



**PEOPLE**

**PURPOSE**

**PLACE**

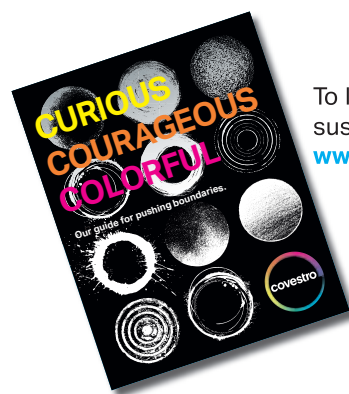
A Sustainability and Social Snapshot of North America





Covestro LLC is one of the leading producers of high-performance polymers in North America and is part of the global Covestro business, which is among the world's largest polymer companies with 2019 sales of EUR 12.4 billion. Business activities are focused on the manufacture of high-tech polymer materials and the development of innovative solutions for products used in many areas of daily life. The main segments served are the automotive, construction, wood processing and furniture, electrical and electronics, and healthcare industries. Other sectors include sports and leisure, cosmetics and the chemical industry itself. Covestro has 30 production sites worldwide and employed approximately 17,200 people at the end of 2019.

Find more information at [www.covestro.us](http://www.covestro.us).



To learn more about Covestro's commitment to sustainability and the UN SDGs globally, visit [www.Covestro.com/sustainability](http://www.Covestro.com/sustainability).

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# A WORLD FOREVER CHANGED

It was a first for everyone. Something multiple generations experienced together. An entire world stopped on a dime. Millions lost their jobs instantly, through no fault of their own. Families now separated indefinitely left grandparents unable to hug their grandchildren. Parents working remotely at home found themselves doing double duty as teachers. And, students of every age and grade level were sent home from their schools, their friends, their sports, and all their activities.

As coronavirus infections rose, so did concern about the prognoses of those testing positive and about the availability of adequate medical supplies like ventilators and personal protective equipment for front-line medical workers.

As the pandemic swept across the world we recognized that while we were all navigating the same uncertain waters together, we were not all doing so in the same boat. Yes, certain scenarios were similar, but there were differences. And those differences define who we want to be, the communities we want to live in, and the world we want to lead.

Some left their homes daily for "essential" jobs. Some experienced food insecurity for the first time. Some closed their small businesses never to open them again. Most tragically, some lost loved ones.

Social gaps became bigger and more obvious.

But the pandemic revealed something else – the ingenuity and resilience of people. From the beginning, people stepped up to meet this new challenge and help their friends and neighbors in new, creative ways.

Nowhere was that more evident than at Covestro. I'm so proud of our employees in North America who have never stopped asking – pandemic or no pandemic – "What else can we do?" Their commitment, along with support from leadership, drives our community engagement each and every day.

The stories in this magazine were conceived, written and completed just days before the coronavirus changed our world. They are a snapshot of the kind of social purpose and sustainability work our employees engaged in before the pandemic. They are now representative of the type of work that is yet to be done. And, now more than ever, this work must be enveloped in passion, compassion and kindness with equity and inclusiveness at the core.

## **Rebecca Lucore**

*Head, Corporate Social Responsibility  
and Sustainability  
Covestro LLC*



**#inthistgether**

# CONTENTS

1

Driving community growth and sustainability through engagement



2

Powering people purpose for the greater good



3

Building a diverse STEM workforce pipeline



4

Fostering diversity and inclusion



5

Innovating for a sustainable world



6

Promoting health, wellness and safety



**People.**

We're harnessing the power of their...

**Purpose.**

To create sustainable solutions that improve...

**Place.**

Communities.  
And the world.



Covestro North America is part of the global Covestro group, one of the world's leading producers of advanced polymers and high-performance plastics. Our advanced materials are used by the automotive, construction, energy and entertainment industries to make their products lighter, more energy efficient and longer lasting.



"At Covestro, we're passionate about sustainability. So much so we've placed it at the core of our mission to make the world a brighter place.

That means sustainability informs everything we do – from the research our scientists do in the laboratory, to the daily operations of our physical facilities, to the social purpose work our employees are engaged in throughout the community.

In all of this work, we're guided by the 17 *United Nations Sustainable Development Goals*."

**Haakan Jonsson**  
Chairman and President  
Covestro LLC

"The only way to discover the limits of the possible is to go beyond them into the impossible."

**Arturo Molina**  
Managing Director  
Covestro Mexico





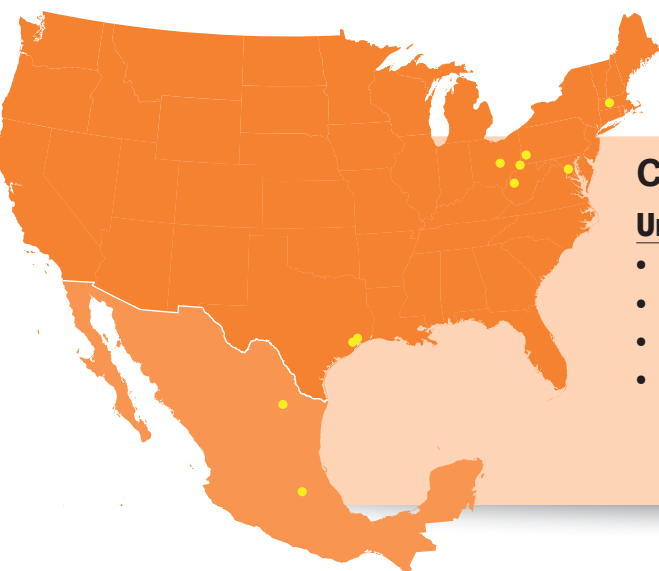
## PEOPLE. PURPOSE. PLACE.

Across the United States and Mexico, Covestro North America has created a new model of citizenship that recognizes the power of people and their purpose to drive the UN SDGs in order to improve the places where we live and work – as well as society, at large.

By creating a culture that empowers our employees, as well as those of other companies, we've created a new corporate social responsibility model that applies the UN SDGs to all of our social programs, philanthropy, community relations and employee engagement activities.

Whether it's reducing plastics in the oceans, enabling access to quality STEM education for all students, fostering diversity and inclusion inside and outside the workplace, safeguarding the environment, bolstering the work of our nonprofit sector or ensuring the health and safety of our employees and our neighbors, it is our people and their bold thinking devising novel solutions.

This report illustrates some of this work. In it, you'll learn how we're using our purpose every day to build our communities to make them safer, healthier, more inclusive and prosperous for everyone – the very definition of sustainability.



### COVESTRO LLC NORTH AMERICAN SITES

#### United States

- Baytown, Texas
- Channelview, Texas
- Newark, Ohio
- New Martinsville, W. Va.
- Pittsburgh, Pa.
- South Charleston, W. Va.
- South Deerfield, Mass.
- Washington, D.C.

#### Mexico

- Monterrey
- Santa Clara



ignite | imagine | innovate

#### "Think about what could be. Then help create it."

As an innovation company, we're dreamers. And doers.

That's something not only evidenced by our discoveries into new ways to use carbon and biomass instead of fossil fuels, it's also how we approach our social commitments. Whether it's as volunteers, citizen philanthropists or thought leaders, our employees are pushing boundaries on traditional approaches to community building.

In advancing UN SDGs like *No Poverty*, *Zero Hunger*, *Quality Education* and *Responsible Production and Consumption*, we ask our employees to do one thing: "Think about what could be. Then help create it."

Through **i<sup>3</sup>** (*ignite, imagine, innovate*), our companywide CSR program in the U.S., we spark this imaginative thinking by giving them the tools and support to think and act in bold new ways.

**i<sup>3</sup>** and its three focus areas – **i<sup>3</sup> Engage**, **i<sup>3</sup> STEM** and **i<sup>3</sup> Give** – leverage our current and future workforce, the communities in which we operate, and our partners and collaborators – all to create sustainable and lasting impacts.

