



WOVEN METAL PRODUCTS, INC



# **Our Approach to Sustainable Business**

2022



WOVEN METAL PRODUCTS, INC

# Contents

- 01 A Letter from Our President
- 02 About Us
- 03 Supporting Sustainability
- 04 Our Operations
- 05 Our People
- 06 Our Community
- 07 Our Values

# A Letter from Our President



Woven Metal Products (WMP) is a state-of-the-art fabrication facility with more than 50 years of experience.

WMP has grown with its customers, and with that growth has come increased expertise, capabilities, and state-of-the-art equipment.

A visit to the WMP facility today yields a vast array of workstations, cutting machines (laser, plasma and waterjet), perforation machinery, press breaks, welding essentials, knitting machines and much more, all executed by dedicated, trained and skilled personnel.

With a multitude of equipment and gases needed to operate our equipment, there is an obvious need for sustainable practices, which we carry out at WMP.

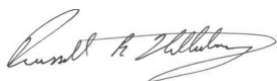
We are committed to providing superior quality and unparalleled customer service in all aspects of our business. We accomplish this by observing a common set of values and by partnering with organizations that have the finest reputation.

Reliable Quality, Partnership Attitude and Attention to Detail, are core to everything we do.

These values drive our work ethic and our work product, as well as our long-standing history of safety.

Protecting our shared environment is of fundamental importance to WMP, as it is to our team members, customers and suppliers.

WMP is constantly evolving, not only to better meet our customers' needs, but also to be a steward of the future for our people and for our communities. I invite you to learn about the steps we are taking to set our company, our team members, and our environment up for success.



Russell Hillenburg  
President



# About Us

Woven Metal Products got its start in 1967 as a manufacturer of wire mesh internals for Dow Chemical worldwide. As Dow's products changed, WMP's facility and its capabilities grew. Perforated materials became a key component, and a part of the WMP General Fabrication division, which services all custom fabrication needs.

Additionally, WMP began manufacturing vessel internals, and eventually created the Reactor Internals Division, still present today. This division focuses on products such as center pipes, cover plates, scoops, catalyst support grids, expander rings, beams, sieve trays, chimney trays, proprietary distribution trays, reactor hardware and more.

In 1974, WMP assisted in the development of the UOP scallop design, which helped launch the market share that WMP holds in scallops. Today, all these products are commonplace at WMP, and many licensors look to WMP to help create their proprietary technology in many of these areas.



Shortly after in 1976, IndChem (IC) was founded as a subsidiary of WMP in the service and maintenance business servicing the same industries as WMP. Later, as the industry and WMP evolved, IC transitioned from turnaround and maintenance work into the carbon steel and structural fabrication company it is today.

The '80s saw continued growth for WMP in CNC machinery, punch presses, as well as in custom reactor internals and general fabrication, which fueled a facility expansion complete with a new high-bay and new offices in 2010.

Due to unmet market demands and at the insistence of many customers, WMP later launched its Tower Division in 2012 to formalize the work already being done and to expand upon its existing tower product offering. The Tower Division comprises Mass Transfer, Separation Solutions and consignment hardware and offers products such as trays, random and structured packing, mist eliminators, liquid-liquid coalescer devices and/or elements, beam and ring supports, element housings, inlet diffusers, custom trailers outfitted with needed hardware and more. These offerings support clients during their shutdown or repair periods, as we offer parts in all commonly used and exotic material types.

In 2017 and 2019, WMP further expanded and now boasts over 125,000 square feet of shop space. The future for WMP is bright as it offers complete Reactor and Tower process internals solutions to its customers — from concept inception working with its engineering department to design and create, to completion and inspection with one of the leading quality control departments, and to shipping to the final destination.

Because WMP has grown with its customers, never compromising on quality, the company has experienced the growth and reputation that make it what it is today — a success.



# Supporting Sustainability

Protecting our shared environment is a priority for WMP, our team members, customers and suppliers. To support this common goal, and be a leader in our industry, we are dedicated to:



Complying with applicable local, state and federal environmental regulations.



Continually reducing the environmental impact of our products and processes, including pollution prevention and waste reduction.



