sampling of the awards and recognition that Chemico has received from customers, industry, media and diversity associations.



General Motors Overdrive Award, GMAAN Lifetime Achievement Award and Supplier of the Year eight times (2007, 2009 - 2015, 2020, 2022, 2023)



Boeing Supply Chain Performance Award (2022)



Toyota Motor North America Kaizen and Performance Awards (2013, 2017, 2019-22)



Honda Challenging Spirit Award (2021)



Honeywell Innovation Award (2018)



Stellantis Supplier Diversity and Capital Equip. Supplier Awards (2014-2015)



National Minority Supplier Development Council MBE of the Year (2018)

Regional Supplier of the Year Awards (2004, 2014, 2018, 2022)



Michigan Minority Supplier Development Council Hall of Fame, MBE Luminary of the Year, President's, Diamond, Board of Director Awards (2001, 2004, 2008-2014, 2016, 2017, 2020, 2021, 2023)



Automotive News Notable Champion of Diversity (2021)



Crain's Detroit Business Notable Veteran Award, Fast 50 Growing Companies 2018-2020)



Named to **Black Enterprise B.E. 100s** (2010-2019)

Quality is our standard



Chemico received the 2022 Overdrive Award from General Motors for nurturing relationships and its "out of the box" solution to helium shortages.



HIGHLIGHTS

ISN PROGRAM

Chemico has the highest possible scores for safety in the ISN program. ISNetworld serves as a database for online contractor safety management designed to streamline companies' and contractors' compliance pre-qualification processes. It works to help contractors, suppliers and hiring clients to ensure regulatory compliance.

"Sustainability is not an option; it's a mindset. We must think long-term and make choices that prioritize the health of our planet."

- Isatou Ceesay



ECOVADIS BRONZE MEDAL

In 2023, Chemico was awarded a Bronze medal by EcoVadis, a globally recognized assessment platform that rates businesses' sustainability based on four key categories: environmental impact, labor, and human rights standards, ethics, and procurement practices. Medals are awarded based on the percentile rank of a company which is calculated at the time of scorecard publication. It compares a company's performance with all rated companies in our database over the previous 12 months. Bronze medals are awarded to the top 35% of companies assessed by EcoVadis.

CDP PARTICIPANT

CDP (formally known as Carbon Disclosure Project) is a not-for-profit charity that runs the global disclosure system for investors, companies, cities, states and regions to manage their environmental impacts.







ENVIRONMENTAL

GOALS



SCOPE 1 EMISSIONS

Year-over-Year reduction of normalized scope 1 emissions



SCOPE 2 EMISSIONS

Year-over-Year reduction of normalized scope 2 emissions



SCOPE 3 EMISSIONS

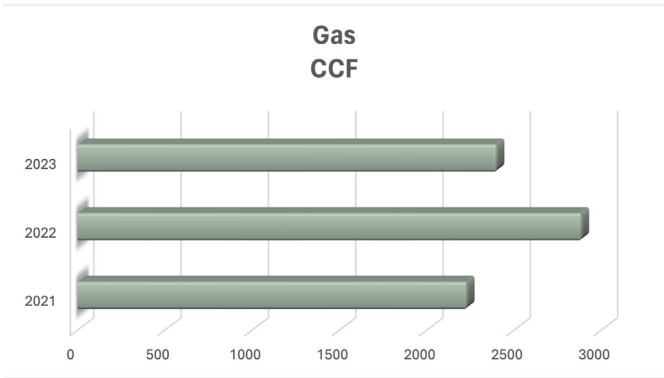
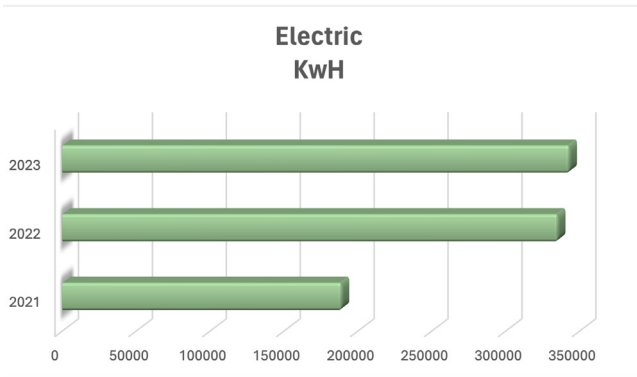
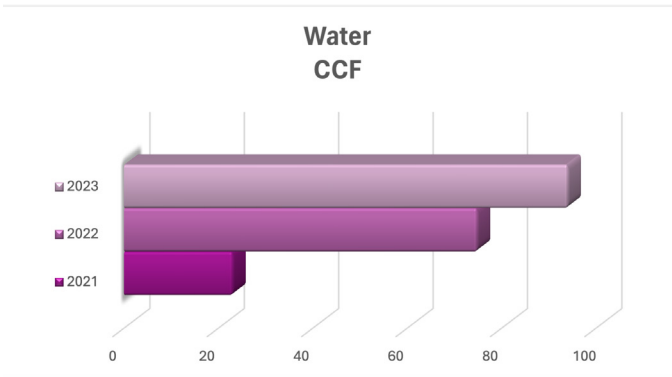
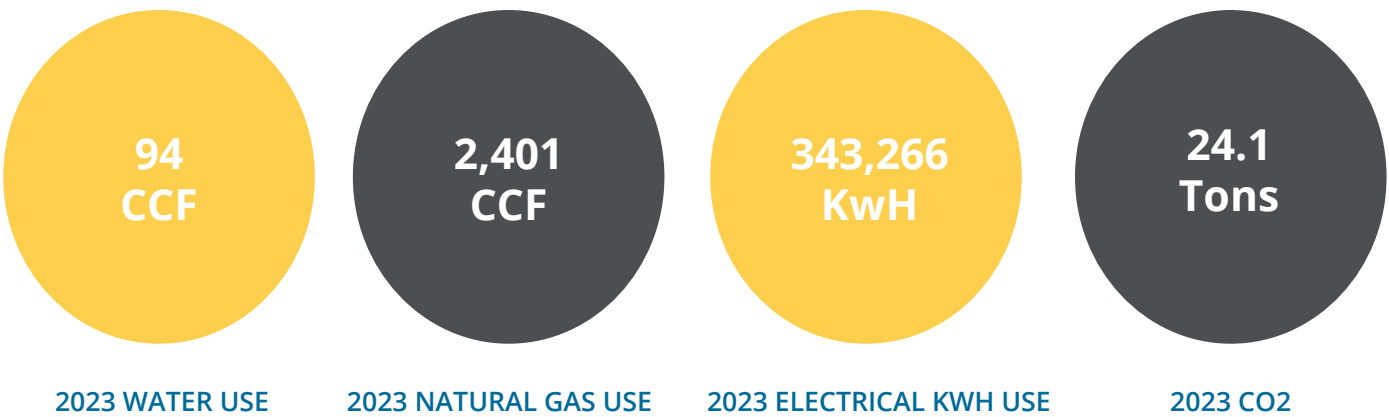
Develop a framework to quantify scope 3 emissions.