# 1 Driving community growth and sustainability through engagement



Creating sustainable communities can only be achieved through collaboration. At Covestro, we're fortunate to have some of the most committed individuals, organizations and companies working alongside us every day to build our communities and make them stronger.





# BUILDING STRONG BODIES AND MINDS

Proper nutrition is the foundation of good health and well-being in growing children. Alarming, the food insecurity rate among U.S. children is high – 18 percent or roughly one in five kids who don't know when their next meal will come. Research shows hungry students can't concentrate, perform poorly academically and have more disciplinary problems, in addition to a range of health issues.

**Food insecurity** = "a lack of consistent access to enough food for an active, healthy life."

*-U.S. Department of Agriculture*

Fortunately, school breakfast and lunch programs provide nutritional stability for many students during the week. But what happens on the weekend? Covestro has teamed up with different local organizations in New Martinsville, Newark and Pittsburgh to address this very issue.



Through the **Backpack Program**, created by the **Greater Pittsburgh Food Bank** and expanded with our support, more than 3,000 Pittsburgh students at 21 schools are discreetly given backpacks every Friday that are filled with enough healthy meals and snacks for the weekend.

A similar collaboration between Covestro and the **Healthy Kids Network Backpack Program** at the **Licking County Family YMCA** in Newark is providing almost 450 meals weekly to students in 12 schools across six school districts. In New Martinsville, we work with the **Middlebourne United Methodist Church Backpack Ministry** to feed 70 children and 30 families weekly.

Through these programs, we are giving vulnerable children the most basic tool they need to grow, stay healthy, achieve academically and reach their fullest potential.



## Targeting zero hunger

*Some 40 million Americans struggle with hunger. Yet, every day some 150,000 tons of food is wasted in this country.*

*Pittsburgh-based **412 Food Rescue** is an innovative social enterprise that prevents perfectly good food from entering landfills and redirects it to people who need it. How? Using an app that connects surplus food with **Food Rescue Heroes** – the volunteers who make the food pick-ups and deliveries.*

*Covestro supports 412 Food Rescue in two ways. First, as a company that often times has food left over from meetings, conferences and events, we alert 412 when the food is ready to be rescued. Our volunteers also participate in days of service, helping the organization rescue food, package it and then deliver it to local residents.*

# THINC



**T**ransforming,  
**H**arnessing,  
**I**nnovating,  
**N**avigating,  
**C**ollaborating  
for a Purpose-Driven,  
Sustainable Future  
by 2030.

At Covestro, we believe the UN SDGs can only be effective if they're implemented with both "top down" and "bottom up" approaches. By bottom up, we mean grassroots. Because the goals have given our business such a valuable top down framework for our sustainability initiatives, we believe they can provide our local communities an important bottom up guide, too.

That's how THINC<sup>30</sup> began.



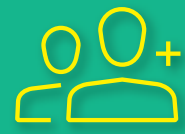
## AT-A-GLANCE



**UN SDG #17:**  
Partnerships for the Goals



**FIVE**  
events in three years for the Goals



**1200+**  
Registrants



**120+**  
Nonprofit organizations and private foundations



The City of **Pittsburgh**



**12+**  
Colleges and universities



At all THINC<sup>30</sup> events, difficult conversations transpire. Issues for action are identified. Relationships are strengthened and new ones formed. Citizen philanthropy in support of the goals has increased. And sustainability initiatives around the region have taken on a life of their own.

For us, THINC<sup>30</sup> has always been primarily about goal #17: *Partnerships for the Goals*. We see ourselves as a convener. A connection point between people who otherwise would never have the opportunity to meet, let alone work together.

THINC<sup>30</sup> provides us a powerful platform to do just that.

The concept was to bring all stakeholders together – leaders from the business, academic, government, philanthropic and nonprofit communities, as well as engaged citizens – to learn about the goals, embrace them and begin to act on them.

It was an idea that worked.

**THINC<sup>30</sup>** takes different forms – annual summits, mid-year meetings and periodic think tanks. All are designed to use the UN SDGs to advance the region’s growth and prosperity in a responsible, sustainable way.

And to bring everyone’s voice to the table.


The City of Pittsburgh really relishes the opportunity to have great public sector partners, but also private sector partners. And, having an event like this being led by a company like Covestro means a lot to the city as a whole. You are taking the leadership to dig down into some of the deepest challenges we face as a humanity.”

– Grant Ervin, Chief Resiliency Officer, City of Pittsburgh

 **115+**  
Companies

 **20+**  
Industry sectors

 **15**  
Schools and school districts

 **50+**  
Diverse speakers



To learn more about THINC<sup>30</sup> outcomes, download our Takeaway reports and other resources at: [www.covestro.us/thinc30-summit](http://www.covestro.us/thinc30-summit).

“No one can do this alone. We must build alliances and partnerships, both between companies and across ALL other sectors. At a time when we need business to rise to the challenge, develop new ideas and deliver breakthrough innovations, I was so pleased to learn about the transformations spearheaded by the people of Pittsburgh.”

– Lise Kingo, Executive Director, United Nations Global Compact

## SHINING A LIGHT ON SUSTAINABILITY AND INNOVATION



The **Rachel Carson Bridge** in downtown Pittsburgh is a monument to the founder of the modern-day environmental movement. A fitting site indeed for **Energy Flow**, a unique, eco-friendly art installation that brilliantly illuminated the iconic structure in the night sky – all to celebrate the city’s bicentennial year.

A collaboration among Covestro, **WindStax** and the City of Pittsburgh, Energy Flow was the brainchild of environmental artist **Andrea Polli**.

Her vision: *show the power of wind.*

To do that, her design positioned multicolored LED lights – 27,000 of them, to be exact – along the bridge’s vertical cables which then visualized in real-time wind speed and direction as captured by a weather station located on the bridge. It was all powered by 16 wind turbines attached to the bridge’s arches.

The spectacular art project symbolizes what can be achieved when committed partners work together to show what is possible with sustainable solutions.

## CEOs LEADING SUSTAINABILITY IN PITTSBURGH

When **Sustainable Pittsburgh** was exploring ways to engage business sector leadership in its sustainability efforts, it looked to Covestro to help lead the charge. The organization, a leading NGO working to advance sustainability policy and practice in the Pittsburgh region, saw a pressing need to help companies improve their sustainable business performance and understand the link between it, their financial performance and regional quality of life.

We agreed.

Together with Sustainable Pittsburgh and WindStax, we created **CEOs for Sustainability**, a peer group of senior executives who support and guide best practices for businesses throughout Southwest Pennsylvania. CEOs is actively working to increase the number of businesses that practice, measure and publicly report their sustainable business performance. The growing initiative represents a diverse group of companies, ranging from trucking, renewables, hospitality and chemicals, among others.

“CEOs for Sustainability demonstrates unique influence and visionary perspective on sustainability,” says Joylette Portlock, Ph.D., Sustainable Pittsburgh executive director. “It connects companies that have a passion for sustainable business and gives them a forum to share their successes and failures, to learn from one another and drive real results for the triple bottom line: people, planet and performance.”

All companies, no matter how large or small, can contribute to the cause in new, innovative and responsible ways. In pushing each other to higher standards, CEOs for Sustainability is ensuring the long-term prosperity of the region.





## HERE COMES THE SUN

### A “vehicle” to inspire the next generation in the push for a cleaner future

When it comes to educating students about all things science related, the **Eddie V. Gray Wetlands Recreation and Education Center** and Covestro’s Baytown plant are longtime partners.

Their newest collaboration is a state-of-the-art, traveling exhibit designed to educate the public about sustainable energy. Housed in a 48-foot-long

trailer, **Cleaner Energy - Brighter World** is a mobile education center outfitted with interactive displays that highlight the science behind different sources of renewable energy, such as wind, geothermal and hydroelectric power.

It’s literally driving a cleaner future.

