



BABCOCK
& WILCOX

SUSTAINABILITY | 2023

ENVIRONMENTAL, SOCIAL & GOVERNANCE REPORT

Principles for our planet's energy transition



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PATH TO SUSTAINABILITY

Principles for the Energy Transition

The world requires urgent action to fight climate change, and as a leader in energy and environmental solutions with more than 150 years of history, Babcock & Wilcox is uniquely positioned to use our innovative technologies to help preserve the Earth’s natural resources and maintain the health of our planet for future generations.

Our culture is built and sustained by exceptional employees who demonstrate B&W’s Core Values of safety, integrity, quality, respect and agility, and who have a common sense of purpose, and a passion and commitment to tackling the toughest challenges.

At B&W, we’re mindful of our enormous responsibility to continue to innovate and provide effective solutions to support the transition to clean, sustainable energy. We’re committed to leading the way with our state-of-the-art decarbonization, solar and energy storage technologies, renewable energy solutions including waste-to-energy and biomass-to-energy, emissions control systems that reduce greenhouse gases and other pollutants, cutting-edge methods to produce clean hydrogen with CO₂ capture, and more.

The challenges Earth faces are significant and growing, requiring creative, resourceful thinking and fast action to meet the 2050 net-zero greenhouse gas emissions goal shared by more than 100 countries. Because innovation has always been the foundation of our company, demonstrated by more than 93 active carbon capture patents and more than 17,000 historical patents overall, these are challenges we embrace.

Further, as a participant in the United Nations Global Compact, B&W is part of a worldwide community committed to promoting greater environmental responsibility, while also supporting important initiatives in the areas of human rights, labor, and anti-corruption. We take our responsibility to protect our environment and combat climate change very seriously, and we’re actively working to limit our company’s carbon footprint. As part of these efforts, we are working with industry experts to develop a greenhouse gas inventory management plan tailored for our global operations. This plan will help us establish a baseline for evaluating our operations and identify opportunities to achieve our emissions reduction goals.

Read on to learn more about B&W sustainability principles and processes that we’ve put to work for the balanced benefit of our workforce and supply chain, our customers and investors, communities and people worldwide, and our planet and its ecosystems.



Kenneth M. Young
Chairman and
Chief Executive Officer





Our Purpose & Mission

We are committed to sustainable and responsible energy system innovation and progress for our planet, its people, and its ecosystems.

Additionally, we align our operations, strategy, culture and day-to-day operations to support the Ten Principles of Human Rights, Labor, Environment and Anti-Corruption as a participant of the **United Nations Global Compact**.

Furthermore, B&W's business activities support the **Sustainability Accounting Standards Board** framework for Construction and Engineering Services.

Environmental

B&W is committed to helping preserve our earth's natural resources while meeting the growing demand for clean energy, decarbonization, renewable waste-to-energy, biomass and environmental technologies and services.

Social

We are a company built and sustained by employees with curious minds and persevering wills. We work hard to earn the trust of our customers, investors and the communities we serve by safely delivering value with the highest level of ethics and integrity.

Governance

We continue to implement sustainable business practices into the strategy, culture and day-to-day operations of our company.





Principles for a Sustainable Future

The United Nations Global Compact is the world's largest corporate sustainability initiative, bringing together more than 8,000 companies and 4,000 non-business participants from more than 160 countries. Included herein are The Global Compact's *Ten Principles*, which serve as universal values for a principled approach to responsible, sustainable business practices.

B&W believes there is great strength in collaboration with other organizations, institutions and peers who share a vision for a better tomorrow. Our leadership team has voiced their commitment – and asks employees to embrace these values and actively join forces to respect and support human rights, ensure integrity in business, and help build a sustainable future for all.

TEN PRINCIPLES OF THE UNITED NATIONS GLOBAL COMPACT

Human Rights

1. Businesses should support and respect the protection of internationally proclaimed human rights; and
2. make sure that they are not complicit in human rights abuses.

Labor

3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
4. the elimination of all forms of forced and compulsory labor;
5. the effective abolition of child labor; and
6. the elimination of discrimination in respect of employment and occupation.

Environment

7. Businesses should support a precautionary approach to environmental challenges;
8. undertake initiatives to promote greater environmental responsibility; and
9. encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

10. Businesses should work against corruption in all its forms, including extortion and bribery.

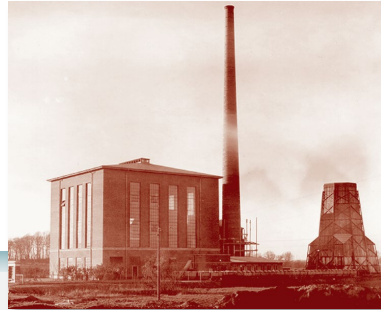


Learn more about the United Nations Global Compact, The Ten Principles and Sustainable Development Goals

1867 Our company was founded on an unwavering commitment to reliable and efficient innovation and “a better way” and safer way to generate power. It was then, more than 150 years ago, Stephen Wilcox and George Babcock responded with the design for the world’s first inherently safe water-tube boiler.



B&W Boiler, Thomas Edison’s Laboratory



Gentaft Waste Incineration Plant, 1931

1931 The world’s first continuously operating waste-to-energy plants began operating in Denmark using Vølund rotary kilns. This helped pave the way for more sustainable heat and power generation and municipal solid waste management across Europe and the world.

1968-2000s Since 1968, B&W has applied our experience, innovation and responsiveness to develop technologies for the control of CO₂, NO_x, SO_x, particulate matter, mercury and other hazardous air pollutants. As a result, these important technologies are working every day at facilities worldwide, resulting in some of the lowest measured emissions.



Today

The world wants action and we cannot wait. Hundreds of countries have committed to universal principles and actions that advance societal goals for sustainable development, long-term growth and prosperity. *We’re ready to do our part to support the energy transition – safely, ethically and with a sense of purpose.*



ENERGY TRANSITION TECHNOLOGY

Advancing the Energy Transition

The global energy sector is rapidly changing in favor of sustainable development, renewables and greenhouse gas (GHG) emissions reduction.