MANAGING EMISSIONS

Chemico has no emissions from regulated sources.

REDUCE WASTE

Chemico works to reduce its expired inventory by getting materials recertified to extend the shelf life. Chemico also collaborates with our sites across North America to transfer and utilize materials before their expiration.



CUSTOMER COLLABORATION



80 percent of Chemico's business takes place at our customer locations. We have full time onsite staff at over 60 locations throughout North America where we are uniquely positioned to bring environmental stewardship opportunities to our customers on a continual basis.

Teamwork is our standard

INTERNAL MONTHLY COMPLIANCE REPORTS

Alerting all hazardous waste managers to new process changes within the EPA and any industry standard updates. Not only are we providing regulatory guidance, but this communication acts as a collaboration tool between sites to further develop our environmental managers.

RECYCLING

Chemico actively recycles or reuses: Office Paper, Toner Cartridges, Plastic and Cardboard.

- Tier 3 collaboration meetings with local HSE Department and Chemico at minimum 2 times weekly
- Monthly Chemical and Waste Management review
- Joint Monthly walk-through waste storage area and Satellite Accumulation Areas together with Chemico and the contracted Client. Note issues, opportunities for improvement, and best practices to share
- Assist in managing each satellite location by regulatory inspections ensuring signage with waste description, correct labeling information, and segregation
- Discrepancies noted on weekly inspection form and corrected within prescribed time limits. Repeat occurrences will be escalated at Tier meetings for retraining and site broadcast
- Quarterly waste related GEMBA walk-through waste storage areas and processes
- Chemico quarterly review of procurement, savings projects and environmental impacts with contracted client

CASE STUDY (1)

Chemico developed and implemented a **metalworking fluid reclamation and recycling program**. The project started with the creation of new change-out procedures based on the analytical testing instead of on a time-frequency. The site management team then designed mobile filtration and recycling program which included the development of the filtration systems and deployment of the new process to ensure safe and effective operations. This project was initially implemented with 37 Machines which minimized in-process contaminants and allowed the fluid to be used longer without dumping and recharging. Through the success of this initial phase, Chemico applied the project across an additional 205 machines.



**Eliminated 320,850 Liters
/Year in waste fluids**

**Minimized attendant production downtime
and chemical handling**

**Reduced the need for new metalworking
fluids by 38,600 Liters/Year**



**Generated an overall annual savings
of \$773,500**

CASE STUDY (2)

Chemico collaborated with a contracted client to minimize their over-the-road carbon footprint through the use of an **evaporation system to locally dispose of nonhazardous wastewater**. Currently the onsite Chemico team operates and manages all waste evaporated through this system and are the subject matter experts with this equipment. This evaporation system significantly reduced the amount of wastewater transported over the road, recycled thousands of gallons of oil and increased production within the facility.

\$1.6 Million saved for the client since inception in 2019



Over 300,000 road miles diverted.



126,000 gallons of oil recycled.



CASE STUDY (3)

Chemico was hired to develop a **chemical lifecycle management program** for an aerospace components manufacturer to improve their quality compliance program, inventory control, and an overall reduction in waste and cost. Various paint/coatings departments were identified as an area to yield significant savings. Chemico worked with Procurement, Environmental, Production Planning, Material Management, and Production/Operators. We reduced the number of paints, optimized departmental communication and improved product quality and flow-down compliance. Reduction in annual paint consumption/ waste by 4,800+ gallons – a 75% reduction. Yielded an overall annual savings of \$900,000.

