

To assist stakeholders in understanding and benchmarking our performance, we utilize the Global Reporting Initiative (GRI) Standards. The GRI Standards includes an internationally recognized set of indicators for economic, environmental and social topics related to business performance. (For additional information on the GRI Standards, please visit [www.globalreporting.org](http://www.globalreporting.org).)

The references provided in our GRI Content Index includes direct answers with further detail and links to publicly available sources on our corporate website.

Our reporting period spans 2018 and 2019 as 2018 is our baseline year for greenhouse gas reporting and is our first fully assured environmental data set. Assurance of the 2019 dataset was delayed due to Covid-19 pandemic. This Index will be updated upon conclusion of the 2019 Assurance process.

**I. General Disclosures:**

Indicator	Description	References
<b>Organizational Profile</b>		
102-1	Name of the organization	PQ Corporation
102-2	Activities, brands, products, and services	<a href="#">About Us</a> PQ Corporation is a leading global provider of specialty catalysts, services, materials and chemicals that serve the following applications: fuels and emissions controls, consumer products, highway safety and construction, packaging and engineered plastics, industrial and process chemicals and natural resources. Our chemical products are complemented by the Potters® brand microspheres, a leading producer of engineered glass materials serving the highway safety, polymer additive, metal finishing, and conductive particle markets for more than 100 years.
102-3	Location of headquarters	Our corporate headquarters are located at Valleybrooke Corporate Center at 300 Lindenwood Drive in Malvern, PA 19355-1740
102-4	Location of operations	<a href="#">2019 10-K Filing</a> (“Properties”, page 43) Our operating headquarters are located in Malvern, Pennsylvania and our primary research and development facility is in Conshohocken, Pennsylvania. As of December 31, 2019, we had 70 manufacturing facilities in 19 countries on six continents. We also had 14 administrative facilities and six research and development facilities located in 13 countries.
102-5	Ownership and legal form	PQ Corporation (Ticker: “PQG”) is a publicly traded company on the New York Stock Exchange.
102-6	Markets served	<a href="#">Our Markets</a> Our products are used in the following applications: fuels and emissions controls, consumer products, highway safety and construction, packaging and engineered plastics, industrial and process chemicals and natural resources.
102-7	Scale of the organization	<a href="#">2019 10-K Filing</a> (“Our Company”, pages 2-3) <a href="#">Investor Presentation</a> (“PQ Corporation Overview, page 3)

<b>Organizational Profile</b>		
102-8	Information on employees and other workers	<p><a href="#">2019 10-K Filing</a> (“Employees”, page 18)</p> <p>As of December 31, 2019, we had 3,279 employees worldwide, of which 1,491 were employed in the United States, 527 were employed in Canada, Mexico, Brazil and Argentina, 956 were employed throughout Europe, 38 were employed in South Africa and 97 were employed in Indonesia. Our remaining employees are dispersed throughout Asia and Australia, primarily in Australia, China, Thailand and Japan.</p> <p>Contractors and/or seasonal workers do not comprise a significant amount of our workforce. We do not typically employ part time workers.</p>
102-9	Supply chain	<p><a href="#">2019 10-K Filing</a> (“Manufacturing Platforms”, pages 10, 12, 14 and 15)</p> <p>PQ Corporation maintains a diverse supply chain, comprised of thousands of suppliers globally.</p> <p>Key components within our supply chain include sand, recycled glass, carbonates, spent sulphuric acid destined for recycling.</p>
102-10	Significant changes to the organization and its supply chain	<p>During 2019, PQG entered into an agreement with Ennis-Flint to acquire two of their manufacturing sites; one in North Carolina and one in Texas.</p>
102-11	Precautionary Principle or approach	<p><a href="#">Health, Safety &amp; Environment</a></p> <p><a href="#">Sustainability</a></p> <p>We strive to constantly improve our environmental performance for all our processes, products and facilities across our operations. We are guided by the American Chemistry Council (ACC) Responsible Care® program requirements and ISO 14001 standards for continuous improvement.</p>
102-12	External initiatives	<p><a href="#">Sustainability</a></p> <p>PQ Corporation actively supports the American Chemistry Council's Responsible Care® program and the United Nations Sustainable Development Goals.</p>
102-13	Membership of associations	<p>PQ is an active member of the American, Canadian, and European Chemical trade associations -ACC, CIAC, and CEFIC respectively.</p>
<b>Strategy</b>		
102-14	Statement from the most senior decision-maker	<p><a href="#">Sustainability</a></p> <p>2019 Annual Report</p>
102-15	Key impacts, risks, and opportunities	<p><a href="#">Sustainability</a></p> <p><a href="#">2019 10-K Filing</a> (“Business”, pg 2-7; and “Risk Factors”, pages 21-43)</p> <p><a href="#">Investor Presentation</a></p>