As companies, industries and governments around the world develop transition plans, technology plays a vital role. B&W employees and project teams work closely with our customers to develop smart transition strategies, investments and project plans in consideration of existing assets and transition goals.

Technology Mix

“The increasing penetration of renewable energy into the energy supply mix, the onset of electrification and improvements in energy storage are all key drivers of the energy transition.” ([S&P Global](#))

Decarbonization efforts and commitments are also gaining momentum around the world.

B&W continues to build on its experience and expertise by growing our portfolio of efficient and environmentally sustainable solutions.

Decarbonization and Hydrogen Production

B&W’s revolutionary *ClimateBright™ technologies* are the product of four decades of collaboration with universities, governments and partners in the pursuit of best-in-class technologies. These systems work with a vast array of feedstock, such as natural gas, biomass, petroleum coke, coal, municipal solid waste and syngas – providing as much as 90-95% CO₂ isolation for its sequestration or beneficial use.

Applications include:

- Oil and gas, petrochemical
- Cement
- Steel
- Utility power
- District heating and cooling
- Waste-to-energy
- Pulp, paper and packaging
- Carbon black
- Food manufacturing
- Pharmaceutical



Discover *ClimateBright™* [Decarbonization Technologies](#)

For our customers across power and industrial sectors, we develop and deploy technologies that support a responsible, sustainable clean energy transition:

- Carbon capture
- Landfill methane abatement
- Reduction of SO_x, NO_x, mercury, particulate and other hazardous air pollutants
- Clean hydrogen fuel production
- Fuel conversion from coal-to-natural gas or natural gas-to-hydrogen firing
- Steam generation efficiency
- Lower-carbon fuel utilization
- Dry cooling, flue gas condensation and other industrial water conservation solutions
- Photovoltaic Solar Generation
- Utilization of waste or by-products for energy generation
- Low carbon intensity power generation



Growing electricity demand, fuel availability and existing infrastructure bring challenges in the world's energy transition. Still, net-zero greenhouse gas emissions, through low-carbon fuels such as hydrogen, is an achievable goal being embraced by governments and industries worldwide.

We're excited to have innovative **low carbon intensity solutions** to meet this need.

Clean Energy Commitments

B&W's pipeline includes a wide range of clean energy projects, agreements and service work in high-growth and essential industries over the next three years. We continue to work alongside our customers as they navigate the energy transition to help them meet fast-changing environmental compliance requirements.

Examples include:

- CO₂ capture pre-treatment solutions for the UK
- Environmental solutions (fume gas treatment and air-cooled condensers) for biomass- and waste-to-energy projects in Europe
- Environmental solutions (air fin coolers and cooling towers) for green hydrogen and geothermal production in Europe and
- Solar projects in Asia Pacific
- Several environmental solution upgrades to improve efficiency and reduce natural resources consumption in Europe, US, Latin America and Asia
- Decarbonizing food and beverage facilities and using captured CO₂ for food processing
- Advanced technology to provide renewable power and steam for plants to produce ethanol that meet Low Carbon Fuel Standards
- Agreement to develop a facility to use refuse derived fuels to create hydrogen
- Advanced technology to use biomass to provide power for a renewable natural gas plant



Diversifying Clean Solutions

Clean energy is a strong focus for B&W, and we're committed to diversifying our clean energy solutions – through organic growth, acquisitions, strategic partnerships and other collaborative opportunities.



For Example...

B&W announced a global alliance agreement with Fidelis New Energy for technology to produce clean hydrogen. The alliance pairs B&W's clean energy technology and equipment with Fidelis' proprietary patent-pending FidelisH2™ technologies to produce zero-carbon intensity hydrogen. Wherever in the world Fidelis takes on a low carbon intensity hydrogen project using renewable energy, our biomass technology will be the centerpiece.

Working with Fidelis on Project Cyclus, a net negative Biomass-to-Energy with Carbon Capture and Sequestration (BECCS) project, B&W will design and supply:

- Two biomass-fueled bubbling fluidized bed boilers
- Our OxyBright™ oxy-combustion technology for CO₂ capture and sequestration
- A full suite of environmental technologies for emissions control

The project will result in a negative carbon impact of 3 million tons per year.

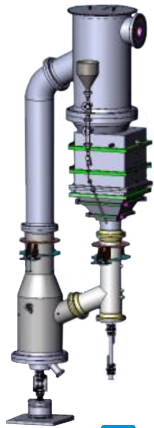
"We are excited to deepen our partnership with Fidelis and join the FidelisH2 Alliance Program. Leveraging B&W's advanced renewable energy equipment technology along with the novel FidelisH2 technology will enable the production of clean hydrogen with a lifecycle carbon intensity of net zero."

- **Kenny Young**
B&W Chairman and CEO



Decades of Carbon Capture Development

B&W leveraged 93 active carbon capture patents and four decades of development, demonstration and collaboration to launch our *ClimateBright™ decarbonization and hydrogen platform*. The platform includes four unique solutions designed to achieve negative, net-zero or near-zero GHG emissions in a wide range of applications.



*B&W BrightLoop™
chemical looping
decarbonization
and hydrogen
technology*

 [Explore B&W's History in Carbon Capture](#)

ClimateBright™ Decarbonization Technologies

OxyBright™ technology dates back to 1979, when B&W evaluated oxy-fuel combustion in an enhanced oil recovery application at the request of a major oil company. Beginning in 2001 and with the support of the U.S. Department of Energy (DOE) and others, B&W has worked to develop this advanced carbon capture technology for steam generation – including the DOE FutureGen 2.0 demonstration project in Illinois, U.S.

Our **SolveBright™** system is the product of research on regenerable solvent absorption technology that began in 2005. Using an advanced amine solvent, the system demonstrated superior performance at the U.S. National Carbon Capture Center (NCCC).

Currently in operation at multiple refineries and industrial facilities around the world, our zero-carbon **BrightGen™** hydrogen combustion system is helping customers reduce their greenhouse gas footprints and produce clean energy today.