Using natural resources, including raw materials, energy and water, as efficiently as possible.



Seeking vendors that have our common environmental goals and purchasing sustainable products.

We will work to achieve these commitments by:



Evaluating our products and processes and dedicating ourselves to finding better alternatives to support environmentally conscious ideals.



Working collaboratively with our suppliers, customers and the surrounding community on environmental issues.

**We are focused on promoting holistic sustainability in three areas:**



**Our Operations**



**Our People**



**Our Community**

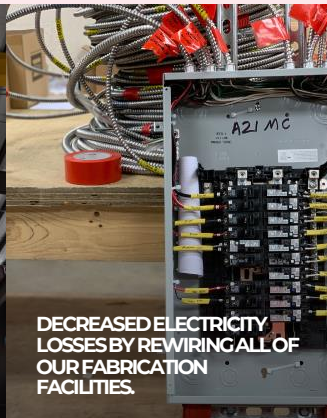
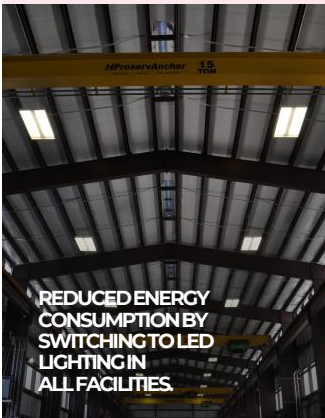


# Our Operations

## Reducing Our Environmental Impact

Over the last few years, WMP has implemented several improvements to better our work environment, our own sustainable behavior, as well as improving processes to ensure ongoing dedication to sustainability.

A few examples include:





## TRACKING OUR PROGRESS

601,185 pounds of scrap metal  
recycled in 2021, nearly the weight of  
the metal of two Statues of Liberty.

## Recycling, Energy Conservation and Carbon Footprint

WMP and its subsidiaries regularly reinvest in better equipment that utilizes less power with increased capacity. Our commitment to improved R&D and the latest technological advancements in our field also support our dedication to sustainability.

Our standard procedure involves recycling all scrap metal and other unused materials as appropriate.

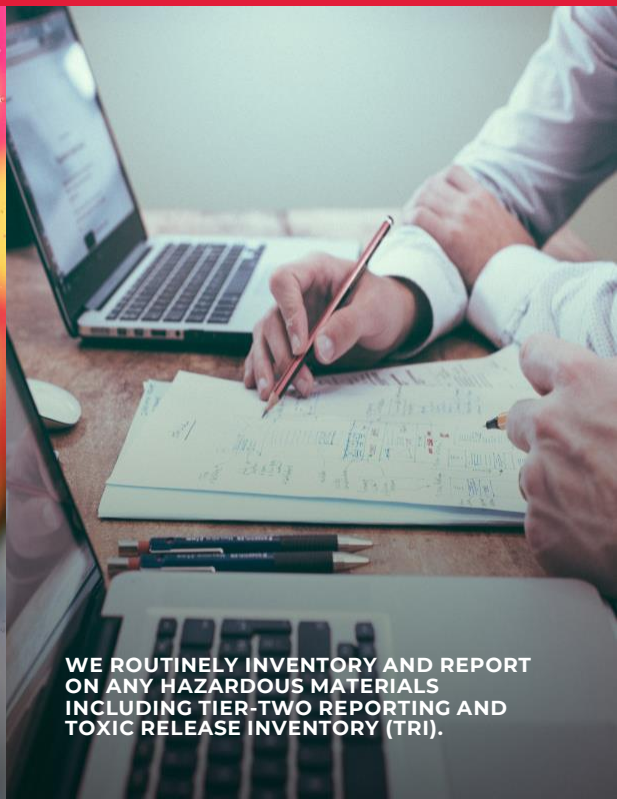
All weld gases and other on-site gases needed for production are also routinely monitored, limiting any unnecessary or wasteful utilization.

# Focus on Compliance

WMP has an ongoing, critical focus on safety, including appropriately handling materials and using the proper safety measures with equipment, personal tools, protection and more. Our dedicated safety and compliance manager ensures all team members understand and follow safe workplace guidelines, from the shop floor to our IT systems and cybersecurity.



