

# OUR JOURNEY TO BUILDING A BETTER TOMORROW

Highlights on Sustainability Initiatives  
with a Focus on Gore's Medical  
Products Division



*Together, improving life*



## DOING OUR BEST TO DO WHAT'S RIGHT

You think about the future and what the world will look like for the communities you serve. We believe you deserve the same from your suppliers.

**We are in this together.** Our entire health care system bears a profound responsibility to protect our planet and provide people of all backgrounds with reliable care and equal opportunity.

**We recognize our responsibility.** How we develop, manufacture and distribute our products matters more than ever. We know that suppliers can fall short, burdening your staff with recalls, backorders and products you don't need so they can meet their quarterly revenue goals.

**We do business differently.** At our core, we believe that doing what's right is best for business, and we embrace greater accountability to the greater good.

**See how our unique culture empowers us to aspire higher**



# A FORCE FOR GOOD HEALTH AND A BETTER FUTURE

For more than 65 years, Gore has created products that make a meaningful difference in the world — including the Medical Products Division which has set new standards of care through our medical devices for over 45 years.

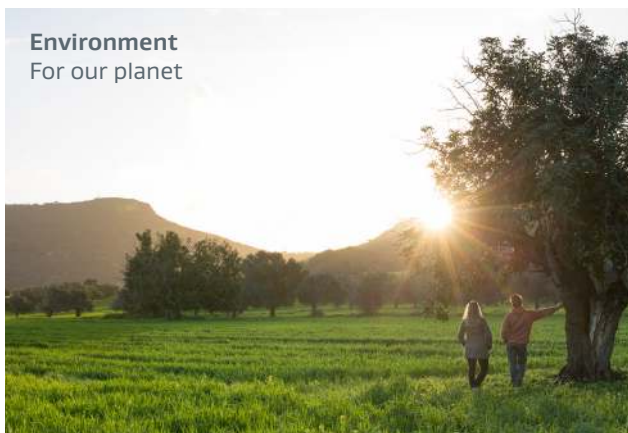
## How we operate is just as critical to creating a better world

Across the Gore enterprise, which includes Fabrics, Medical and Performance Solutions Divisions, our focus on sustainability is an expression of our promise — *Together, improving life* — and our long-established culture of accountability to Associates, customers and communities.

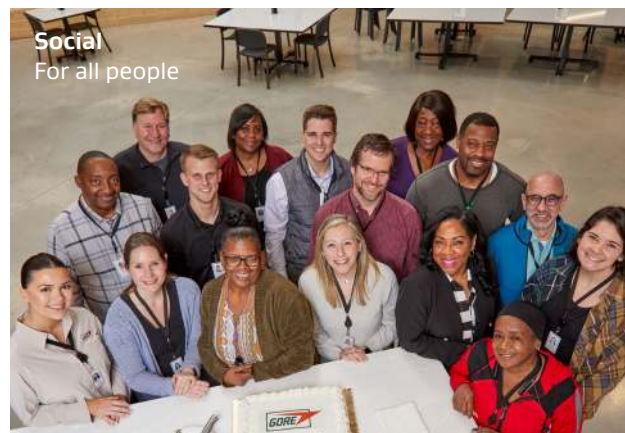


## Sustainability is a journey, not a destination

Our world is changing, and with it we must too. Environmental sustainability contributes to the health and well-being of a community — every sector within health care plays a role. We believe the transformation necessary to build a sustainable future is a journey. We are well on our way.



**Environment**  
For our planet



**Social**  
For all people



**Governance**  
High standards

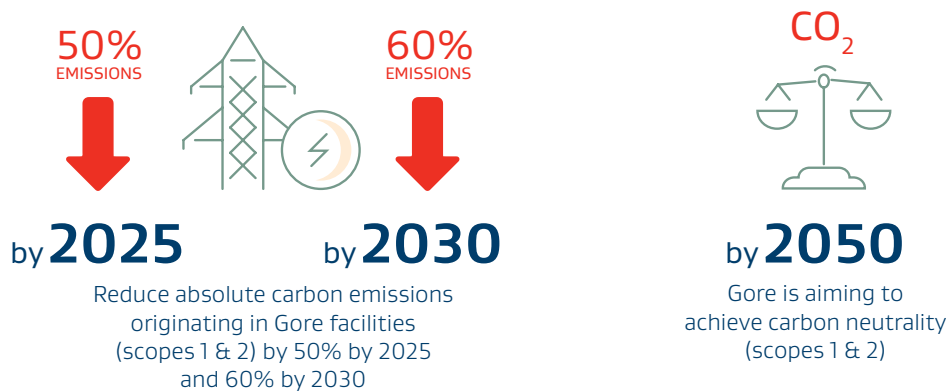
# ENVIRONMENT — MINIMIZING OUR IMPACT ON THE PLANET

At Gore, we have set ambitious goals to care for our planet in line with the Paris Agreement and Goal 13 of the United Nations Sustainable Development Goals.