Together with The Ohio State University, B&W researched, developed and demonstrated a chemical looping process and particle used for decarbonization and the production of hydrogen, steam and/or syngas.

This **BrightLoop™** technology, attractive for its versatility in applications, has been designed to generate hydrogen from various fuels – fossil or renewable – while producing a separate and pure stream of CO₂, without the need for post-combustion carbon capture technology. B&W is poised to be the first to commercially demonstrate hydrogen generation using this chemical looping process.

Transformative Technology

B&W was a pioneer in waste incineration when, in 1931, Vølund™ technology powered Denmark's Gentofte incineration plant. The plant processed waste from Gentofte and Lyngby-Taarbæk municipalities for decades until growing demand necessitated two inter-municipal plants (which also included Vølund process equipment). Since then, we've provided technology for more than 650 waste-to-energy installations in 30 countries.

In the United States, B&W provided WtE technology for a renewable energy facility in Florida. It's newest unit can generate enough electricity for 55,000 homes by processing 1,000 tons of waste per day (2,000 filled curbside trucks). Along with creating jobs and boosting the local economy – the facility supports educational aspirations by hosting visitors, advocacy groups and students for guided tours.

Fully complementary to recycling, waste to energy is a cost-effective and ecologically sound way to convert municipal and industrial solid waste into electricity and/or heat for the local community.



Waste-to-Energy Advocacy

Looking ahead to the future, our mission is to raise awareness of the positive implications of WtE in terms of sustainable waste management, recycling, clean and reliable energy, and protection of the environment. In Europe, more than 50 million tons of waste is converted into valuable energy, supplying 27 million Europeans with heat and/or electricity. As a member of the European Suppliers Waste-to-Energy Technology (ESWET) association and in collaboration with other global organizations we join forces to advocate for a shift in waste management practices, perceptions and policies.

How Landfills Impact Our Climate

From a global perspective, we must also consider the impact landfill methane has on our climate. On a 20-year basis, methane has roughly 84 times the global warming potential of carbon dioxide. When waste is diverted to a waste-to-energy facility, the combustion process reduces the volume of waste to be landfilled by 90 percent – and its methane global warming potential by 99.97 percent.

An Important Piece in the Energy Transition

With energy storage, power and industrial energy consumers can rely on a cleaner, more efficient and dependable energy mix while deferring costly infrastructure upgrades.

Energy storage can be used to:

- make better use of power system assets by balancing peak and off-peak electricity consumption,
- deploy generation capacity in load centers where it is needed most,
- provide crucial backup power during a power outage,
- optimize and extend the integration of intermittent renewable power supplies such as solar and wind, and
- bring clean energy to remote locations with limited transmission and distribution infrastructure.

B&W is actively engaged in advancing energy storage technologies for both short-term immediate deployment opportunities and long-duration systems up to 100 hours.

For Example...

We are working with the U.S. Department of Energy's National Renewable Energy Laboratory (NREL) on the development and deployment of ENDURING — advanced, long-duration energy storage technology — to meet communities' and industries' need for more storage at lower cost for longer durations and at larger capacities.

ENDURING uses surplus energy from solar or wind systems to heat silica sand. The heated particles are then gravity-fed into insulated concrete silos for thermal energy storage. The baseline system is designed for scalable, economical storage of up to 26,000 MWh of thermal energy — enough to be a viable industrial process heating alternative to coal or natural gas.

B&W has the exclusive intellectual property option agreement for this game-changing ENDURING thermal energy storage technology.

Its advantages include:

- Abundant silica sand is stable and inexpensive
- No siting constraints so can be located anywhere
- Can use existing infrastructure from retired plants
- Supports the expansion of renewable energy generation without risk of destabilizing the grid to meet energy demand



Image source:
NREL

Water-Efficient Technologies

Water is an integral part of steam generation and its auxiliary processes. To help our customers reduce water usage and wastewater impurities, we provide a range of water-efficient technologies to help reduce water waste and improve quality:

SPIG™ dry cooling systems – designed with water preservation in mind. Environmentally sound dry cooling uses only the ambient air for cooling without the need for water.

Allen-Sherman-Hoff® technologies – B&W has two technologies to meet effluent limitation guidelines on plant wastewater. Our submerged grind conveyor is a simplified, heavy-duty, flexible design for zero-discharge bottom ash removal requirements. Our pugmill recycler enables wastewater from flue gas desulfurization systems to be blended into the ash for processing and provides a beneficial use by conditioning the fly ash for transport and preventing fugitive dusting at the landfill.



Flue gas condensation for energy recovery – a proven and cost-effective method of recovering energy for a district or local heating grid is achieved by condensing the water in flue gases. The amount of energy recovered depends on the district heating water temperature, and can be improved by using a heat pump, which can increase recovery by approximately five percent.





SUSTAINABLE OPERATIONS

Environmental, Health and Safety

The protection of the environment, health, safety and security of our employees, visitors, customers, suppliers, contractors and the communities where we operate is primary to B&W. B&W's environmental affairs program is comprised of several focus areas that support regulatory compliance and environmental sustainability as follows:

- Environmental, health and safety policies
- Project and construction site environmental initiatives
- Hazardous material/dangerous goods protocols
- Waste and recycling protocols
- Facility auditing and performance tracking
- Waste vendor audits
- Subcontractor screening
- Procedural manuals, training and programs

Our waste management requirements are robust to support regulatory compliance and the safety of employees, contractors, visitors, the general public, company assets and our environment.