Ethics and Integrity		
102-16	Values, principles, standards, and norms of behavior	<a href="#">About Us</a> <a href="#">Code of Conduct</a> We are driven by our values of integrity and fairness, diligence and service, and learning and imagination. PQ Corporation believes our strong culture and spirit of teamwork benefits our customers, our employees, our suppliers, and the communities where we operate.
Ethics and Integrity		
102-17	Mechanisms for advice and concerns about ethics	<a href="#">Code of Conduct</a> (pages 13-14) <a href="#">Code of Ethics for Senior Executives and Financial Officers</a> <a href="#">Proxy Statement</a> (page 18) We have adopted a written Code of Conduct applicable to all employees and a written Code of Ethics for Senior Executive and Financial Officers, which are designed to ensure that our business is conducted with integrity. These codes cover, among other things, professional conduct, conflicts of interest, accurate record keeping and reporting, public communications and the protection of confidential information, as well as adherence to laws and regulations applicable to the conduct of our business Our Chief Compliance Officer, Chief Administrative Officer, and PQ Concern Line all serve as outlets for our employees to seek advice and report ethics concerns.
Governance		
102-18	Governance structure of the organization	<a href="#">Corporate Governance Guidelines</a> <a href="#">Board of Directors</a> <a href="#">Committee Composition</a>
102-22	Composition of the highest governance body and its committees	<a href="#">Board of Directors</a> <a href="#">Committee Composition</a> <a href="#">Proxy Statement</a> (page 13)
102-23	Chair of the highest governance body	<a href="#">Proxy Statement</a> , page 16 Belgacem Chariag is Chairman, President, and Chief Executive Officer. We also maintain an Independent Lead Director.
102-24	Nominating and selecting the highest governance body	<a href="#">Corporate Governance Guidelines</a> (page 1) <a href="#">Nominating and Corporate Governance Committee Charter</a> <a href="#">Proxy Statement</a> (page 16)
102-25	Conflicts of interest	<a href="#">Code of Ethics for Senior Executive and Financial Officers</a> <a href="#">Nominating and Corporate Governance Committee Charter</a> <a href="#">Proxy Statement</a> (page 23)

102-28	Evaluating highest governance body's performance	<a href="#">Corporate Governance Guidelines</a> (page 4) <a href="#">Proxy Statement</a> (page 16)
102-35	Remuneration policies	<a href="#">Compensation Committee Charter</a> <a href="#">Proxy Statement</a> (page 25-26)
102-36	Process for determining remuneration	<a href="#">Proxy Statement</a> (page 24-46)
102-38	Annual compensation ratio	<a href="#">Proxy Statement</a> (page 44)
<b>Stakeholder Engagement</b>		
102-40	List of stakeholder groups	Our stakeholders include shareholders, employees, suppliers, communities, customers, and industry associations.
102-41	Collective bargaining agreements	<a href="#">2019 10-K Filing</a> ("Employees", page 18)  As of December 31, 2019, we had 3,279 employees globally, approximately 50% of which were represented by a union, works council or other employee representative body.
102-42	Identifying and selecting stakeholders	We define stakeholders as those who are directly impacted by our business activities, and whose partnership is important to achieving our mission and business strategies.
102-43	Approach to stakeholder engagement	We believe that active engagement with stakeholders is essential for PQ's success and to delivering shared value.  We engage with our key stakeholder groups through the following: <ul style="list-style-type: none"> <li>• <b>Shareholders:</b> Annual Meeting of Shareholders, quarterly conference calls and ongoing direct engagement with investors</li> <li>• <b>Employees:</b> Town hall meetings, performance reviews, company events, wellness and team building activities</li> <li>• <b>Suppliers &amp; Vendors:</b> annual meetings with suppliers, periodic HSES audits</li> <li>• <b>Communities:</b> Volunteering, collaboration with local communities, and supporting local organizations and charities</li> <li>• <b>Customers:</b> periodic customer meetings</li> <li>• <b>Industry Associations:</b> Meetings, conferences and working groups participation</li> </ul>
102-44	Key topics and concerns raised	Priority topics identified among our key stakeholder groups include the following: <ul style="list-style-type: none"> <li>• <b>Community Health &amp; Safety</b> (Important to shareholders, industry associations, employees and communities)</li> <li>• <b>Climate Risk &amp; Opportunity Management</b> (Important to shareholders, industry associations, employees, suppliers and communities)</li> <li>• <b>Diversity &amp; Inclusion</b> (Important to shareholders, industry associations, employees, suppliers and communities)</li> <li>• <b>Ethics &amp; Compliance</b> (Important to shareholders, employees and communities)</li> </ul>