Obsolete Bill of Materials (BOM) causing Paints listed on the BOM to be issued but not actually used in the manufacturing process. These paints would be ordered and sit on a shelf and expire.

Frequent changes or delays with production forecast resulting in the paint being ordered well before it was to be used resulting expiration and waste.



Integrated Chemical Management



Waste and Environmental Management



Inventory Management



Shelf Life Management



Quality Inspection



POU Management



Technical Process Expertise



Productivity Improvements

LAND USE

Plans to convert open property at the Chemico Macon, GA warehouse into a carbon sink/native plant habitat.



ENERGY EFFICIENCY

Where possible, Chemico ensures that all lavatories contain water saving/low-flow fixtures. In addition, all appliances and installed equipment are ENERGY STAR® compliant.

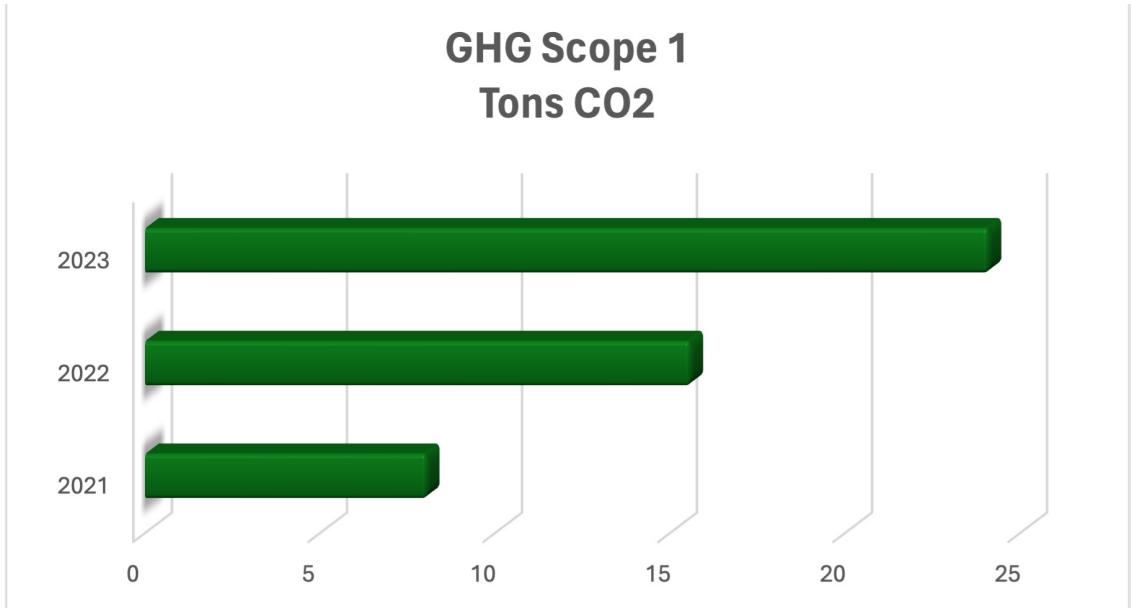
RENEWABLE ENERGY

Between our owned sites, Chemico utilizes local utility providers that supply an average of 47 percent through the use of renewable energy.

SCOPE 1 GREENHOUSE GAS EMISSIONS 2021-2023:

Definition: Scope 1 emissions are direct greenhouse gas (GHG) emissions that occur from sources directly controlled by an organization. Chemico emits Scope 1 GHGs in Macon, GA via burning natural gas for winter heating.

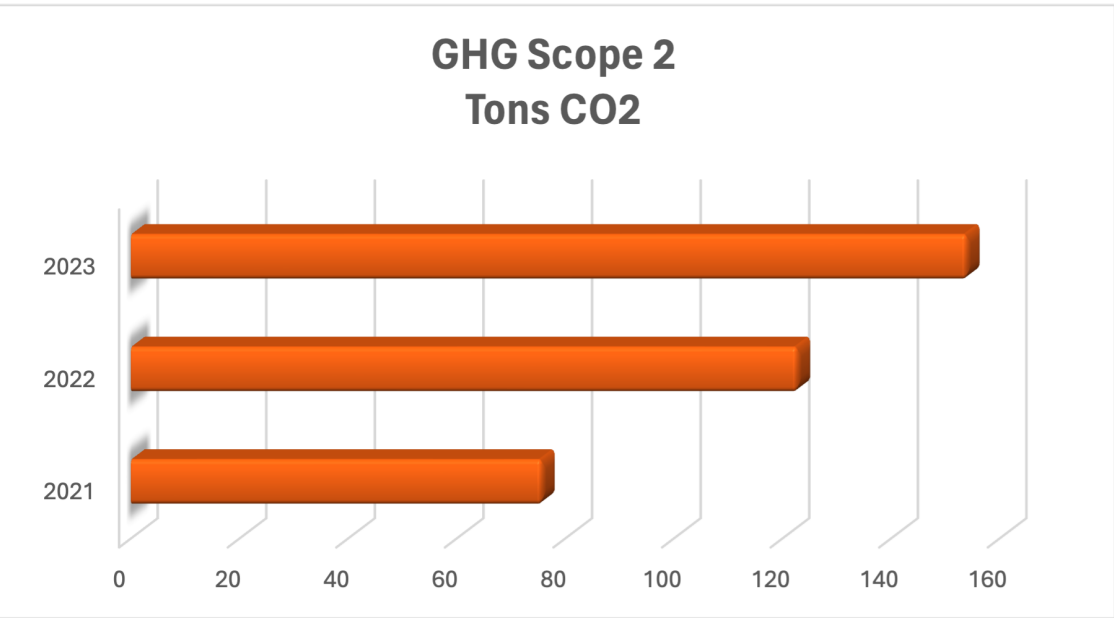
Goal: Reduce weather-normalized emissions year-over year through better natural gas management.