When not traveling to schools, festivals and events throughout the region, the mobile unit serves as a free-standing exhibit at the Wetlands Center facility for both adults and children.

## THE MIGHTY OAK



It’s long been a symbol of strength, honor and wisdom. For Covestro Mexico, it is also synonymous with resilience and sustainability. Working with **Pronatura A.C.**, a nonprofit civil association dedicated to biodiversity conservation and environmental services, Covestro Mexico is committed to reforesting two hectares of Cerro Gordo State Park with oaks and other trees native to the region.

Our volunteers and their families began the process by planting more than 300 oak trees in a single day. Working hand-in-hand with the State Park community, they learned digging and planting techniques that ensure the new trees survive, while at the same time, sewing seeds necessary for community bonds to grow.

# 2 Powering people purpose for the greater good



*"People need purpose in their lives."* It's a refrain we hear often – especially from our employees. And we've responded with an array of programs, practices and opportunities that empower that purpose.

## EMPOWERING EMPLOYEES, STRENGTHENING NONPROFITS

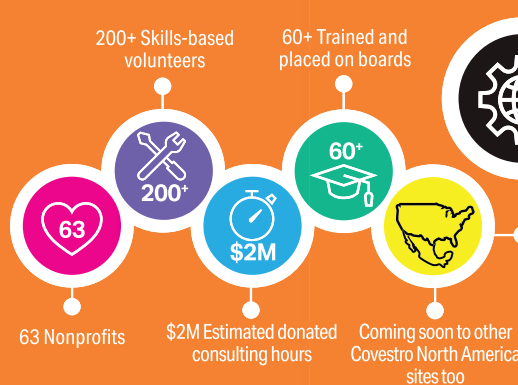
What better way to help employees fulfill their personal sense of purpose – and help drive the UN SDGs at the local grassroots level – than through innovative volunteer experiences that put them at the center of community action.

Nonprofits play a vital role in the community. They provide the critical social, educational and cultural supports that businesses cannot. However, they're often resource-challenged.

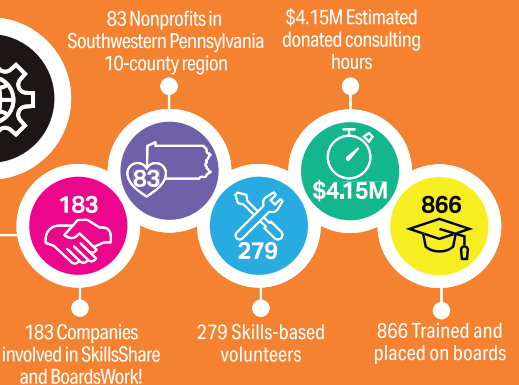
The **Covestro Center for Community Engagement** at **Robert Morris University** harnesses the power and passion of people to become citizen philanthropists, contributing those much-needed resources to nonprofits in the form of their own skills and expertise.

And not just our employees. The center's training programs are available to employees of any company interested in this kind of social purpose citizenship.

### Covestro Impact in Pittsburgh and Baytown



### Other Companies' Impact in Pittsburgh



"There is a real power to the Covestro Center for Community Engagement's programs. It's a two-way street. The nonprofits benefit from expertise in a particular area they may not be able to afford. From a business point of view, it reaches beyond community relations and into talent development and retention. Employees who volunteer are given a fresh challenge full of purpose and the chance to burnish their skills through a different kind of professional experience – and sometimes discover they've developed new skills in the process."

– Covestro LLC Executive



The center trains employees from around the Pittsburgh region, as well as those from our Baytown site, giving them the tools they need to engage in skills-based volunteerism with local nonprofits whose work either aligns with the UN SDGs or who need sustainability projects performed for them. The SBV projects include SkillShare, short-term, team-based consulting assignments, and BoardsWork! which trains employees for longer-term, board service commitments.

With these programs, Covestro is unleashing a new kind of purpose-driven philanthropy throughout Pittsburgh and Baytown, empowering individuals to make a real difference by helping nonprofits address operational issues, scale up capacity and become more sustainable.



## CHALLENGE

Build a digital dashboard to easily track and assess existing key performance indicators, add new ones and automatically produce monthly reports for this Baytown-area homeless shelter.

## SkillShare TEAM INITIAL STEPS

Meet with BAHS staff to assess their current system of manually inputting data to generate client reports; tour the facility to gain a better understanding of the organization and operations; create a workflow timeline for engineering and designing the dashboard.

## RESULTS

With ongoing input from BAHS, the team built an automated, digital dashboard. They also provided dashboard training to staff. BAHS is now easily able to capture data and generate reports, helping improve processes and assisting in fundraising.

## BAY AREA HOMELESS SERVICES' PERSPECTIVE

"Watching the Covestro team work was fascinating. They are crazy smart," said Bill Eckert, director of **Bay Area Homeless Services**. "One of the things that impressed us most is the team's ongoing commitment and the fact they continue working with us, troubleshooting tech problems, making improvements and updating the system regularly. They easily could have been done with the project at the end. But they continue to help. That's just the kind of people they are."

## SkillShare TEAM MEMBER PERSPECTIVE

"It was a very exciting project for me. I had no background in software engineering but as a project manager, I do have experience in KPIs. I know how important they are in turning data into valuable information," says Sneha Solanki, project manager, Covestro LLC. "It was a great team. So organic and self-motivated. Everyone brought something different to the table. And I think we all learned that nothing is impossible if you believe in what you're doing and you set your mind to it."





## IMPROVING LIVES, GROWING HEALTHY COMMUNITIES

How do you take employee support of **United Way** from the traditional to the nontraditional?


That's easy.

Let the employees themselves conjure new, creative activities that amp up the fun and break fundraising records for their favorite causes.


Like inviting employees to watch the company's president get powder-sprayed the colors of the corporate logo as he crosses the finish line of a 1.5 mile race. Or convince site managers to don chefs' aprons, fire up the grill and cook for hungry employees over the course of a month. Or host a holiday toy drive themed to the latest movie blockbuster like *The LEGO Movie*<sup>1</sup>.

Through these and other companywide activities, our employees act as the problem-solvers, hand-raisers and game-changers working with United Way to support community-based organizations whose work enhances the health, education and financial stability of our local communities.



**Covestro and United Way:**  
Making Communities Brighter\*




5 Covestro U.S. Sites —  
Pittsburgh, Baytown,  
Newark, New Martinsville  
and South Deerfield




3,000+ Volunteer hours



\$3M Raised representing  
employee donations and  
company match



10+ Fundraising events annually  
Breakfast with Santa, Color Run,  
Chili Cook-off, Corn Hole Tournament,  
Beer Tasting, Fashion Shows and  
Food Truck Festivals

\*since 2015

<sup>1</sup> Warner Bros. Entertainment Inc., 2014,2019.





## PAVING THE WAY TO INDEPENDENCE

Saws wheezing, hammers banging, drills buzzing.

**Habitat for Humanity** construction sites are alive with this symphony of sounds. It was no different as a team of volunteers from Covestro's South Charleston site built their 17th house for the organization's **Raise the Roof** project.

Since 2003, in addition to significant financial support, more than 100 Covestro employees have given some 7,500 volunteer hours to help low-income families realize their dream of owning their own

home. Working alongside volunteers, the families also invest hundreds of hours of their own sweat equity to build homes for themselves and others.

It's a recipe that works. For the families and the volunteers.

"Working with Habitat for Humanity is an act of coming together and building our community, both literally and figuratively," says Jim Tolley, South Charleston Site Maintenance Management, who considers himself a lifelong Habitat advocate. "Seeing the change it makes for the children involved has enormous impact. Kids who don't have a home, now not only have one, they have a room of their own. Makes all the difference in the world."



## ONE COVESTRO FAMILY: SHINING A LIGHT IN THE DARKNESS

A real family pulls together in times of need. When disaster strikes, our employees stand shoulder to shoulder to help their Covestro family members. For example, for victims of Hurricane Harvey in Houston and flooding at our New Martinsville plant, they reached into their pockets, donating more than \$200,000 in cash and gift cards.