We adhere to a science-based approach to reduce our greenhouse gas (GHG) emissions, and we follow the GHG Protocol — the world's most widely used GHG accounting standards — to calculate our emissions.



## Working towards reducing absolute carbon emissions



Reducing energy consumption is as essential as the share of renewable energy we use to achieve these goals. We aim to increase our use of renewable energy in all Gore manufacturing facilities to 100% by 2025. In our Arizona medical plants, we already use 100% renewable electricity.

\* ISO 14001: Environmental Management Systems.

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## Environmental management at-a-glance

- We're extending life cycle assessment (LCA) capabilities across the enterprise to measure the environmental impact of a product's entire life cycle, enabling us to focus our sustainability efforts where they matter most — informing product and process design.
- We are committed to obtaining International Organization for Standardization (ISO) 14001\* certification for our medical plants beginning in FY25.
- We're working to manage waste responsibly by implementing proper waste-handling and recycling processes in our Arizona plants. As the single-largest contributor to the KIMBERLY-CLARK RIGHTCYCLE Program, we diverted 42 tons of nitrile glove personal protective equipment (PPE) waste from landfills in 2022.

[Read our 2022 enterprise sustainability update to learn more](#)

# SOCIAL — VALUING PEOPLE OF ALL BACKGROUNDS

We strive to be fair with each other and everyone with whom we do business — suppliers, customers, stakeholders and Gore Associates alike.

Embedded in the foundations of our enterprise, diversity, equity & inclusion (DE&I) informs and inspires every decision we make, from the talent we hire to our expanding base of suppliers.



## Our differences help us be a better company

At Gore, we are stronger when we include diverse backgrounds, talents and viewpoints; when we recognize each other's unique contributions; and when we bring our knowledge together across the enterprise to make smart business decisions.

For example, these convictions helped us achieve a **score of 100** on the Human Rights Campaign's Corporate Equality Index — a U.S. national benchmarking tool that measures how organizations advance a more inclusive and equitable work environment for LGBTQ+ employees.

## We take on social responsibility

We embrace the challenge to support vulnerable communities worldwide through giving programs that promote goodwill, pride and engagement opportunities for Associates.

Across Gore, in 2022, we donated \$1.55 million to U.S. United Way campaign, contributed more than 12,500 total paid volunteer hours and awarded more than \$64,000 to organizations where Gore Associates volunteer.

## Recognition at-a-glance

- Fortune's Best Large Workplaces in Manufacturing and Production 2023 (U.S.)
- Great Place to Work — Certification 2023 (U.S.)
- Newsweek's America's Greatest Workplaces for Women 2023 (U.S.)
- Score of 100 — Human Rights Campaign Corporate Equality Index 2023–2024 (U.S.)



# GOVERNANCE — SETTING POLICIES FOR HIGH STANDARDS IN INTEGRITY AND SOCIAL IMPACT

Sustainability has a broad spectrum, and we are working hard to enhance our social impact. As a global company, we have a profound responsibility to those we partner with and the world at large.

We meet this responsibility through uncompromising business integrity and fair cooperation with all our stakeholders, enabling prosperity and business resilience.



## Business practices

Changes are often driven by attitude. Within the Medical Products Division, we aspire to run our business in a **patient-focused way, not a sales-driven one**. Our Field Sales Associates are incentivized by doing what's right and not based on commissions. The result is long-term, trustworthy partnerships with our customers.

## Supplier due diligence and diversity

Our corporate supplier code of conduct, covering ethical practices, human rights, legal requirements and environmental management, is rolled out to all our suppliers identified to be higher risk in our assessments. By working with more LGBTQ-, minority-, women- and veteran-owned suppliers, as well as businesses owned by persons with a disability, we broaden our pool of outstanding suppliers and position ourselves to meet growing customer demand.

## Environmental, occupational safety and health management system

Our Environmental and Occupational Safety and Health (EOSH) policy sets forth key standards for environmental health and safety, including water protection and waste management, across all our operational areas. We are committed to obtaining International Organization for Standardization (ISO) 45001\* certification for our medical plants.

\* International standard that specifies requirements for occupational health and safety (OH&S) management system.

## Social impact at-a-glance

Gore received the Arizona Million Dollar Circle of Excellence in 2023 for spending at least \$1 million in procurement with minority and women-owned suppliers to support our Arizona medical plants.

### Our guidelines on social responsibility

- Human rights policy
- Supplier code of conduct
- Associates' standards of ethical conduct
- Standards of ethical conduct for third-party representatives

Learn more about our high standards of ethical conduct





Gore takes all reports of ethical concerns seriously. We strive to create and maintain an environment where anyone — both our Associates and external parties — can safely and immediately report concerns if they see something that doesn't seem right. Individuals may call our Integrity Helpline from anywhere Gore operates, 24 hours a day/7 days a week, to reach operators who speak multiple languages.

**Our Integrity Help Line: [www.goreethics.com](http://www.goreethics.com)**

Visit [goremedical.com](http://goremedical.com) to learn more about our lifesaving medical device products.

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