SCOPE 2 GREENHOUSE GAS EMISSIONS 2021-2023:

Definition: Scope 2 emissions for Chemico are indirect GHG emissions from the purchase of electricity. These emissions physically occur at their point of generation but are accounted for in our GHG inventory. These Scope 2 emissions are associated with our corporate office and warehouse locations in Chemico’s Macon, GA, Decatur, AL and Mexico warehouse. Electricity at these locations is used for normal office operations and summer cooling.

Goal: Reduce weather-normalized emissions year-over year through better lighting and device management.



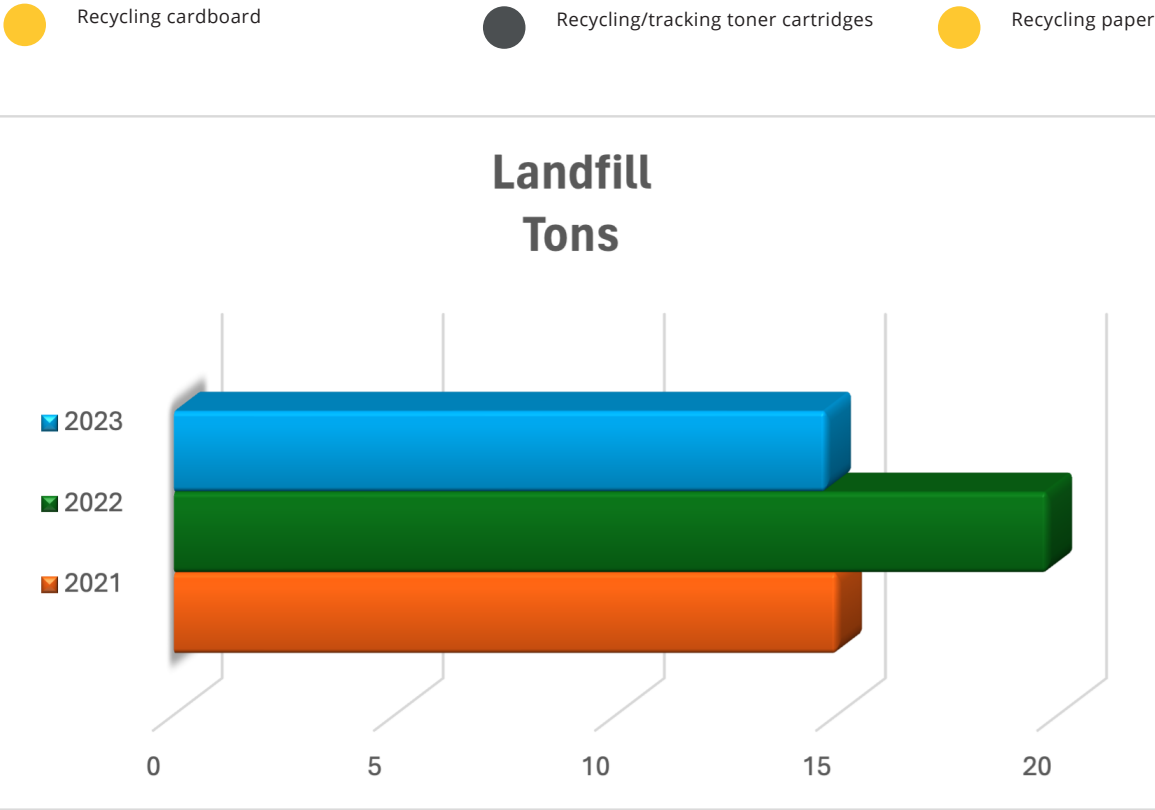
SCOPE 3 GHG EMISSIONS

Scope 3 emissions are the result of activities associated with but not owned or controlled by Chemico but are part of its value chain. Scope 3 emissions include all sources not within an organization’s scope 1 and 2 boundary. Chemico is currently gathering data and information for future reporting activities.