Hurricane Harvey, in particular, was a storm for the books.

As news of the increasing peril spread through the company, employees in Baytown and beyond mobilized to address every area of need. Managers worked with 150 employees to assess home damage.

The company arranged temporary housing for employees who needed it, as well as temporary vehicles. For those requiring emotional support, our employee assistance program helped them talk through the ordeal. At the site, drive-through stations enabled employees to pick up bleach, plastic tarps, gas and other emergency supplies. Employees who were not impacted also stepped up, helping with everything from demolition and clean-up to delivering home-cooked meals.

As the days and weeks wore on and things began returning to normal, one thing remained and remains to this day: the deep commitment our employees have for one another.



### PURPOSE-DRIVEN MATCHMAKING

Getting and staying connected with our local nonprofits are as much Covestro priorities as our commitment to purpose-driven employee engagement. For the last six years at our annual nonprofit fairs, more than 700 employees have been introduced to almost 80 nonprofits. That's helped them utilize their 16 hours of paid time off to assist community organizations, such as **Gwen's Girls**, **The Pittsburgh Promise**, **Hello Bully** and **Junior Achievement** with fundraising and other volunteer activities.

# CREATING A MORE SUSTAINABLE WORLD IS BIGGER THAN ANY ONE COMPANY



**Kaya Dorey**

That's why Covestro looks outside its own four walls for fresh ideas. Take **Young Champions of the Earth**, a global initiative of the **United Nations Environment Programme** which we've supported for a number of years. The program annually celebrates and supports 18- to 30-year-olds who have outstanding ideas for saving the environment. Like North American winners, 20-somethings Kaya Dorey and Miranda Wang.

Kaya, who hails from Vancouver, British Columbia, is the founder of **NOVEL SUPPLY CO.**, a clothing company committed to slowing down fast fashion – and the waste that comes with it – through sustainable manufacturing. Kaya is closing the loop on production with a take-back approach that requires customers to bring back the garments when they're finished wearing them so NOVEL can recycle the fabric.

Miranda is a female engineer from Silicon Valley in California. As a high school student, she and her lab partner discovered a soil-based bacteria capable of eating plastic. But it was a slow process. She's now solved that challenge by engineering a comparable catalyst that eats the plastic faster. She's found a way to recycle plastic that no one else can and then use those broken down-chemicals as the building blocks for more complex plastic products like automobile parts and shoes. Her company, **BioCollection** is partnering with city governments, waste management companies, and material manufacturers in pilot projects to scale up the invention. If it can be scaled, it's quite possible there could be zero plastic waste in the future.



### **Caring for local bird life**

*For years, our Pittsburgh campus has been home to the Bluebird Society of Pennsylvania's conservation program for native Eastern Bluebirds. Our employees are integral to its success. On campus and at nearby Settler's Cabin Park, they care for and monitor the nesting boxes, providing valuable data back to the Bluebird Society.*



**Miranda Wang**

# 3 Building a diverse STEM workforce pipeline



## i<sup>3</sup>STEM | BY THE NUMBERS

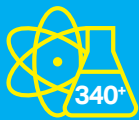
ignite | imagine | innovate

Pittsburgh  
Baytown  
Channelview  
South Charleston

**8**

New Martinsville  
Newark  
South Deerfield  
Santa Clara

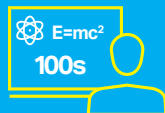
### SITE PROGRAMS



i3 STEM  
volunteers



Thousands  
of students



Hundreds  
of teachers

### PROGRAM PARTICIPANTS



Hands-on science  
experiments



Science fair  
mentoring  
and judging



Job shadowing  
and career  
explorations



Teacher professional  
development

### VARIETY OF ACTIVITIES

### 140+ COMMUNITY EVENTS



Science and  
Engineering Fairs  
National Chemistry  
Week  
Running to Learn



### AT HOME EXPERIMENT CARDS

We learned long ago that if we want a STEM (science, technology, engineering and math) literate workforce that is diverse and inclusive, we need to invest in one. With i<sup>3</sup>STEM, we take a cradle-to-career approach, supporting quality STEM education beginning in elementary school right through to graduate education and into the workplace. Our goal is to ignite all students' interest in STEM – especially those underrepresented in the fields – keep them interested and prepare them for the innovation jobs of today and tomorrow.



## WOMEN IN MANUFACTURING PAYING IT FORWARD



"We Can Do It!" Rosie the Riveter Poster by J. Howard Miller. (Donaldson Collection / National Archives/Getty Images)

To this day, the image of Rosie the Riveter, cultural icon of World War II, is powerful.

As the men went off to war, she represented the women who replaced them on the factory floor – and loved it.

But something happened between then and now. When the men returned and the women went back home, they never recouped their place in manufacturing. In fact, today, women make up less than a third of its workforce.

That's something women at Covestro are helping to change. They're part of the **Manufacturing Institute's STEP Ahead** program, which is designed to close the gap – both gender and skills – by supporting women in manufacturing careers and inspiring more to join them.

Our female manufacturing employees live this responsibility. In Baytown, for example, a group of them teamed with **Lee College**, a local Hispanic Serving Institution, and **Goose Creek Independent School District** to create a monthly **Girls in Science Mentoring Luncheon** series.



They, along with other STEP Ahead participants, have reached more than 300,000 people, from industry professionals to school-age children.

*Covestro employees Susan Dadd (left), Katherine Hoerner (center) and Stephanie Strazisar (right) were honored as "Women in Manufacturing STEP Ahead" recipients during the seventh annual awards ceremony in Washington, D.C.*

## MENTORING THE NEXT GENERATION OF SCIENTISTS AND ENGINEERS

When he first joined Covestro as a **Project SEED** intern in 2015, Brian Foster jumped right in. His first summer project, "Physical/mechanical testing of polycarbonate resins for automotive applications," was so successful, Covestro invited him back for a second internship and then hired him as a contractor the third summer.

For Brian and more than 9,000 other economically disadvantaged high school students across the country, the **American Chemical Society's Project SEED** program has been kicking open the door to higher education for more than 50 years. Project SEED gives these students – largely minority and female – the opportunity to experience careers in chemistry-related science through eight- to 10-week, hands-on summer internships in academic, government and industrial research laboratories, like Covestro's. Key to the interns' work are their mentors – the professional scientists and engineers who work to guide them professionally and personally.

Our support of Project SEED is longstanding. In recent years, we've hosted nine different students for 12 different internship projects at our sites in Pittsburgh and Baytown.



**Brian Foster**

# IN FOCUS: SITES



## Sitewide

At many of our sites, i<sup>3</sup>STEM volunteers serve as project mentors and judges in local and regional science and engineering fairs. One of the largest is the **Regional Science and Engineering Fair** held annually at the Carnegie Science Center in Pittsburgh.



## Baytown

Twice a week throughout the school year, some 1,700 fifth graders meet up with i<sup>3</sup>STEM volunteers at the **Eddie V. Gray Wetlands Education and Recreation Center** in Baytown for hands-on science experiments. The focus is on sustainability. While the students learn the proper use and care of lab equipment and how to use microscopes, they also engage in discussions about the food chain, and the importance of protecting the local environment, of nurturing Baytown's ecosystems, and of preserving fish, wildlife and vegetation for future generations.

# STEM PROGRAMS



## Pittsburgh

When Covestro's Future of Mobility Team wondered what Gen Z thought about autonomous vehicles and ride-sharing, i<sup>3</sup>STEM volunteers connected them with area high-school students through the **Consortium for Public Education's Student Powered Solutions** program. The Consortium creates partnerships between companies and schools that allow students to solve real-world challenges and serve as business consultants. Given a specific project, they do the research, gather the data, engineer solutions and even design, build and test prototypes. The companies benefit from the students' fresh perspectives and get the chance to develop the region's workforce of tomorrow.