**PROCEDURES ARE IN PLACE FOR SPILL PREVENTION, CONTAINMENT CONTROL AND COUNTERMEASURE PLANS.**



**WE ROUTINELY INVENTORY AND REPORT ON ANY HAZARDOUS MATERIALS INCLUDING TIER-TWO REPORTING AND TOXIC RELEASE INVENTORY (TRI).**



**OUR HAZARDOUS WASTE HANDLING PROCEDURE ENSURES WASTE IS HANDLED APPROPRIATELY AND SAFELY. ALL TEAM MEMBERS ARE TRAINED ON THIS KEY PROCEDURE.**



**MATERIALS INCLUDING ELECTRONIC WASTE, UNIVERSAL WASTE, USED OIL/OIL FILTERS, AEROSOL CANISTERS, PARTS, WASHER SOLVENT AND OTHER CONTAINED SOLUTIONS ARE SAFELY AND APPROPRIATELY HANDLED AND DISPOSED.**



**STORAGE TANKS AND CHEMICAL STORAGE INCLUDING ABOVEGROUND STORAGE TANKS (AST), CHEMICAL STORAGE AND MORE ARE ROUTINELY MONITORED, CHECKED, AND SAFELY AND APPROPRIATELY DISPOSED OF AND/OR EMPTIED.**

We are a QAS International ISO 9001:2015 registered company and have been since the early 2000s.

Each year we go through an extensive management system audit to maintain our certification. Our compliance with ISO indicates to our clients and prospective customers that we adhere to the top standards in fabrication. Our audit process involves testing our equipment to make sure it's accurate and up to date, as well as proving quality by following a product in fabrication from start to finish.







# Our People

## Caring for Our People and Partners

At WMP we believe our team members are the backbone of everything we do — and that the key to engaging customers is engaging your team members. We strive to maintain a culture of teamwork, continuous improvement and a dedication to our industry and craft. We take pride in providing training for our team members at every level to learn new skills and stay on top of industry standards, so they can grow in their current and future roles within our organization. We also offer our team members a competitive benefits package, including medical, dental and vision coverage, as well as a 401(k) savings plan.





When it comes to safety, WMP has one goal: **zero injuries.**

## Safety Practices

WMP believes safety is everyone's responsibility, and we rely on our team members to help us ensure a safe environment by incorporating safety awareness in all decisions. Throughout our facilities, we provide safety equipment such as fire extinguishers, automated external defibrillators (AEDs), eyewash stations and more. Our business upholds all applicable OSHA safety standards, in addition to our own safety protocols. Mandatory personal protective equipment (PPE) requirements and procedures are in place for anyone working in our facilities.

We adhere to the standards set forth by the Global Harmonized System used to label chemical hazards and safety data sheets. All team members have the right to know the chemicals that may be found in their work areas or used as part of their work. Various key words communicate the hazard severity in the simplest form possible, while the hazard statement addresses the health and physical hazards of the chemical.

Safety Data Sheets are used to keep track of chemical compositions that are on-site, as well as the safety measures associated with each chemical. These can be found at the front of the WMP main shop building's front door.

Lockout/Tagout is also an important part of day-to-day activities at WMP. Team members who use machines or equipment serviced under the Lockout/Tagout standards are required to learn and know the procedures. Only maintenance personnel are permitted to work on equipment and do the actual Lockout/Tagout.

Emergency evacuation escape route plans are also in place and posted throughout the facility. Muster points are also labeled throughout the facility, so anyone knows their closest gathering point in the event of an emergency.



# Code of Conduct and Ethics

## 01

We all deserve to work in an environment where we are treated with dignity and respect. WMP is committed to creating such an environment, as it brings out the full potential in each of us – and in turn, contributes directly to our business success.

## 02

WMP's rules and standards of conduct are essential to our productive work environment. WMP employees are required not only to know our company rules and standards, but also to adhere to them in all aspects of the job. It is critical from a safety standpoint, as well as a quality and sustainability factor.