LANDFILL DISPOSAL 2021-2023:

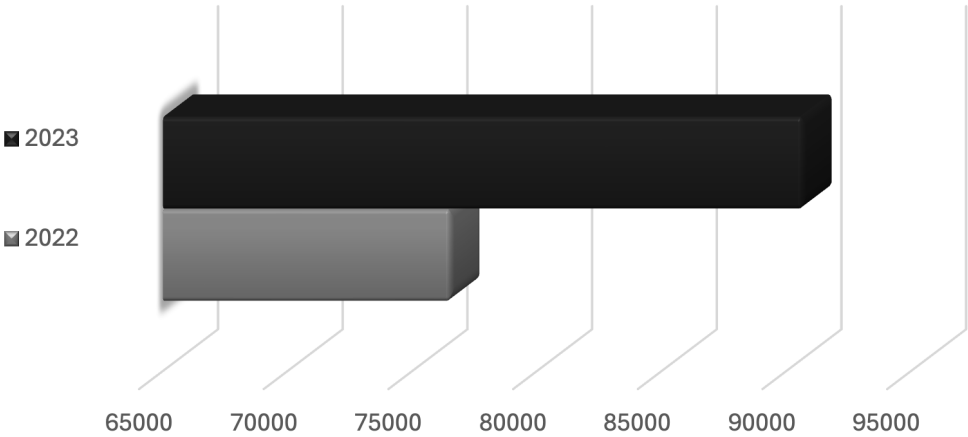
Goal: Increase recycling methods.



HAZARDOUS WASTE DISPOSAL 2022-2023:




-  Fine tune our chemical stock levels
-  Utilize alternative methods to reuse expired materials
-  Extend shelf-life of materials by working with customer and manufacturer

Hazardous Waste
Lbs.

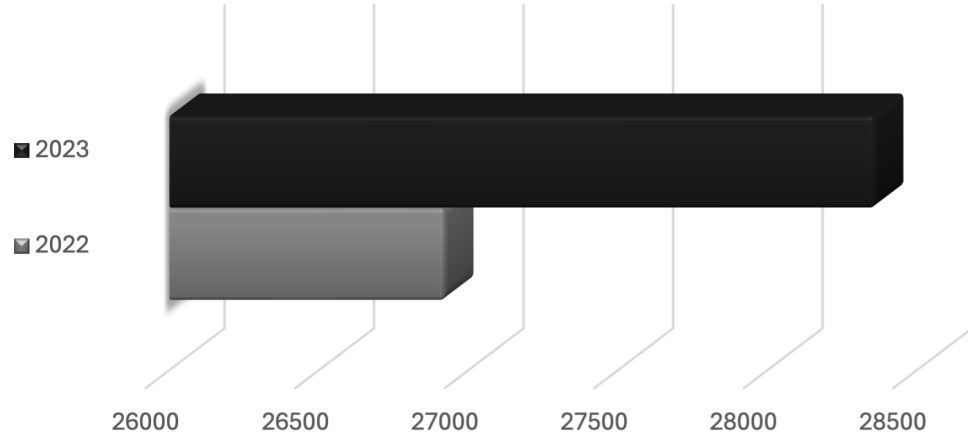


NON-HAZARDOUS WASTE DISPOSAL 2022-2023:

Goal: Reducing and/or reclassifying nonhazardous waste accumulation and disposal

-  Fine tune our chemical stock levels
-  Utilize alternative methods to reuse expired materials
-  Extend shelf-life of materials by working with customer and manufacturer

Nonhazardous Waste
Lbs.





**“WITHOUT ENVIRONMENTAL
SUSTAINABILITY, ECONOMIC
STABILITY AND SOCIAL
COHESION CANNOT BE
ACHIEVED.”**

-- PHIL HARDING





SOCIAL

GOALS

Our mission to add value to the lives of our employees and create a positive impact in the communities in which we operate....

16

Employee Wellbeing:
16 “Thrive@Chemico”
Presentations Held;
Monthly Wellness
Sessions

32/40

Diverse Workforce:
32% Women and 40%
Minorities

10

**Volunteerism and
Community Support:**
10 Company Sponsored
Events

6

Supplier Development:
Mentors 6 MBEs each
year

9

**Internships and
Successor Develop-
ment:** 9 Intern Positions
per year

6

Diversity Spend: 6% for
Minority/Women Owned
Businesses

<1.0

EMR Goal: less than 1.0

<2.0

TRIR Goal: less than 2.0

4/12

**Employee Training and
Development:** Manager
training held quarterly;
Learner of the Month

EMPLOYEE WELLBEING

At Chemico, we understand that our people are our greatest asset. In all of our business areas, it is our talented professionals from varied backgrounds that have enabled our company to achieve growth and recognition. True diversity is a culmination of ideas, experiences and perspectives. Our winning formula in a highly competitive global marketplace results from harnessing the power of diversity to deliver the best quality products and solutions.

RECRUITMENT

- Promote from within
- Summer Internship

ENGAGEMENT

Employee Referral Bonus Program is designed to give incentives to employees for both promoting Chemico as a great place to work as well as referring great people to join our team.



TOWN HALL MEETINGS

Held quarterly with engaged employees



EMPLOYEE RECOGNITION

Employee of the month/year nominations and recognition

SAFETY

Chemico leadership is committed to the health and safety of its employees and those involved in our projects. Protection of employees from injury or occupational disease is our highest continuing objective. We are committed to achieving an accident-free workplace through effective administration, education, and training.