## Newark

Preparing students for the world is the awesome responsibility of teachers. Yet, they often have little understanding of the myriad STEM opportunities available. Our Teacher in Industry initiatives seek to change that by providing educators with immersive, hands-on, real-world STEM workforce experiences to help them guide their students. i<sup>3</sup>STEM volunteers in Newark have teamed up with the **Ohio Chemistry Technology Council** and its annual **Teachers, Industry and Environment Conference**. Made available free to Ohio's third through eighth grade teachers, the conference brings them to a working lab facility to see STEM in action, network with industry experts and other educators, and share information and best practices.



## New Martinsville and South Charleston

As innovation and automation impact the floor, manufacturers require more and more highly-skilled workers. Yet, the industry's greatest challenge is finding and hiring people with the right skill sets. West Virginia feels this acutely. Enter the **West Virginia Manufacturing Association's Explore the New Manufacturing** initiative which brings together tomorrow's workforce with today's local and regional manufacturing companies. At Explore the New Manufacturing events around the state, i<sup>3</sup>STEM volunteers in New Martinsville and South Charleston meet with hundreds of middle school students to discuss educational pathways, career opportunities and benefits available within the state's burgeoning manufacturing industry.



## Santa Clara

In Ecatepec, Mexico, there's a new game in town – **Running to Learn**. With the support of more than 20 Covestro Mexico **Science for Everybody** volunteers, over 150 local elementary school students compete in the daylong race which features stations much like other races do. The difference here is that these stations make students stop to solve challenges and learn about sustainability, social values, science, chemistry and even art. As they complete each station's hands-on lessons, they earn badges that illustrate how they've defeated the enemies – indifference, pollution, bullying, injustice and ignorance.



# INVITING GIRLS TO THEIR SEAT AT THE STEM TABLE



What do daisies, the Fibonacci Sequence and 11- to 15-year-old girls have in common?

## **greenlightforgirls.**

An international organization, greenlightforgirls introduces girls of all ages and backgrounds to STEM studies and careers through fun, interactive, hands-on workshops delivered by mentors. As longtime partners, Covestro and g4g share a common mission to expose more girls to STEM in the U.S. and Mexico and increase their participation in those careers.

It's an imperative for both countries.

In the U.S., while women have made gains in certain STEM fields, they remain sorely underrepresented in engineering, the physical sciences, and computer and mathematical sciences. To help reverse that trend, we've hosted g4g Days in both Pittsburgh and Houston. Likewise in Mexico, 80 percent of engineering jobs are held by men. Our Santa Clara site has held multiple g4g Days with the goal of inspiring girls and bringing more of them into an ever-expanding STEM talent pool. In both countries, g4g Days have





brought together hundreds of pre-teen and teenage girls with dozens of Covestro scientists to spend a day codebreaking, making batteries from fruit, creating their own polymers, and designing necklaces from their own DNA.

The hallmarks of g4g Days? Without question – creativity and discovery.

“If we use the creativity and scientific innovation of all women and girls and properly invest in the inclusiveness of science and technology education,

research and development, we will have the opportunity to create processes, products and high-value services aimed at a more sustainable circular economy that makes the world a better place,” explains Iván Cid, head of Communication at Covestro Mexico.

# 4 Fostering diversity and inclusion



At Covestro, diversity and inclusion are important aspects of our CSR and sustainability initiatives. In the workplace, that means creating a culture where everyone feels welcomed and appreciated. Where their ideas and opinions matter and are valued. That culture extends to the community. We show respect when we support the needs of others, recognizing that everyone comes from a different place and has a different story to tell.

**COVESTRO'S**  
**SOCIAL**  
**PURPOSE WORK**  
**IS A STORY**  
**OF INCLUSION**

*Whether it's...*

- Investing in STEM education programs that level the playing field so all students can achieve academically – regardless of gender, race, ethnicity or socioeconomic background.
- Providing all voices – especially those largely unheard – with a platform at THINC<sup>30</sup> to present their ideas for defining and solving our most pressing social issues.
- Embracing the cultural differences, perspectives and ideas our EDF Climate Corps Fellows apply to responsibly managing our resources.
- Ensuring people, particularly students, get the nutrition they need through our support of hunger initiatives around the country, including backpack programs.
- Building our local nonprofit communities with skills-based and other volunteers whose contributions ensure the work continues in areas, such as poverty, equity, housing, education and workforce development, among others.

“The more inclusion and engagement in our workplace, the stronger and more sustainable the outcomes – whether in product innovation, process development, supply chain or with our social initiatives. What’s true for the company is also true for the community. And, equity is an imperative. By including those affected by our biggest societal challenges in conversations around solutions, we can bridge divides more effectively, solve problems more creatively, and collaborate and engage more deeply – all to create the world we want to live in.”

– *Rebecca Lucore, Head, CSR and Sustainability, Covestro LLC*



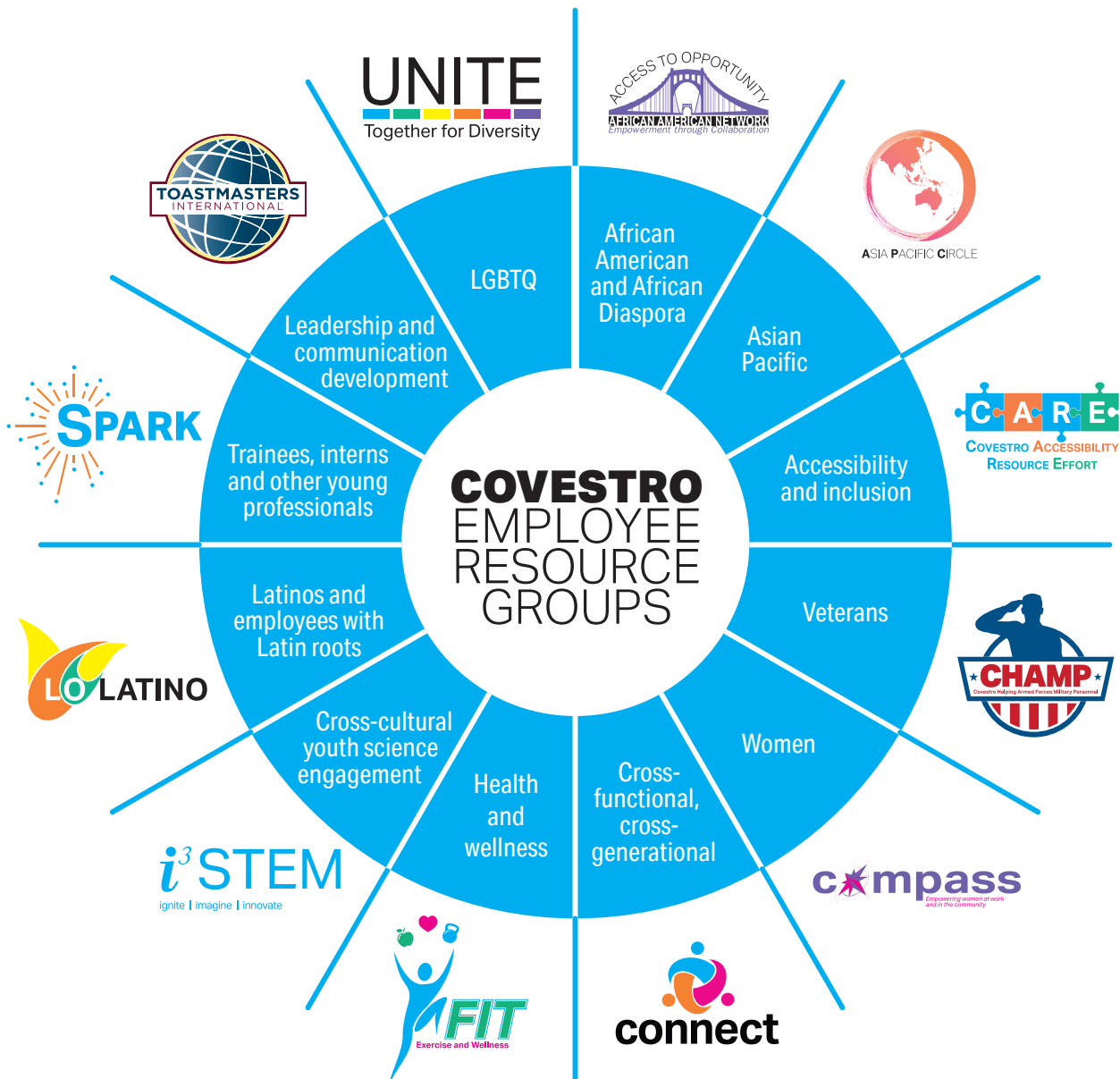
“A former American governor once said, ‘We made this country great using less than 50 percent of our people. Imagine how much greater it could be if we used all 100 percent.’ Malcolm Forbes said, ‘Diversity is the art of thinking independently together.’ Our social purpose work is about giving everyone an equal shot to participate and succeed – and to ensure their contributions are woven into the fabric of our company, our communities and our country.”