Sustainable Facility Management

B&W strives to identify and implement environmentally sustainable practices in our offices, shops and service centers with the goal of reducing environmental impacts associated with air emissions, wastewater discharges and the generation of waste. Examples include:

- Recycling of paper, cardboard, metals, etc.
- Use of energy efficient lighting/automatic light switches
- Facilitating reduction automobile travel through work from home policies
- Minimizing the use of paper, and digitizing records
- Reuse of process water
- Installation of charging stations for electric vehicles
- Selection of less hazardous materials for use in processes

2022 Environmental Metrics

Incident of non-compliance with environmental permits, standards, or regulations	0
Electric Usage	109,964 MWh
Natural Gas	264,217 MCF
Water Usage	22.63 Mgal
Non-hazardous Waste	1,264.7 tons
Hazardous Waste	84.6 tons
Recycled Materials	1,065.9 tons
Recycling Income Earned	\$145,999.69 USD

Data includes shops, service centers, and medium-to-large office locations

Environmentally Sound Project Approach

B&W's project development is continually evolving as we refine best practices and further empower project teams to embrace sustainability outside of the office workspace and during the life of the project.

Individual sites, owner specifications, project size, duration and available resources vary, yet our project approach supports a sustainable and responsible model. Examples include:

- Incorporating sustainability into feasibility studies, project siting, design, sub-contracting, and construction planning
- Reducing environmental impact on land and local ecosystems
- Limiting waste materials, chemicals and water use
- Using sustainable and repurposed construction materials when appropriate and in consideration of engineering standards
- Reducing the use of gas and diesel equipment
- Reducing disruption and hazards to local communities, and making a positive impact through community engagement
- Using sustainable businesses as subcontractors, when possible
- Actively engaging employees as environmental stewards
- Training employees and customers on relevant regulations
- Recycling stations at B&W offices and shops



As part of its Reforestation Campaign, our B&W deMonterrey facility's employees and family members gathered in September to plant trees on the property.

B&W employees in Ohio celebrated Earth Day in April by picking up trash from local streets and a bike path as part of the Keep Akron Beautiful CleanUp campaign.





HEALTH, SAFETY & HUMAN RIGHTS

Health, Safety and Security

Our vision is to finish each and every day incident- and injury-free. Babcock & Wilcox is committed to creating an accident-free workplace at all locations and job sites and to ensuring all company business is conducted in an environmentally friendly, safe manner. We value the health and safety of each employee, contractor and visitor and will never be satisfied until the workplace is free of accidents and injuries. Our program incorporates:

- Formalized safety commitment
- Pre-task planning and hazard controls
- *Stop Work* authority
- Inspections, audits and ISO accreditations
- Contractor qualification and management
- Data driven focus campaigns
- Investigations and sharing of lessons learned
- Health practices and industrial hygiene sampling
- Global travel guidance



Target Zero Program

Target Zero is a program that reflects B&W's commitment to the overall safety of each employee. We are dedicated to preventing accidents and their associated costs by averting, eliminating or mitigating unsafe acts and conditions, and by responding properly to natural disasters and emergency situations.

Our objective is to be proactive and prevent accidents from occurring. Aggressive safety management techniques such as improved hazard recognition, hazard correction, and employee involvement help reduce occupational injuries and illnesses as well as the probability of negative safety impacts.

B&W's Environmental, Health, and Safety guiding principles:

- Commitment
- Accountability
- Compliance
- Management leadership and employee involvement
- Training and communication
- Continuous improvement

2022 Safety Metrics

Total recordable incident rate (TRIR) Industry average = 1.78*	0.82
Days away restricted or transferred (DART) Industry average = 1.16*	0.38
Fatalities – direct employees	Zero
Fatalities – contracted employees	Zero

** Industry averages are comprised of a composite of OSHA BLS data for B&W's NAICS codes.*



EACH AND EVERY DAY

Target Zero is a program that reflects B&W's commitment to the overall safety of each employee. We are dedicated to preventing accidents and their associated costs by averting, eliminating or mitigating unsafe acts and conditions, and by responding properly to natural disasters and emergency situations.



Inspiration at Work

We are privileged to work with some of the best people in our industry. We are committed to our employees’ success and well-being, as well as development through recruiting, retaining and rewarding the best minds in the business.



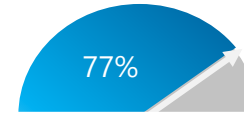
A Place to Grow

We value our people, we believe in the importance of teamwork, and our low turnover rate is a testament to our great culture.

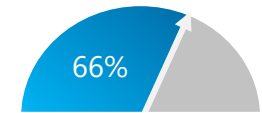
Programs, benefits and perks include:

- Employee Pulse surveys
- Hybrid/remote work options
- Work-life balance
- Manageable work goals
- Encouraged to unplug during time-off
- Leadership mentoring
- Team events, remote or otherwise
- Community outreach and volunteering opportunities

B&W Employee Satisfaction



“I am proud to work for B&W.”



“I could see myself working at B&W 5 years from now.”

Responsible and Flexible Workplace

B&W’s Responsible and Flexible Workplace Program (ReFlex Program) extends voluntary work-from-home options for all employees who are in roles that don’t require being in the office on a full-time basis. Employees benefit from more autonomy and work-life balance – and, thus far, this new program has been a great success.