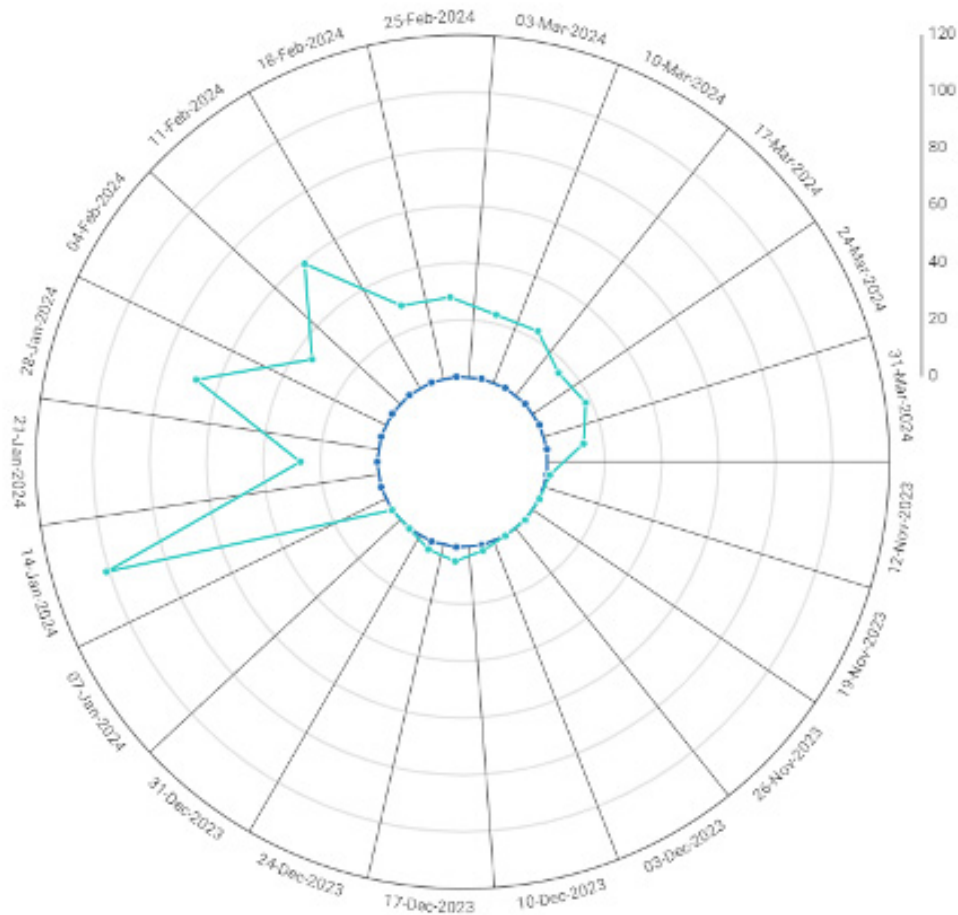
“Safety Alerts” are distributed as-needed to provide special focus on safety issues throughout the company.



98%
completion rate

TRAINING

456 Chemico employees tracked.



Thrive@Chemico >

Private group · 17 members



Joined

Invite

About Photos Files Reels

Write something...

DEVELOPMENT

Training created specifically to suit requirements of locale.
Developing subordinates through training to create promotion and retention potential.

The “Thrive @ Chemico” private Facebook group was created to allow employees to share wellness tips, learnings and successes



98%
completion rate

TRAINING

Over 200 OSHA safety and regulatory training

1.1

THREE-YEAR AVERAGE TRIR

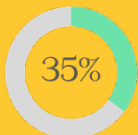
Total Recordable incident rate half of the industry average

0.79

THREE-YEAR AVERAGE EMR

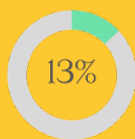
EMR value is 29% less than industry standard

DIVERSITY AND INCLUSION



Women Employees

163 of 465 in 2023.



Women Executives

1 of 8 in 2023.



Women Board Members

2 of 5 in 2023.



INTERNATIONAL WOMEN'S DAY

We celebrate the remarkable women at Chemico during the annual International Women's Day event. Chemico highlights a valuable LinkedIn Learning course that focuses on empowering women in the workplace. The course covers various topics such as leadership, career development, and creating an inclusive environment. We encourage each employee to take a moment to explore this course and consider participating. Our collective growth is enhanced when we embrace opportunities for learning and empowerment.

DIVERSITY AND INCLUSION



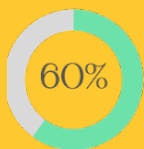
Minority Employees

360 of 465 in 2023.



Minority Executives

4 of 8 in 2023.



Minority Board Members

3 of 5 in 2023.



MICHIGAN MINORITY HALL OF FAME

Chemico Group CEO Leon C. Richardson and Walker-Miller Energy Services CEO Carla Walker-Miller (Chemico Board member) were named 2023 Michigan Minority Supplier Development Council (MMSDC) Michigan Minority Hall of Fame Legends in October 2023. The Hall of Fame was created to ensure that iconic Michiganders are recognized for the transformational impact they've had on Michigan's minority business growth and the indelible imprint they've made on minority businesses that are driving the state's economy while empowering communities that are often left behind.

INTERNSHIPS AND SUCCESSION



SUMMER INTERNSHIP PROGRAM

Since 2010, Chemico has welcomed talented interns each summer. The 2024 Summer Internship Program is 12 weeks long, from May to August. Several interns have become Chemico full-time hires since the start of the program.

SUCCESSION PROGRAM

A robust succession plan ensures continuity and excellence in our sustainability efforts. This plan identifies key roles and responsibilities, documents detailed processes and workflows, and provides ongoing training and skill development opportunities for our team. By identifying potential successors and establishing clear transition plans, we aim to maintain seamless operations. Regular reviews and updates to the succession plan, coupled with effective communication channels and contingency planning, enable us to adapt to organizational changes and external challenges, helping facilitate the continued success of our organization.