– *Aleta Richards, Head, Coatings, Adhesives and Specialties North America, Covestro LLC*



Diversity is our strength. Inclusion is our commitment. Innovation inspired by sustainability is our direction. To learn more, please take a read through our Annual D&I Report.

<https://www.covestro.us/en/company/diversity-and-inclusion/overview>



## ERGs TAKING ACTION IN THE COMMUNITY

In a truly inclusive community, everyone feels valued for who they are.

**Covestro's Employee Resource Groups** support a range of employees who represent diverse cultures, races, identities and experiences, giving their voices and perspectives a platform. The ERGs offer people a space to share ideas, resources, professional development strategies and personal and professional experiences in order to advance understanding of the individual's unique journey.

It doesn't stop there. Our ERGs do something else. They build social purpose into their work, reaching into the community to further their mission. CARE, our ERG supporting people with disabilities, also hosts the **Bender Leadership Academy**. The Academy helps people with disabilities throughout the Pittsburgh region change their career trajectories and achieve long-term professional success through real-world education and work experiences. ACCESS members, who promote African American and African Diaspora cultural awareness within Covestro, also serve as recruiters at the **National Society of Black Engineers' National Conference**. At **PrideFest**, UNITE members, our ERG focused on LGBTQ equity and inclusion, ignite the imaginations of young innovators by exposing them to real-world discovery through hands-on science experimentation.



## CHAMP: SERVING THOSE WHO HAVE SERVED

Military veterans face unique challenges as they assimilate back into their everyday lives.

Supporting them and building their skills is the mission of our ERG, CHAMP. In Houston at the Combined Arms facility, CHAMP members have held resume writing and interview skills class for other veterans. In Pittsburgh, they've given a helping hand to those transitioning to careers at an employment summit co-organized with Duquesne University, Robert Morris University and the University of Pittsburgh. In West Virginia, it's been just plain fun. Through a donation to the **West Virginia Paralyzed Veterans of America**, CHAMP has sponsored the **National Veterans Wheelchair Games**. An annual



Olympic-style event, the games bring together vets with spinal cord injuries, amputations, multiple sclerosis or other central neurological conditions to compete in wheelchair rugby, wheelchair soccer, wheelchair basketball and "Super G." Now 40 years strong, the games host hundreds of American heroes from World War II, the Korean, Vietnam and Gulf Wars and the post-9/11 era "in this celebration of courage and camaraderie," of which we are so proud to be a part.

### Creating cultural awareness through cuisine

*Nothing expresses a culture more than its cuisine. Whether it's a steaming seafood gumbo that speaks to Cajun roots, or griot, Haiti's traditional fried pork dish, or pho, the national dish of Vietnam, food tells our unique cultural stories in a way that brings people together and fosters understanding of our individual backgrounds. That's what International Day in Baytown is all about. At the annual event, hundreds of people get to sample an array of dishes from 25-plus countries, all prepared by Covestro employees. People leave with a new appreciation of each other and a full stomach.*



# ALLOWING KIDS WITH DISABILITIES TO JUST BE KIDS

Interesting fact: **Variety the Children's Charity**, known the world over for the life-changing services it provides children with serious illness, disability or socio-economic challenges, has its roots in Pittsburgh.

In 1928, the charity was founded by 11 local theatre owners and showmen who were deeply moved when the desperate mother of a one-month-old baby abandoned the little girl to their care. That was the beginning of what would become one of the world's greatest children's charities.

Today, the Variety network spans 42 offices in 13 countries, with Pittsburgh remaining a core source of its strength. At Covestro, we're proud to support Variety. We applaud its work to deliver on the "promise to provide a future without limits for every child, regardless of their background or ability, and to be the most trusted and effective children's charity in the world."

For the last 14 years, one of our favorite events in Pittsburgh has been our annual Halloween party for the children of Variety. Each October, we host roughly 300 children and their families for a party where the kids can be themselves in a supportive environment. The party, with themes like *Star Wars*, *Under the Sea*, *Haunted LEGO Land* and the *Great Spooktacular Pumpkin Patch*, features multiple activities including family photo time, comedians, DJs, delicious food, and perhaps most important, the opportunity to trick-or-treat like other kids do. From the planning to the decorating to the party itself, our dedicated volunteers from senior executives down the line make the whole thing happen.





**Developing life-changing skills**

The old adage, "Give a man a fish and he'll have food for a day. Teach him to fish and he'll have food for the rest of his life," can certainly be applied to a workforce development and inclusion initiative organized by Covestro Mexico and **CONFE**, a nonprofit civil association comprised of 114 organizations across the country that defends the rights of people with intellectual disabilities.

Targeting that demographic, the project was designed to teach sewing skills to some 90 people, ages 15 to 40, so they can take those skills and use them forever. They're not only producing and selling their creations in the marketplace, they're earning social security, something which ultimately benefits their families, estimated to be more than 300 people in the local community.

# 5 Innovating for a sustainable world

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



11 SUSTAINABLE CITIES AND COMMUNITIES



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



17 PARTNERSHIPS FOR THE GOALS



When it comes to innovation in the name of sustainability, collaboration is key. Whether it's Covestro scientists and engineers working together, or Covestro joining with others in industry, academia and the NGO world, we view teamwork as an essential element to creating a more sustainable world.

## ACHIEVING SUSTAINABILITY GOALS WITH AN INTERNATIONAL NGO

Some might think it odd: A major chemical company joining forces with a leading environmental NGO to help it achieve global corporate sustainability goals.

Yet, that's precisely what Covestro and the **Environmental Defense Fund** have done.

In the U.S., we're working with **EDF's Climate Corps Fellows** to gain clear insight that helps us tackle our global goals to reduce greenhouse gas emissions by 50 percent by 2025 and energy consumption by 50 percent by 2030.

The EDF Climate Corps program matches graduate students from top universities with organizations

seeking to advance climate solutions. Since the program's establishment in 2008, they've identified \$1.6 billion in energy saving projects at the more than 450 companies, municipalities and universities where they've been placed.

Over the last three years, we've undertaken five projects with international fellows in two countries – three in the U.S. and two in China. The first project involved replacing an antiquated tracking/reporting system for energy data at our U.S. production sites. The new system was conceived to overcome significant inefficiencies in terms of time, cost and employee productivity.





In 2017, we welcomed our first EDF Climate Corps Fellow to work in-house alongside our Energy Network team and use technology to solve our challenges. The fix? A cloud-based, integrated energy data management system that has been fully implemented across all of our U.S. sites.

Our second project focused on Scope 3 greenhouse gas emissions, the indirect emissions that occur along a company's value chain from the extraction of materials to a product's end of life. Our EDF Fellow created a roadmap that could equip Covestro in developing more meaningful, comprehensive reporting. As a sustainability leader, our plan is to share it with our industry peers who are working on similar supply chain sustainability initiatives.