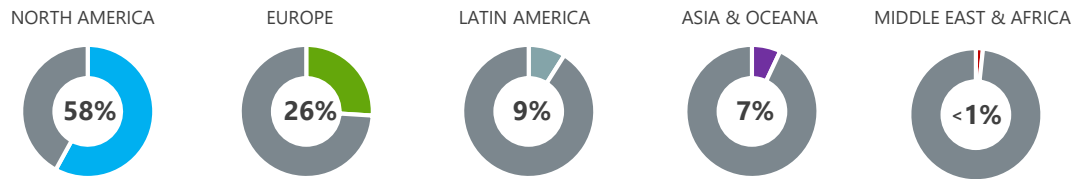
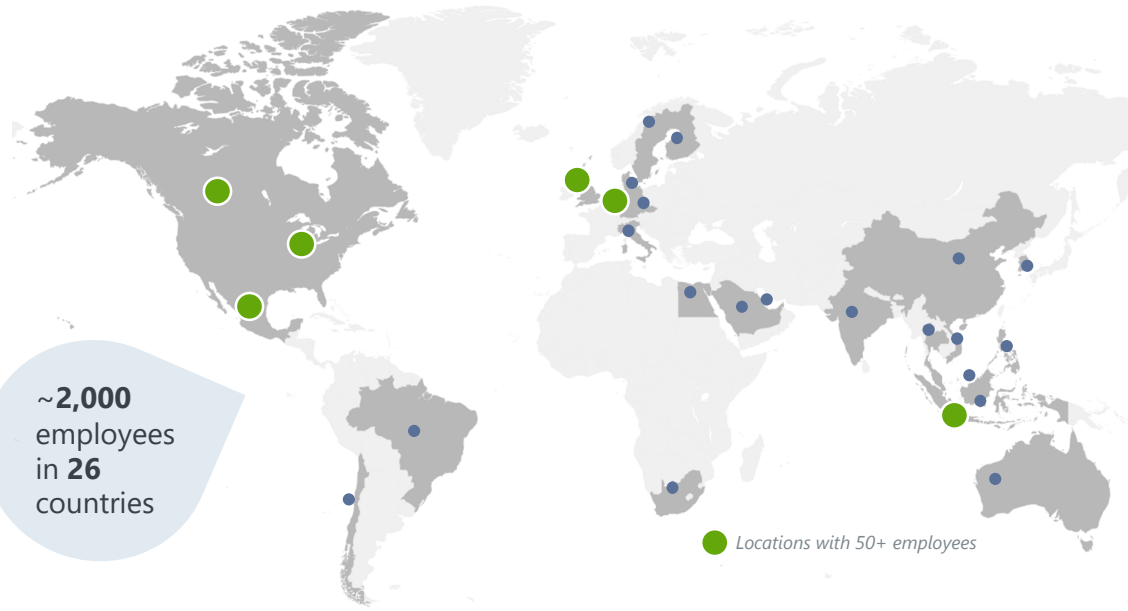


Learn more about [working at B&W](#)

OUR PEOPLE WORLDWIDE

Committed to Working Together

Babcock & Wilcox believes in recruiting, retaining and rewarding the best minds in the business. We're proud of our diverse, global workforce of approximately 2,000 employees from a wide variety of disciplines across 26 countries. Our employees are the keys to our success. We're committed to working together to learn from each other and make a difference.



Diversity at B&W

We embrace diversity of thought, value individuality, encourage new perspectives, and provide equal opportunity in employment for all qualified employees and applicants without regard to race, color, religion, gender, sexual orientation, age, national origin, disability, veteran status, genetic information, or any other category protected by federal, state and/or local law.

B&W will continue to strive to build a diverse workforce by having employment and personnel practices that welcome ideas and encourage our employees to build teams, develop skills and advance careers.



Read B&W's [Diversity Statement](#)



Read more about our [business ethics for diversity and employment practices](#)

Recruiting a Diverse Global Workforce

B&W has been further able to dedicate our stance and emphasis on diversity by allowing for a hiring process that minimizes bias and amplifies opportunities for candidates from various backgrounds. Through targeted efforts and partnerships, including with *eQuest*, we can ensure that our job postings are directly sent and promoted to national and local OFCCP/US Diversity Job Boards.

Through proactive efforts in recent years, B&W has embraced remote and flexible working opportunities for most professional roles which allows the organization to not limit ourselves to strictly local candidates and instead expands searches beyond the greater job-posting location. We continually are expanding and growing our workforce and find that our business has benefited greatly from the new influx of diverse talent.

Opportunities for Women and Minorities

Employee diversity is an important part of B&W's business today and into the future. In fact, women represent nearly 30% of our leadership. B&W is developing minority member working groups and the company's Women's Employee Resource Group is in its first year ensuring the women of B&W are connected, empowered and inspired to contribute to their fullest potential. Additionally, B&W has partnered with ExecOnline for access to the world's top business schools to support career development opportunities for women and underrepresented minorities.



Making a Difference

Babcock & Wilcox employees are proud to enthusiastically embrace the chance to serve others, make a difference and help better the communities we call home. They want to provide hope and help for the less fortunate and shape the workforce of tomorrow, and they willingly support organizations that lead the way in these efforts.

Our employees know that being a force for good is an important responsibility. In addition to providing financial support, they willingly give their time, talent, good ideas and enthusiasm to support community causes. You'll find them serving on boards of non-profit organizations, helping package and distribute food for children and adults in need, volunteering in classrooms and providing guidance for STEM-related school events, staffing phone lines to raise money for a local children's hospital, donating blood at Red Cross blood drives and much more.

Over the last 15 years, B&W employees have generously donated \$2.6 million to United Way, a charitable organization that provides basic community needs and support for education, hunger, support services and more.

For Example...

When Joe Knopp, a college student not far from B&W's headquarters, wanted to apply his entrepreneurial spirit to a cause that made a difference, he launched "Ripple," a startup that sells reusable water bottles and uses the proceeds to address the global water crisis. Through this initiative and with B&W and our employees' support, we funded the creation of a water well that brings more than 10,000 liters per hour of clean water to a community of 500+ school children and 2,000+ villagers in Uganda.



In 2022, B&W supported:

- UNICEF for Ukraine refugees
- American Heart Association
- Free breast cancer screenings for SPIG Technology employees in Italy as part of Breast Cancer Awareness Month
- Binor Village Indonesian Independence Day celebration (PTBWA)
- Michigan Roundtable for Diversity and Inclusion
- Make-a-Wish Foundation
- Junior Achievement of Southwest Indiana
- Keep Akron Beautiful CleanUp Campaign
- Patriots Honor
- United Way



Members of the B&W team during the "Heart Walk" with the American Heart Association, supporting the fight against heart disease and stroke



 RESPONSIBLE BUSINESS PRACTICES



A Reputation for Honesty and Integrity

Integrity and commitment to ethics have long been at the forefront of B&W’s business, and the conduct of our employees shapes B&W’s reputation for delivering outstanding products, responsive service and innovative solutions to our customers around the world.




B&W’s continued commitment to the highest standards of integrity is an essential part of our business and is integral to our long-term success. That’s why all employees are expected to read, understand and strictly abide by B&W’s *Code of Business Conduct*, which is available in 11 languages.