SUPPORTING OUR COMMUNITIES

Chemico employees dedicate hundreds of volunteer hours each year. The company contributes significant funds for community and industry causes each year.

25+

PHILANTHROPY

Number of community and industry organizations that Chemico contributes to each year.

200+

VOLUNTEERISM

Number of hours that Chemico employees dedicate to volunteering and helping out in the various communities in which we operate.



SCIENCE TECHNOLOGY ENGINEERING & MATH (STEM)

Chemico has facilitated two STEM events for contracted client. Chemico participates in 1-2 Duck River Education days per year. Chemico sits on the Board of the Southern Automotive Womens Forum and serves as Scholarship Committee lead.

Chemico has helped with multiple All Girls Auto Know (AGAK) programs and is looking to expand this program to other clientele.

Chemico has supported Detroit Area Pre-College Engineering Program for several years. CEO Leon C. Richardson was a "Real McCoy" award recipient in 2017.

YOUTH

Chemico joined hands with The Children's Center, a non-profit organization committed to aiding children and families in need. In its collaboration, Chemico launched a donation drive aimed at providing essential items such as clothes, toys, and more to those who can benefit most from our support.



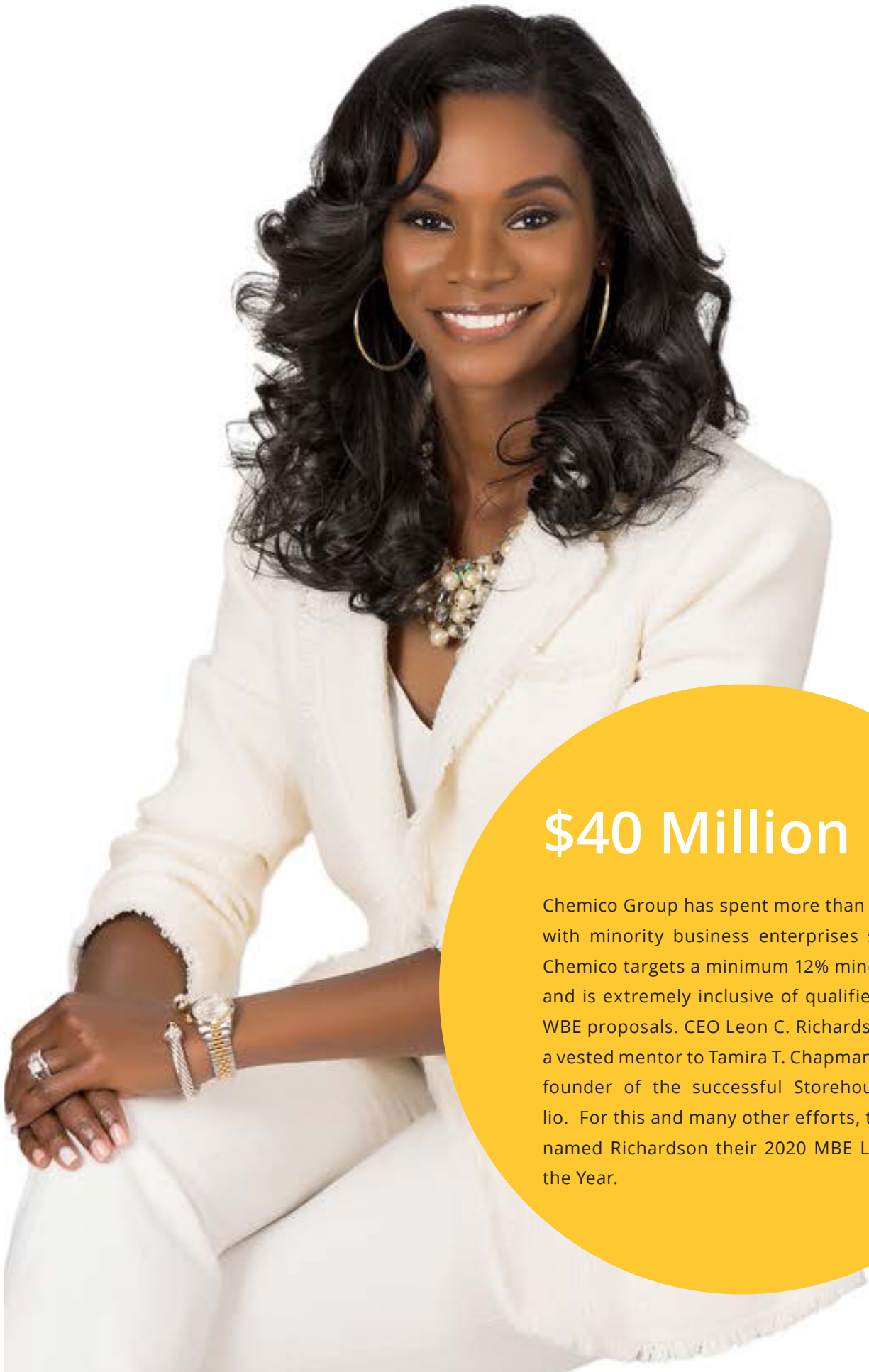
Chemico CEO Leon C. Richardson received the *Michigan Chronicle* Men of Excellence Vanguard Award for exhibiting excellence and inspiring others to strive for greatness.