In China, our fellow developed a sophisticated predictive electricity consumption model, a tool that has enabled our Caojing site to accurately target and improve energy efficiency, as well as realize significant cost savings.

Back in the U.S., the new digital system not only affords far greater efficiency, it's helping us identify energy reduction opportunities that wouldn't be possible without real time data tools and an easy-to-use dashboard. For example, one site successfully made the business case for changing 95 percent of the facility lighting to LED, while another has evaluated renewable energy opportunities. Additionally, the system proved to be a valuable tool for annual process audits and served as a model for other corporate digitalization and automation projects.

With two new innovative EDF projects underway in Baytown and Caojing, and even more envisioned for the future, Covestro is building the kind of momentum necessary to realize our ambitious sustainability goals.

And EDF is recognizing the work. Recently, it bestowed its own Innovation Award to a fellow working in Baytown for his creative approach to reducing the company's emissions and developing a novel solution for overcoming barriers.



# LEADING A CIRCULAR ECONOMY TRANSFORMATION, ONE MATTRESS AT A TIME



## Listening and learning from – and with – customers to advance innovation

*That's the purpose of our new customer support laboratory for the Coatings, Adhesives and Specialties business unit. At the Mexico-based lab, Covestro representatives work closely with customers in new and existing markets, such as the furniture and footwear industries, to create customized product solutions that meet their ever-evolving needs.*

Today, it's not enough to create economically and ecologically sound recycling processes for our company, alone. We also need to forge innovative new approaches for handling post-consumer waste.

Take mattresses. With California, Connecticut and Rhode Island already requiring the mattress industry to implement statewide recycling programs, we understand that as a major supplier to the polyurethane foam industry, we must be part of the solution.

So, we're collaborating with key nonprofits and academic organizations to find creative solutions for saving mattresses from the world's landfills. Using our knowledge of supply chain optimization, we're working to build a responsible, efficient recycling infrastructure that includes a mattress salvage component.

That, along with thinking up new applications and markets for the salvaged foam, is the objective of our long-term research partnership with the **Mattress Recycling Council**. Together, we're bringing our respective expertise to bear on developing new business models to manage the full life cycle of flexible polyurethane foam products.

We're also working with next gen innovators at **Duquesne University's Sustainability MBA** program, who recently delivered capstone projects detailing their own ideas for new approaches to mattress end-of-life.

# WALKING THE TALK... AND TALKING THE TALK

Leading from the front means leading by example. It's certainly the way we approach CSR and sustainability. Yet, sometimes, talking the talk can be equally important. Covestro has joined forces with a number of different organizations to offer thought leadership on an array of issues.



## MAKING MATERIALS MATTER AT THE HUMAN LEVEL

The projects may have names like "Point of Care Microfluidic Platform Using ZnO Nanowire Template for Multiplex Virus Detection by Plasmonic Colorimetric."

But what they really mean is this: How can we use new and novel materials to provide long-term and sustainable solutions to challenges people in the developing world experience each and every day?

That is the bottom-line basis for Covestro's support of the **Humanitarian Materials Awards** program. A

project of the **Pennsylvania State University's Material Research Institute**, its goal is to apply world-class materials science and engineering expertise to address real-world issues.

Each year since 2015, faculty-led teams of graduate and undergraduate students submit proposals focused on solving a range of humanitarian problems. Eliminating hunger, improving access to clean water, advancing sanitation techniques, providing low-cost, energy-efficient housing and preventing the spread of deadly diseases are among the winning projects.

By providing the prize money, Covestro is investing seed funding into projects that have enormous potential for people around the world.

### Covestro Start-up Challenge

An internal competition, the Covestro Start-up Challenge encourages entrepreneurial thinking among the company's nearly 17,000 employees worldwide. It combines our passion for innovation and sustainability with our employees' creative ideas to promote a more circular economy.

Among the award-worthy proposals...



...Helping underdeveloped regions with a state-of-the-art purification system that uses polyurethane technology to provide clean, affordable drinking water and safe sanitary facilities.



...Generating power from plastic waste to counter plastic pollution in the oceans, while providing greater access to electricity for people in developing countries.

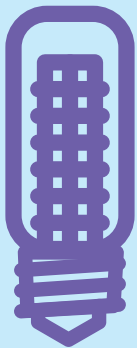
## FUELING A SUSTAINABLE TOMORROW



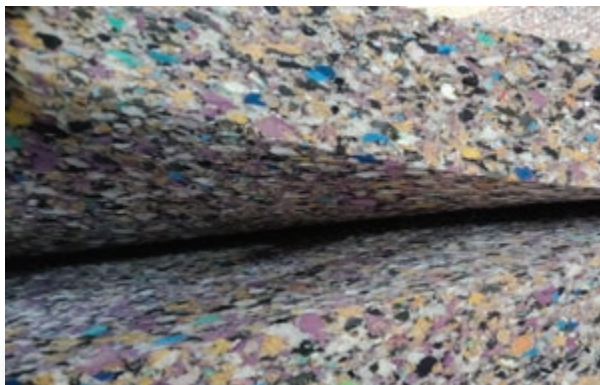
Each summer, we enlist nearly two dozen undergraduates from some of the country's leading colleges and universities to work as interns at our Pittsburgh and Baytown sites. For the last few years, they've also taken part in the **Intern Sustainability Challenge**, tackling real-world issues like rediverting product waste, improving energy efficiency and reducing plastic and food waste.

The challenge provides them with full ownership over projects that align with Covestro's own sustainability mission and goals. It poses a problem to team members who then brainstorm solutions. Each team submits budgets, creates timelines and then pitches their ideas, *Shark Tank*-style, to a panel of expert sustainability judges from Covestro and other organizations. The winning teams – one from each community – see their ideas become reality. They not only get bragging rights, their creative solutions have sparked big changes.

### HOW MANY INTERNS DOES IT TAKE TO GET A LIGHTBULB CHANGED?



Well, in Pittsburgh, it took six interns to get 9,000 lightbulbs changed, to be exact. This winning team researched, proposed and recommended a lighting upgrade from fluorescent to LED bulbs, which are 90 percent more efficient and cut energy use by about 70 percent. Aside from changing out all the bulbs, the team's plan considered installation, rebates and recycling of old lamps. With installation complete, the change is expected to pay for itself within 18 months.



### A WIN FOR CIRCULAR ECONOMY

Interns researching the disposal processes for flexible foam from our R&D labs discovered the waste foam had value. Covestro went on to hire these interns who spearheaded the purchase of a foam baler, identified a customer willing to buy the waste foam and implemented the lab process to prepare it for pickup. Since implementation, between 8,000 and 10,000 pounds of foam have been diverted from landfills and recycled monthly.



**Helping customers meet their sustainability targets**

*For years, our lightweight materials have helped the construction industry do precisely that. Our latest advance for homebuilders moves energy and resource-efficiency to the next level. PReWall™ are panels constructed with the insulation and weather resistant barrier installed right in the facility. The completed walls are then installed right at the job site, reducing cycle time, waste and labor costs.*

# SPARKING ENVIRONMENTAL INGENUITY

In Baytown, our employees not only dream about a sustainable community, they actually help create it. Over the last few years, they've taken out-of-the-box approaches to improve the quality of life for the folks who live there. For example, one team has created "smart" solar-powered trash bins. The bins compact the trash and then when full, they notify local garbage trucks for pickup. By designing solar-powered park benches where people can charge their devices, another group has solved the age-old problem of dead cell phones.

Pretty ingenious.

Several years ago, when the site was expanding, the sustainability team found a way to recycle more than 50,000 tons of concrete and 100,000 cubic yards of dirt left from the demolition. They sidestepped the landfill completely by crushing the concrete into a limestone mix, which they then used to pave storage areas and driveways at the plant. With the remaining dirt, they designed landscape mounds near the plant's outer boundary. Today, those areas are green and lush with trees and shrubs that absorb carbon and release oxygen.

