



Environmental Sustainability Policy

- **Introduction:** WD-40 Company and its subsidiaries and branches (collectively, “we,” “us,” “our” or the “Company”) has long been committed to purpose-driven growth. The term sustainability is increasingly perceived as a climate-related matter. We see it as this, and more. We strive to build an enduring business in a manner which ensures a balance between economic growth, environmental impact, and social well-being to enable the business to continue to operate in the long-term. We believe that taking an integrated approach to environmental, social, and governance issues enhances the long-term resilience, and profitability of our business, which protects the long-term interests of our stakeholders.
- **Guiding Principles:** We consider the environment to be a stakeholder and are dedicated to minimizing the environmental impact of our operations. Our environmental sustainability program focuses on four areas where we believe we can make the greatest impact: combating disposability, reaching operational net zero, product safety, and circular economy.
 - **Combating Disposability:** We develop, market, and sell products that extend the lifespan of our end users’ tools and equipment, thereby reducing waste. Our ‘Repair Challenge’ is a simple, yet impactful initiative aimed at inspiring people to prolong the life of their items, conserve resources, and help combat the culture of disposability.
 - **Reaching Operational Net Zero:** It is our aspiration to achieve net-zero greenhouse gas (“GHG”) emissions in our operations by 2050 and we are committed to setting meaningful targets as we identify credible pathways. Our commitments, targets, and progress are communicated in our [publicly available ESG Reports](#). In collaboration with our suppliers and business partners, we will pursue this goal through the following approaches:
 - i. **Responsible Resource Management and Sourcing:** We are responsible for ensuring that the products we supply are manufactured and delivered in ways that meet our ethical and professional standards. Please see our [Responsible Sourcing Policy](#) which outlines our commitment to responsible sourcing practices for our employees and for our Suppliers all around the world.
 - ii. **Energy Efficiency and Renewables:** We are committed to increasing the use of renewable energy across all our offices and facilities. Additionally, we are partnering with key suppliers, encouraging them to establish their own greenhouse gas reduction targets and collaborate with us on projects aimed at reducing emissions throughout the entire value chain.
- **Product Safety:** The Company will always consider the safety of end users as our primary goal in developing products or sourcing ingredients. Toward that end, we have strict internal requirements that align our product development with the safety of our people and the environment without compromising product effectiveness. Please see our [Chemical and Product Safety Policy](#) which outlines our commitment to health, safety, compliance.



- **Circular Economy:** We support a circular economy and are dedicated to finding closed-loop solutions. We are committed to assessing all our packaging, with the goal of reducing waste by designing products for recyclability, promoting recycling efforts, and working with suppliers, business partners, and other stakeholders to increase the use of recycled materials in our product development process.
- **Stakeholder Engagement:** Engaging with stakeholders is essential for the successful implementation of our environmental sustainability initiatives. We are committed to actively seeking input, fostering open dialogue, and building strong partnerships with our stakeholders to ensure that our strategies are aligned with the needs and expectations of those we serve.

Our commitment to seeking to reduce our environmental impact is central to our mission and values. We will continuously strive to improve our environmental performance, work collaboratively with stakeholders, and lead by example in fostering a bright future.