



Ongweoweh Corp™
Full Circle Solutions

SUSTAINABILITY IMPACT REPORT

2024 / 2025



ABOUT THIS YEAR'S COVER:

When wooden pallets are no longer repairable or usable in their original form, they can be repurposed in various ways.

One common reuse is converting them into bedding for livestock.

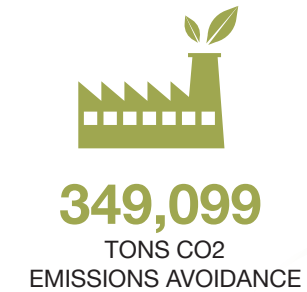


AT ONGWEOWEH CORP OUR ENVIRONMENTAL, SOCIAL, AND ECONOMIC INITIATIVES DRIVE MEANINGFUL IMPACT FOR OUR CLIENTS, COMMUNITIES, AND STAKEHOLDERS. ROOTED IN SUSTAINABLE PRACTICES AND COMMUNITY ENGAGEMENT, WE ARE PROUD TO HIGHLIGHT HOW OUR WORK ALIGNS WITH SUSTAINABLE MANAGEMENT.

ENVIRONMENTAL IMPACT:

10 CONSECUTIVE YEARS
10 MILLION PALLETS RECYCLED!

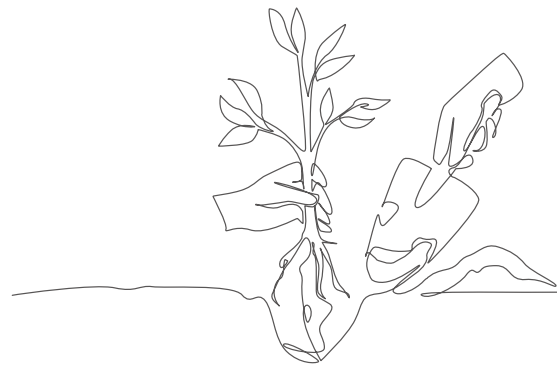
Sustainability in Pallet Recycling ties closely to 17 United Nations Sustainable Development Goals (SDGs) which, at their heart, make an urgent call for environmentally minded action by all countries — developed and developing — in a global partnership. They recognize that ending poverty and other deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth — all while tackling climate change and working to preserve our oceans and forests.



Ongweoweh Corp focuses on environmentally responsible solutions, specializing in **pallet procurement and recycling**. These services not only support our clients in achieving their sustainability goals, but also uncover additional revenue streams by repurposing pallets at the end of their lifecycle. By reducing waste and promoting reuse, Ongweoweh contributes to a circular economy, minimizing environmental footprints across industries. The UN SDG's that align with Ongweoweh's environmental goals are: SDG 12: Responsible Consumption and Production, SDG 13: Climate Action and SDG 15: Life on Land.

For more information, see the *United Nations Sustainability Development Goals* web page at <https://sdgs.un.org/goals>





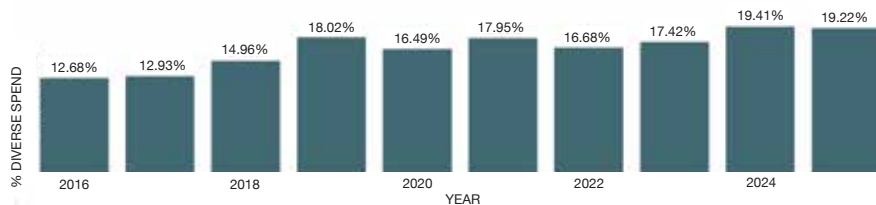
SOCIAL IMPACT:

STRENGTHENING COMMUNITIES THROUGH SERVICE

Giving back to the community is a core tenet of Ongweoweh's social responsibility. A notable example of this commitment was our participation in a Home Depot fundraising event in Savannah, Georgia. This initiative focused on **supporting veterans experiencing homelessness** by enhancing a local "tiny home" community that provides stable housing. Ongweoweh team member Matt Haddock, Director of Global Operations, joined approximately 200 participants to rejuvenate the community. Efforts included planting 100 bushes, 200 plants, and spreading over 500 bags of mulch. Other teams painted homes, landscaped, and built outdoor furniture.

Under the social sustainability pillar, Ongweoweh Corp is proud to be voted a **Great Place to Work** for 10 consecutive years. This demonstrates Ongweoweh Corp's commitment to fostering a supportive, inclusive, and empowering work environment. This recognition underscores the company's alignment with best practices in employee engagement, workplace culture, and leadership.