That's the kind of thinking – the kind of people power – we prize.



# 6 Promoting health, wellness and safety



Health, wellness and safety are paramount to the stability and growth of our workforce and workplace. We take great care every day to ensure all three through our policies, practices and actions. Our commitment to these three cornerstones goes well beyond Covestro's own four walls. By integrating them into key partnerships, we're also impacting our surrounding communities, our own industry and other industries and organizations in innovative ways.





# MAKING SPORTS SAFER FOR ALL

It's amazing what can happen when one CEO has a casual conversation with another. And when the topic is about safety, the outcome can be truly transformative.

Like ***Rethink the Rink*** – a collaboration between Covestro, the **Pittsburgh Penguins** and **Carnegie Mellon University's School of Engineering**.

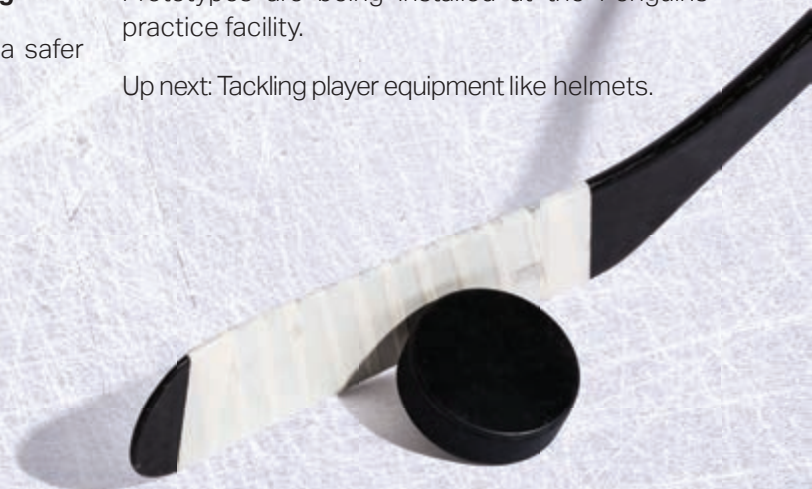
The challenge: How can we make hockey a safer sport for players?

The approach: Engage some of the top young engineering minds in the country to address safety issues for all hockey players, from the National Hockey League to youth leagues.

The process: Host a weeklong Make-a-thon at Carnegie Mellon, bringing together undergraduate students with Covestro and Penguins' experts to explore material solutions for the safety challenge. Hire two of the students as Covestro Rethink the Rink research interns, giving them the opportunity to further develop the Make-a-thon's top idea.

The initial result: Improved dasher board technology with little to no impact on game mechanics. Prototypes are being installed at the Penguins' practice facility.

Up next: Tackling player equipment like helmets.





## PRIORITIZING PROCESS SAFETY FOR FUTURE ENGINEERS

Their lightweight coatings protect the blades of wind turbines. Their insulation makes buildings more energy efficient. Their formulations constitute the cosmetics found on retailers' shelves.

Chemical engineers work in virtually every industry to create the products we use every day. Their work is critical to our changing world. And requires constant vigilance to safety.

Keeping our employees, facilities and surrounding communities safe is part of our DNA. Our safety culture takes a holistic approach to personal, product and process safety, which is about the secure and reliable operation of our plants. To ensure the next generation of chemical engineers is steeped in all aspects of process safety, Covestro supports the **American Institute of Chemical Engineers' *Doing a World of Good*** initiative.

Through it, university students receive online and classroom process safety training to prepare them for the first day on the job. It takes a multi-pronged approach, including developing specialized curricula, exposing faculty members to the role of process safety in industrial settings and organizing undergraduate process safety boot camps on university campuses.







# KEEPING NEXT GEN NGO LEADERS SAFE

Every year, nearly 40 newly-minted college graduates come to Pittsburgh for a year of nonprofit service and leadership. They're PULSE Fellows.

For 25 years, **PULSE** has been cultivating a community of these young servant leaders to transform Pittsburgh. The fellows are trained and then matched with local nonprofits of all shapes, sizes and purposes – everything from business and economic development to equity and social justice to health and the environment.

The fellows, who mainly come from outside Pittsburgh, live together in residential homes PULSE operates

in the neighborhoods it serves. Keeping them safe is a priority for PULSE – and the goal of one Covestro skills-based volunteer team.

In helping the organization up its safety game, the team devised a scavenger hunt that helped fellows uncover important safety elements in the houses like power boxes and fire extinguishers. They also developed a 50-page manual encompassing the many aspects of safety for the fellows, the houses and the PULSE staff itself. Then, they went one step above and beyond to deliver onsite training for the staff.

The team offered PULSE a Tree of Response that helps them deal with traditional emergencies like fire, as well as active shooter situations, safety cameras and broader personal safety issues. For example, because diversity and inclusion are a framework for PULSE, the team evaluated agreements with its nonprofit partners to ensure they align to issues like sexual harassment.

PULSE also plans to share the manual with its nonprofits so they may use it, too.

# BELIEVING THE WHOLE PERSON MATTERS



With **myTotal Wellbeing**, employees are taking control of their lives and making good health – physical, mental and financial – part of the fabric of Covestro culture.

Recognizing that worries about their financial future could affect employees' physical and psychological health, we've dedicated \$600,000 annually to create employee financial incentives. It's all about motivating behavioral change and improving overall well-being. This investment includes an Employee Assistance Program and a wellness component.

Wellness champions at all our U.S. locations support on-site medical professionals, tailoring programs according to regional needs and site goals. Programs offer company-paid counseling sessions, health screenings, fitness activities, weight loss programs, lunch and learns, and more.

In less than two years, 80 percent of our employees have engaged in the program. Several learned, through preventive screenings, they had cardiac issues requiring immediate attention. Another employee discovered he had skin cancer at a lunch and learn session. Early detection resulted in early treatment.

Enthusiasm for the program also has sparked "by employee, for employee" fitness groups, where weight loss and group walking programs foster a supportive team approach to fitness. It inspired one employee to lose over 100 pounds.



**Ensuring sleep for youth**  
*Getting a good night's sleep is essential for children and young adults to maintain good health and boost learning. That's why Covestro Mexico's donation of mattresses to local child social service organizations is so vital.*



**Responding to natural disasters**  
*Nothing can wreak more havoc on a community than a natural disaster. Or stretch the resources of first-responders. After the 2017 earthquake in Mexico, the local fire department in Ecatepec was in just such a predicament. Covestro Mexico stepped up. To support the department, we provided it the additional firefighting devices, tools and equipment it needed to keep the community safe.*



## PREVENTING DISTRACTED DRIVING

Most people would never think of reading *War and Peace* on their commute to work. Yet, many of those same people think nothing of texting or emailing while driving.

It's become a national public health and safety issue. Drivers who text are 23 times more likely to get involved in crashes and six times more likely than drunk drivers to cause accidents. The U.S. Department of Transportation reports that each year cell phones are involved in 1.6 million auto crashes that result in half a million injuries and take 6,000 lives. Whether hands-free or handheld, cell phones are now one of the major contributors to distracted driving and a leading cause of auto accidents – the number one cause of work-related deaths.

Those are sobering statistics.

And the reason we launched the **Heads Up, Covestro** campaign. We're not only educating our people and their friends and families about the dangers of distracted driving, we're asking them to prevent it.

Our *Heads Up* team began by drafting a safe driving message encouraging all employees to put away their phones while driving signs strategically placed around campus and an information packet mailed to all employees both reinforced the message. The

team continued by creating pledge cards, asking employees to formalize their commitment.

Because we want to keep our employees – and everyone else – safe on the road, we've rolled the program out to all our sites in the U.S., with more than 1,200 employees taking the pledge. Our goal is to expand the campaign to all Covestro sites around the world, including India, Australia and Hong Kong where groundwork has already been laid.





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