B&W’s *Code of Business Conduct* outlines B&W’s expectations for all directors, officers and all full-time, part-time, and temporary employees of the company, and for all B&W’s suppliers, vendors, contractors, agents, representatives, and consultants.

In addition to the B&W *Code of Business Conduct*, B&W’s Chief Executive Officer and all senior financial officers are subject to B&W’s *Code of Ethics for Chief Executive Officer and Senior Financial Officers*.

B&W’s Suppliers (including contractors, subcontractors and vendors) and Third Party Intermediaries (including sales representatives, resellers and process agents) are further subject to B&W’s *Supplier Code of Conduct*.

B&W is also committed to protecting employees who act responsibly when they see or suspect, and subsequently report, behavior that falls outside B&W’s guidelines and expectations by maintaining a culture where employees can seek advice, voice concerns and report misconduct without fear of retaliation.

-  [Code of Business Conduct](#)
-  [Code of Ethics for CEO and Senior Financial Officers](#)
-  [Supplier Code of Business Conduct](#)



Access [translated documents](#) in the following languages.



- ENGLISH
- BAHASA INDONESIA
- DANSK
- DEUTSCH
- ESPAÑOL
- FINNISH
- ITALIANO
- PORTUGUÊS
- SVENSKA
- THAI
- 中文

Responsibilities to One Another

Respect for Diversity

We are committed to providing a professional atmosphere for all employees that promotes productivity and encourages creativity and innovation. B&W works to maintain a diverse workforce where employees are hired, retained, compensated, disciplined and promoted based on their contribution to the company and their performance.

Fair Employment Practices

B&W offers equal employment opportunities to qualified individuals regardless of race, color, religion, gender, age, sexual orientation, national origin, citizenship status, disability, veteran status, genetic information, or any other category protected by applicable law. These policies apply not only to hiring decisions, but to all aspects of employment.

Harassment

B&W does not tolerate harassment in any form. Submission to harassing behavior is unnecessary and never a term or condition of employment for any person at B&W.

Personal Data Privacy

B&W's commitment to personal data privacy is fundamental to B&W and has been in place for decades. Our privacy principles include a commitment to be transparent in our privacy practices, to offer meaningful privacy choices, and to responsibly manage the data we store and process. We were early supporters of not only the European Union's General Data Protection Regulation (GDPR), but also its predecessor legislation, as well as other applicable privacy laws from around the world.

Our data privacy steering committee includes a cross-functional team members who spearhead activities for their respective areas of responsibility, including implementing a host of best practices to secure data across all of our systems. Our employees are trained to understand the regulations and the importance of protecting sensitive data, and are guided by B&W policies addressing personal privacy and data protection.



Health and Safety

We aim to provide a safe, secure and healthy work environment where zero injuries are the norm. We believe that all occupational health, safety and environmental incidents can be prevented, and we have established the Target Zero program to help us achieve our environmental, health and safety goals.

 [Read more about Target Zero safety](#)

Responsibilities to Our Customers and Business Partners

Integrity in Business Relationships

We conduct due diligence on third parties to ensure that their reputation, background and abilities are appropriate and meet our ethical standards. Conducting due diligence also ensures that we are permitted to do business with each third party in the countries they are located.

Conflicts of Interest

Conflicts of interest expose B&W to increased scrutiny and criticism and can undermine our credibility and the trust that others place in us. We have a fundamental obligation to make sound business decisions in the best interest of B&W independent of personal interests

Integrity of Records and Accounting Procedures

All entries in the company's books, records and accounts must be complete, accurate, and fairly reflect our business transactions conforming to applicable accounting standards and legal requirements.

Responsibilities as Corporate Citizens

Fair Business Competition

B&W believes in free and fair markets and we compete in a legal and ethical manner on the basis of quality of our services. We are committed to compliance with fair competition and anti-trust laws that apply in the markets in which we operate.

Corruption and Anti-bribery

Bribery and corruption are not tolerated as they will harm the company and our reputation in the marketplace. All employees, agents or representatives of B&W must comply with the Foreign Corrupt Practices Act of the United States, the U.K. Bribery Act, as well as the laws of any other countries which prohibit bribery.

Environmental Stewardship

B&W is committed to the protection of the natural environment and its use. We work to promote environmentally friendly practices that respect our environment and our natural resources both in the products we sell and in our offices and facilities where we are implementing procedures to reduce waste to landfill, increase recycling and to monitor and reduce our water, fuel and electricity consumption.



Training and Annual Certification

To reinforce understanding of the B&W Code of Business Conduct, all B&W directors, officers and full-time, part-time, and temporary employees participate in annual training. They also complete an Annual Certification which documents the employee's acknowledgment of the Code of Business Conduct, confirms their compliance with its provisions and offers an additional resource for employees to report noncompliance they may become aware of throughout the year.

Local Ethics Ambassadors

Every B&W location outside of the U.S. with five or more employees is assigned a Local Ethics Ambassador (LEA). LEAs are volunteer peer contacts who assist the B&W Ethics and Compliance Department with promoting an ethical culture, preventing and detecting ethics and compliance concerns and offering support with the local languages and customs.

B&W Integrity Line

B&W employees have several options for raising questions and concerns, including the B&W Integrity Line. The *B&W Integrity Line* is available through web reporting or by calling the toll free number associated with the employee's geographical location. The B&W Integrity Line is available 24 hours a day, seven days a week.

Calls to the *B&W Integrity Line* are answered by a third party, and interpreters are available for the various languages spoken by our employees.

The B&W Integrity Line offers our employees the option to report their concerns anonymously. While anonymous reporting is available for our employees, B&W's non-anonymous reporting rate is well above benchmarking data provided by NAVEX Global. This suggests that B&W employees feel comfortable identifying themselves when filing a report without fear of retaliation.