Consistency in achieving such recognition also reflects the effectiveness of Ongweoweh's values and its ability to adapt to employees' evolving needs while maintaining an overwhelmingly positive culture.



Empowering Communities Through Diversity Spend

Ongweoweh's \$50MM in diversity spend reflects our unwavering commitment to giving back. By partnering with diverse suppliers, we strengthen communities and drive meaningful social impact. Together, we're creating opportunities, fostering inclusion, and making a difference where it matters most.



Making an impact beyond the workplace. Matt Haddock reflects on the pride of giving back and Ongweoweh's commitment to meaningful community contributions.



"I HAD NEVER PARTICIPATED IN ANYTHING LIKE THIS AND WAS REALLY PROUD TO MAKE AN IMPACT FOR SUCH AN IMPORTANT CAUSE. I'M EVEN MORE PROUD THAT ONGWEOWEH WAS A DONOR TO THIS EFFORT AND GAVE ME THE OPPORTUNITY TO CONTRIBUTE MY TIME. THIS EXPERIENCE REINFORCED HOW OUR IMPACT EXTENDS BEYOND OUR BUSINESS OPERATIONS TO MEANINGFUL COMMUNITY CONTRIBUTIONS."

– MATT HADDOCK

DIRECTOR OF GLOBAL OPERATIONS

Ongweoweh Corp's recognition as a Great Place to Work aligns strongly with the social sustainability pillar and contributes to advancing several of the **United Nations Sustainable Development Goals (SDGs)**. The SDG's that align with this social pillar are:

- **SDG 3: Good Health and Well-being**
- **SDG 5: Gender Equality**
- **SDG 8: Decent Work and Economic Growth**
- **SDG 10: Reduced Inequalities**
- **SDG 17: Partnerships for the Goals**

For more information, see the *United Nations Sustainability Development Goals* web page at <https://sdgs.un.org/goals>



IMPACT THROUGH

ECONOMIC SUSTAINABILITY:

Planning and Acting for the Long-Term

Economic Sustainability refers to practices designed to foster the long-term economic development of a company while responsibly managing the environmental, social, and cultural aspects of its activities. It emphasizes balancing economic growth and profitability with the well-being of people and the environment. One of the ways Ongweoweh ensures economic sustainability is through its adherence to quality standards, exemplified by its ISO 9001:2015 certification, which underscores a commitment to efficient processes, continuous improvement, and customer satisfaction.

Since 2014, Ongweoweh has proudly maintained ISO certification, demonstrating our dedication to upholding the highest standards of quality management and operational excellence. This achievement reflects our unwavering focus on accountability, reliability, and continuous improvement, all of which are foundational to our business practices.

ISO 9001: 2015, which sets the standards for quality management systems (QMS), can align with several United Nations Sustainable Development Goals (SDGs). Its focus on **quality, efficiency, and customer satisfaction** ties into key areas of sustainability: **Goal 8: Decent Work and Economic Growth**, **Goal 9: Industry, Innovation, and Infrastructure**, **Goal 12: Responsible Consumption and Production** and **Goal 17: Partnerships for the Goals**.

For more information, see the *United Nations Sustainability Development Goals web page* at <https://sdgs.un.org/goals>



FRANK BONAMIE,
FOUNDER



AWARDS AND RECOGNITION

Sonoco Awards – Innovation and Supplier Diversity



Ongweoweh Corp was honored by Sonoco for excellence in innovation and commitment to supplier diversity. This recognition highlights our dedication to creating value through innovative solutions while supporting diverse supplier networks.

World Sustainable Procurement Day



Eaton and Ongweoweh co-hosted a panel discussion on the impact and importance of diverse suppliers in the value chain. The event emphasized how supplier diversity drives innovation, strengthens communities, and enhances sustainability within the procurement process.

Ongweoweh Corp Subsidiary – Lindley Wood Earns



Class II Supplier of the Year Award

Lindley Wood, an Ongweoweh subsidiary, was recognized by the NYNJMSDC as Class II Supplier of the Year. This prestigious award underscores our ongoing commitment to excellence, diversity, and supporting minority-owned businesses in the supply chain.



LOOKING AHEAD

Ongweoweh Corp remains steadfast in its commitment to environmental, social and economic sustainability. Discover how Ongweoweh's Sustainable Management Program can help your organization achieve its sustainability goals and make a meaningful impact!

To learn more about Ongweoweh's Environmental, Social and Governance program – and how WE can help you achieve YOUR organization's ESG goals – contact our Senior Supplier Diversity & Sustainability Manager, Brett Bucktooth, at 607-266-7070 today.



5 Barr Road
Ithaca, New York 14850
800.611.8964 ongweoweh.com