MINORITY SUPPLIER DEVELOPMENT

An active member and leader in the National Minority Supplier Development Council (NMSDC) and Michigan Minority Supplier Development Council (MMSDC) for three decades. CEO Leon C. Richardson is a passionate champion for Minority Business Enterprise (MBE) development.

Chemico was named NMSDC MBE of the Year in 2018. Richardson is a Board member of the NMSDC. The company has been recognized by MMSDC more than a dozen times since 2001. As Chairman for the Minority Business Enterprise Input Committee (MBEIC), Richardson helped increase business opportunities for thousands of certified minority businesses in Michigan. He personally invested in 20+ entrepreneurs of color.

Richardson co-chaired the General Motors (GM) Minority Supplier Council, served as chairman of the National Association of Black Suppliers, board member of the Rainbow PUSH Coalition, Supplier Partnerships for the Environment and the Chemical Management Suppliers Forum. Richardson is a devoted mentor working formally and informally with up to 10 students and/or young professionals at any given time.



\$40 Million +

Chemico Group has spent more than \$40 million with minority business enterprises since 2014. Chemico targets a minimum 12% minority spend and is extremely inclusive of qualified MBE and WBE proposals. CEO Leon C. Richardson became a vested mentor to Tamira T. Chapman (pictured), founder of the successful Storehouse portfolio. For this and many other efforts, the MMSDC named Richardson their 2020 MBE Luminary of the Year.





GOVERNANCE

GOALS



Ensuring transparent, accountable, and inclusive governance is our top priority. We aim to foster trust among our stakeholders by promoting ethical decision-making, facilitating open communication, and prioritizing the needs and aspirations of our community. Through continuous improvement and engagement, we strive to create a resilient and adaptive governance framework that serves both current and future generations.



**“GOVERNANCE WITH GOOD
INTENTIONS IS THE HALLMARK.
IMPLEMENTATION WITH
INTEGRITY IS OUR PASSION.”**

-- NARENDRA MODI

ETHICS



As an organization, Chemico complies with all applicable laws and regulations. Chemico expects all directors, officers, and employees to conduct business legally and ethically, in accordance with relevant laws.

To develop its employees, Chemico provides ethics training through the LinkedIn Learning Portal. It is the responsibility of every Chemico employee to comply with its policy of business ethics and conduct.

CODE OF CONDUCT

- Chemico expects its employees to behave ethically; unethical behavior affects the company's reputation and success. Chemico requires employees to carefully follow all laws and regulations, and have the highest standards of conduct and personal integrity.
- To further ensure that Chemico and its employees adhere to a common code of conduct, each employee is provided with our company handbook which provides guidance to our behavior and conduct.

ETHICAL BEHAVIOR

At Chemico, ethical behavior is our standard. Employees are expected to do the right thing in all circumstances. This is reinforced via company meetings, mentoring and training. In addition, our HR department has a confidential communication channel to report any unethical activity.

ANTI-CORRUPTION

Taking measures to ensure there is no corruption within the Chemico organization is a priority. For example, Chemico tracks all purchases to make sure our buyers purchase from company approved suppliers (in the U.S.). We analyze all monthly purchases with a 98% goal. Documented reasons when material is purchased from a different supplier is required.

ANTITRUST/DUMPING

Chemico takes an active stance on our opposition to antitrust and dumping activities. We do this by publicly stating our opposition to these activities on our website.

INFORMATION PROTECTION

At Chemico, we take the zero-trust approach to security. We deploy endpoint protection (with encryption detection and remediation) on every device that connects to our corporate network with no exceptions. All physical networks sit behind a firewall with Intrusion Prevention technology enabled. All email is scanned by our Cisco ESA security appliance, with rules to block emails that contain malicious content. Additionally, we conduct cyber security training, and phishing campaigns to provide our staff with the tools to detect malicious attempts at exploiting user accounts.

- IT Security Training - 100%
- Ethics Training - 100%
- Penetration Training - Periodic

BUSINESS RESILIENCE AND CONTINUITY PLAN

Continue to drive ESG requirements in all aspects of our business



Chemico has a robust Business Resilience and Continuity plan which speaks to a number of key areas:

- ASSESSING RISK
- IDENTIFYING KEY BUSINESS FUNCTIONS
- EMERGENCY RESPONSE TEAMS AND COMMUNICATION PLANS
- DATA BACK-UP
- FACILITY AND EQUIPMENT PREPAREDNESS
- TESTING AND EXERCISING
- REGULATORY COMPLIANCE
- SUPPLIER AND VENDOR RELATIONSHIPS
- REMOTE WORK CAPABILITIES



SUPPLIER CODE OF CONDUCT

Chemico is committed to operating in an ethical and environmentally responsible manner, providing a work environment based on respect, dignity, and safe working conditions for employees, customers, and suppliers. Our more than 1,500 suppliers are encouraged to embrace our social, environmental, and ethical responsibilities.

Our Supplier Code of Conduct is regularly updated and distributed for Sophos XDR (Extended Detection and Response).

Integrity is our standard



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