## 03

We encourage all team members to freely come forward to leadership with any concerns about workplace safety, illegal acts or unethical conduct.

## 04

WMP is committed to providing a workplace that is free of discrimination of all types and from abusive, offensive or harassing behavior.





# Our Community

## Woven Together

At WMP, we are working to live out our brand promise of partnership and embracing collaboration, especially when it comes to helping others grow their capabilities and skills. Knowing that traditional higher education isn't for everyone, we're helping grow the future workforce for manufacturing skilled labor opportunities by spotlighting the benefits of a trade skills career. Through our community engagement program, **WOVEN TOGETHER** we are invested in supporting the communities where our team members live and work.



### TRACKING OUR PROGRESS

WMP is dedicated to giving back to the community where we live and work. In 2020 and 2021, we gave **\$14,362** in charitable contributions.

## Leading in the Community

WMP is a member of the Alvin-Manvel Area Chamber of Commerce.

Russell Hillenburg, president of WMP, also sits on the Advisory Committee for Alvin Community College's Welding Technology Program. In this role, he periodically meets with the program's students to share updates and insights on the fabrication industry. He's also a founding advisory board member for a local entrepreneurial program for high schoolers and treasurer of the board of the Friendswood ISD Education Foundation.



## Spark for the Future Scholarship

Each year, we award a local student who is pursuing higher education and instruction in welding and related metal-working specializations with a \$1,000 scholarship to apply to their educational costs. Award applications are available for study at vocational and accreditation programs, as well as two- and four-year undergraduate programs.



## Educational Opportunities & Site Visits

WMP participates in co-op programs to provide welding technology students hands-on training opportunities at our facility. Our leadership team periodically visits local colleges and high schools to discuss manufacturing and skills-based career opportunities with students.

## Community Partners

We work with local organizations that provide resources to help families and individuals achieve their full potential, such as Houston-based Wheelhouse and Alvin HOPE, providing financial and resource support.



THE WHEELHOUSE



# Company Values

## Our Purpose

To provide leading custom solutions regarding fabrication and manufacturing primarily for energy, chemical and process industries

## Our Vision

To be a premier fabrication facility with a global reputation for industry expertise and custom design solutions

## Our Promise

Reliable Quality  
Partnership Attitude  
Attention to Detail

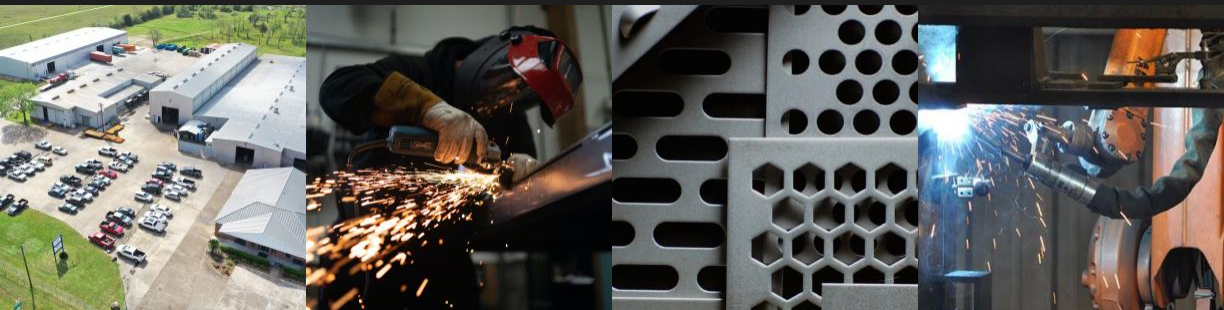
## Our Values

Integrity  
Excellence  
Innovation  
Collaboration

## Our Leader Behaviors

Embodies the company values and principles  
Acts as a team player, demonstrates willingness to help junior team members grow capabilities and skills  
Executes efficiently within domain expertise  
Serves as a good steward of company resources and employee time  
Communicates effectively and with respect for all team members  
Remains mindful of the company's vision in prioritization of focus and delivery





To arrange a visit or discuss your custom needs, please contact:

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