Strength in Integrity

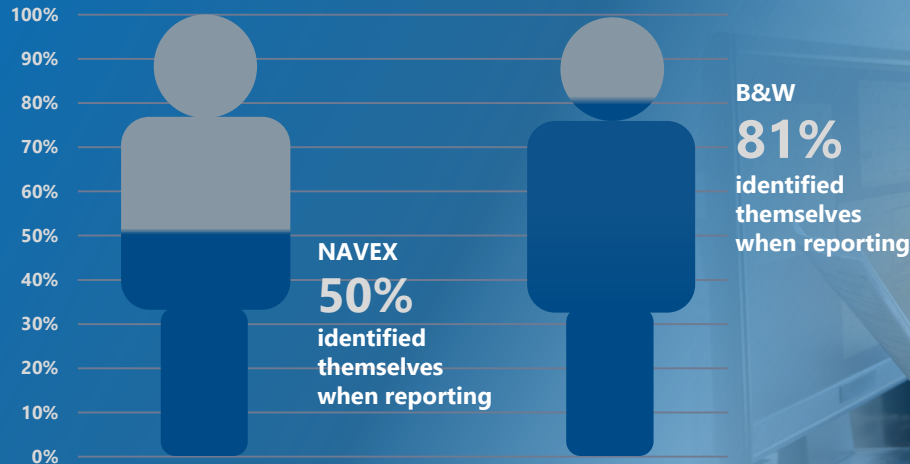
Integrity is the foundation of B&W's success. As individuals, our personal integrity means that others can trust and respect us, and know that we will be honest, fair and forthright. As a company, integrity means that we will always honor our commitments and be a reliable business partner. Integrity protects our reputation and enables us to thrive. *There's Strength in Integrity.*

For more visibility into B&W's Ethics and Compliance Program we encourage you to review our due diligence information registered with Tcompliance (formerly Trace International) at [TRAC Directory](#). B&W's TRAC Registration number is: 3-21-933-7964-32.



Trust in the reporting and investigation process is a key component of an effective Ethics and Compliance program. NAVEX Global's latest workplace reporting benchmark for anonymous reporting is 50%, indicating that half of the people filing a report prefer to remain anonymous. However, at B&W only 19% of reports are filed on an anonymous basis, which suggests that B&W employees trust our investigation process and feel comfortable identifying themselves without fear of retaliation.

B&W employees have high confidence in our reporting and investigation practices



Responsible Supply Chain

We do not view ourselves as having any “principal” suppliers because none exceed 10% of the Company’s cost of goods sold. We generally purchase raw materials and components as needed for individual contracts. We do not depend on a single source of supply for any significant raw materials.

We designed our due diligence measures to conform, in all material respects, with the framework in The Organization for Economic Co-operation and Development (“OECD”) Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (“the Guidance”) and the related supplements for gold, tin, tantalum and tungsten.



View our [SEC Conflict Minerals Disclosure](#)

Raw Materials

We support sourcing components and materials from suppliers that share our values regarding respect for human rights, ethics and environmental responsibility.

Our operations use raw materials such as carbon and alloy steels in various forms and components and accessories for assembly, which are available from numerous sources. We are committed to complying with the SEC disclosure requirements and are working with our suppliers to perform reasonable country of origin inquiries and due diligence in determining the potential for Conflict Minerals in our supply chain and products. We expect our suppliers to partner with us in our commitment to compliance and have designed our efforts to align with Conflict Minerals reporting rules.



View our [Modern Slavery Transparency Statement](#)

Supply Chain Due Diligence

1. Establishing strong company management systems regarding conflict minerals
2. Identifying and assessing risks in our supply chain
3. Designing and implementing a strategy to respond to identified risks in our supply chain
4. Utilizing independent third-party audits of supply chain diligence
5. Publicly reporting on our supply chain due diligence

High-Quality Performance Strategy

B&W maintains a reputation for designing and manufacturing high-quality, high-value engineered solutions that deliver outstanding performance year after year. Managing and continuously improving quality in aspects of our operations helps to improve efficiency, reduce waste and improve the long-term health of our company.

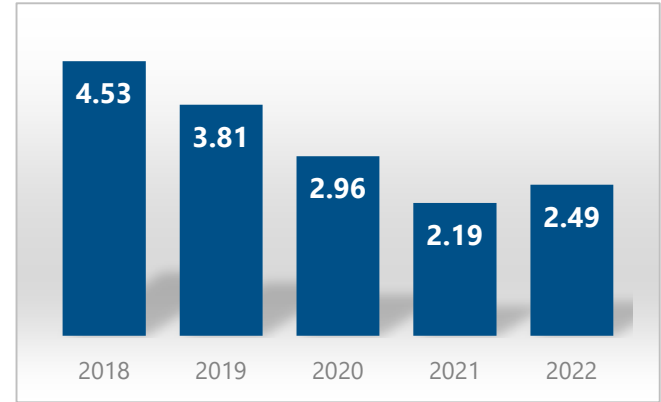
We're committed to ensuring the products we deliver meet or exceed our customers' quality expectations. Areas of focus include project development, structural integrity, workforce health and safety – in addition to the overall lifecycle impact of engineered systems and components.

Reduction in non-conformance occurrences is one way by which we measure success. Over the past four years, our non-conformance ratio (NCR) has decreased by more than 50 percent. The slight decrease in NCRs was not enough to offset a significant decrease in man-hours due to work consolidation and reorganization. Therefore, our cost of poor quality (CoPQ) value increased by 0.3 in 2022.

Continuous Improvement

We fulfill quality requirements through a robust quality management system that includes:

- Independent third-party certifications for global products and services reduces travel
- *Our Target Zero* quality initiative
- Continuous monitoring of quality objectives and key performance indicators
- The supporting of project execution throughout the lifecycle of a project
- Identifying potential quality risks and concerns during the proposal process
- Collaboration with Project Managers to mitigate quality risks and issues during execution
- Detailed monitoring and improvement of vendor quality and inspections
- Engineering support on quality issues
- Quality plans and inspection and test plans in conjunction with manufacturing / fabrication to ensure the quality of the product
- Collaboration with field and service experts to ensure construction quality



Reduction in non-conformance occurrences per 10,000 hours worked indicates an overall improvement in quality

 [View our *Quality, Safety and Environmental Certifications*](#)

ASME / American Society of Mechanical Engineers, National Board

- Akron B&W ASME "S" Certificate
- Akron National Board "NB" Certificate
- Akron National Board "R" Certificate
- B&W Chanute ASME "PP" Certification
- B&W Chanute ASME "S" Certification
- B&W Chanute ASME "U" Certification
- B&W Chanute National Board "NB" Certificate
- B&W Chanute National Board "R" Certificate
- B&W Copley ASME "S" Certificate
- B&W Copley ASME "U" Certificate
- B&W Copley National Board "NB" Certificate
- B&W Copley National Board "R" Certificate
- B&W de Monterrey ASME "S" Certificate
- B&W de Monterrey ASME "U" Certificate
- B&W de Monterrey National Board "NB" Certificate
- B&W de Monterrey National Board "R" Certificate
- BWCC ASME "A" Certificate
- BWCC National Board "R" Certificate
- Lancaster B&W ASME "S" Certificate
- PTBWA ASME "PP" Certification
- PTBWA ASME "S" Certification
- PTBWA ASME "U" Certification
- PTBWA National Board "NB" Certification
- PTBWA National Board "R" Certification

ISO / International Organization for Standardization

- Akron ISO 9001
- B&W A/S ISO 9001, ISO 14001, ISO 45001
- BWCC ISO 9001
- BWM ISO 9001
- DP Dumbarton ISO 9001, ISO 14001, ISO 45001
- DP Germany ISO 9001
- DP Lancaster ISO 9001
- DP Sweden ISO 9001
- PTBWA ISO 9001, ISO 14001, ISO 45001
- SPIG S.p.A. ISO 9001, ISO 14001, ISO 45001
- SPIG Shanxi ISO 9001



CAUTIONARY NOTE REGARDING FORWARD-LOOKING STATEMENTS

This report contains forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. All statements other than statements of historical or current fact included in this report are forward-looking statements. You should not place undue reliance on these statements. Forward-looking statements include words such as “expect,” “intend,” “plan,” “likely,” “seek,” “believe,” “project,” “forecast,” “target,” “goal,” “potential,” “estimate,” “may,” “might,” “will,” “would,” “should,” “could,” “can,” “have,” “due,” “anticipate,” “assume,” “contemplate,” “continue” and other words and terms of similar meaning in connection with any discussion of the timing or nature of future operational performance or other events.

These forward-looking statements are based on management’s current expectations and involve a number of risks and uncertainties, including, among other things; the impact of global macroeconomic conditions, including inflation and volatility in the capital markets; the impact of the ongoing conflict in Ukraine; the Company’s ability to integrate acquired businesses and the impact of those acquired businesses its cash flows, results of operations and financial condition, including the recent acquisitions of Babcock & Wilcox Solar Energy, Inc. (formerly known as Fosler Construction Company Inc.), Babcock & Wilcox Renewable Service A/S (formerly known as VODA A/S), Fossil Power Systems, Inc., Optimus Industries, LLC and certain assets of Hamon Research-Cottrell Inc.; the Company’s recognition of any asset impairments as a result of any decline in the value of its assets or its efforts to dispose of any assets in the future; the Company’s ability to obtain and maintain sufficient financing to provide liquidity to meet its business objectives, surety bonds, letters of credit and similar financing; the Company’s ability to comply with the requirements of, and to service the indebtedness under, its debt facility agreements; the Company’s ability to pay dividends on its 7.75% Series A Cumulative Perpetual Preferred Stock; the Company’s ability to make interest payments on its 8.125% senior notes due 2026 and its 6.50% notes due 2026; the highly competitive nature of the Company’s businesses and the ability to win work, including identified project opportunities in the Company’s pipeline; general economic and business conditions, including changes in interest rates and currency exchange rates; cancellations of and adjustments to backlog and the resulting impact from using backlog as an indicator of future earnings; the Company’s ability to perform contracts on time and on budget, in accordance with the schedules and terms established by the applicable contracts with customers; failure by third-party subcontractors, partners or suppliers to perform their obligations on time and as specified; delays initiated by the Company’s customers; the Company’s ability to successfully resolve claims by vendors for goods and services provided and claims by customers for items under warranty; the Company’s ability to realize anticipated savings and operational benefits from the Company’s restructuring plans, and other cost savings initiatives; the Company’s ability to successfully address productivity and schedule issues in the Company’s B&W Renewable, B&W Environmental and B&W Thermal segments; the Company’s ability to successfully partner with third parties to win and execute contracts within the Company’s B&W Environmental, B&W Renewable and B&W Thermal segments; changes in the Company’s effective tax rate and tax positions, including any limitation on the Company’s ability to use its net operating loss carryforwards and other tax assets; the Company’s ability to successfully manage research and development projects and costs, including the Company’s efforts to successfully develop and commercialize new technologies and products; the operating risks normally incident to the Company’s lines of business, including professional liability, product liability, warranty and other claims against us; difficulties we may encounter in obtaining regulatory or other necessary permits or approvals; changes in actuarial assumptions and market fluctuations that affect the Company’s net pension liabilities and income; the Company’s ability to successfully compete with current and future competitors; the Company’s ability to negotiate and maintain good relationships with labor unions; changes in pension and medical expenses associated with the Company’s retirement benefit programs; social, political, competitive and economic situations in foreign countries where we do business or seek new business; the impact of COVID-19 or other similar global health crises; and the other factors specified and set forth under “Risk Factors” in the Company’s periodic reports filed with the Securities and Exchange Commission, including the Company’s most recent annual report on Form 10-K.

These forward-looking statements are made based upon detailed assumptions and reflect management’s current expectations and beliefs. While the Company believes that these assumptions underlying the forward-looking statements are reasonable, the Company cautions that it is very difficult to predict the impact of known factors, and it is impossible for the Company to anticipate all factors that could affect actual results. The forward-looking statements included herein are made only as of the date hereof. The Company undertakes no obligation to publicly update or revise any forward-looking statement as a result of new information, future events, or otherwise, except as required by law.



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