		<ul style="list-style-type: none"> <li>• <b>Hazardous Waste Management</b> (Important to shareholders, industry associations, employees and communities)</li> <li>• <b>Product Innovation</b> (Important to shareholders, industry associations and employees)</li> <li>• <b>Resource Efficiency &amp; Circular Design</b> (Important to shareholders, industry associations, employees, suppliers and communities)</li> <li>• <b>Social and Economic Value of Products</b> (Important to shareholders, industry associations, employees, suppliers and communities)</li> <li>• <b>Worker Health &amp; Safety</b> (Important to shareholders, industry associations, employees and suppliers)</li> </ul>
<b>Reporting Practice</b>		
102-45	Entities included in the consolidated financial statements	<a href="#">2019 10-K Filing</a> (“Basis of Presentation”, page F-10; and “Principles of Consolidation, page F-11)
102-46	Defining report content and topic boundaries	To define report content and boundaries for our GRI Specific Standard Disclosures, we have assessed the materiality of topics among key stakeholder groups both within and outside our organization.
102-47	List of material topics	The list of material topics can be found in “Specific Standard Disclosures” section of the GRI Index.
102-48	Restatements of information	Not applicable during the reporting period.
102-49	Changes in reporting	Not applicable during the reporting period.
102-50	Reporting period	Our reporting period for this GRI Index covers calendar years 2018 (assured environmental metrics) and 2019.
102-51	Date of most recent report	Not applicable – this is our first report.
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	<a href="#">Contact Us</a>
102-56	External assurance	<a href="#">Sustainability</a>  Verification Statement was completed by iCompli, a BPA Worldwide company, following ISO-14064-3 Greenhouse gases – Specification with guidance for the validation and verification of greenhouse gas assertions. The letter may be viewed via a link in our 2019 Sustainability Report posted on our website (Page 15).

**II. Specific Standard Disclosures:**

**Management Approach Disclosures and Indicators**

Material Topics	GRI Indicators		References
<b>Economic</b>			
Economic Performance	103	Management approach disclosure	2019 Annual Report <a href="#">Investor Presentation</a>
	201-1	Direct economic value generated and distributed	2019 10-K Filing (“Consolidated Statements of Income, page F-5) <a href="#">Sustainability</a>  While numerous PQ facilities currently participate in activities for the benefit of their local communities, we have a focused goal to ensure all sites are actively engaged with their communities and tracking their contributions.
	201-2	Financial implications and other risks and opportunities due to climate change	2019 10-K Filing (“Risk Factors”, page 30) <a href="#">Investor Presentation</a> (“Products for a Sustainable Future”, page 12)  We also report to the CDP Climate Change program and have begun to utilize the Task Force for Climate-Related Disclosures (TCFD) framework to guide our risk and opportunity assessments.
Indirect Economic Impacts	103	Management approach disclosure	<a href="#">Our Markets</a> <a href="#">2019 10-K Filing</a> (“Business”, pages 2-7)
	203-1	Infrastructure investments and services supported	<a href="#">Investor Presentation</a> (“Innovation”, page 11) <a href="#">2019 10-K Filing</a> (“Our End Markets”, page 4; and “Disaggregated Revenue”, page F-23)
Anti-Corruption	103	Management approach disclosure	<a href="#">2019 10-K Filing</a> (“Risk Factors”, pages 22-23)  While not a formal signatory member, PQ follows the UN Global Compact’s 10 Principles. We achieved top quartile performance on Ethics in our 2019 Ecovadis ESG Assessment. We have policies for anti-corruption, bribery, insider trading, and a Code of Ethics. All employees are regularly trained on the Code of Ethics.  Our internal audit team leads our enterprise risk management process to ensure compliance health, risk minimization, and appropriate documentation of all investigations. We have a structured approval process including validation of necessity, retention, and delegation of authority and payment methods.
	205-1	Operations assessed for risks related to corruption	<a href="#">Sustainability</a> <a href="#">Corporate Governance Guidelines</a>  Our Enterprise Risk Management (ERM) team oversees and regularly audits all operational transactions to identify and eliminate

Material Topics	GRI Indicators		References
			<p>corruption. The ERM, including internal audit, conducts regular risk assessments and reports findings to the Board of Directors.</p> <p>The Board of Directors reviews quarterly compliance audit and whistleblower investigation reports to ensure appropriate action has been taken.</p>
	205-2	Communication and training on anti-corruption policies and procedures	<p>In 2019, required trainings and refresher trainings were conducted throughout the year, including job-specific compliance training. Additionally, PQ Corporation's Code of Conduct and Anti-bribery policies and information was distributed to all new hires and reviewed individually with employees, globally.</p>
	205-3	Confirmed incidents of corruption and actions taken	<p>PQ had no reported or confirmed incidents of corruption during the reporting period.</p>
<b>Environmental</b>			
Energy	103	Management approach disclosure	<p><a href="#">Sustainability</a></p> <p><a href="#">Health, Safety and Environment Committee Charter</a></p> <p>We actively monitor energy performance at our facilities, utilizing historical, market and industry data to identify where improvements can be made and work to address the opportunities. We adopt infrastructure and technology solutions to reduce our electrical consumption and improve energy efficiency at our facilities. We also report on our energy usage and management approach in the American Chemistry Council's Responsible Care® program.</p> <p>Our 2019 goal is to have energy management plans implemented at all sites by 2025. We have a number of two facilities that are ISO-50001 certified.</p>
	302-1	Energy consumption within the organization	<p>In 2018, energy consumption was 5,465,476 megawatt hours (MWhs). Our energy sources included natural gas, electricity, gasoline, propane, and electricity of which 90% of our energy was from natural gas.</p> <p>While we have not quantified our renewable energy, our electricity consumption includes renewable sources in some regions.</p>
	302-2	Energy intensity	<p>In 2018, energy intensity was 0.33 megawatt hours (MWhs) per metric tonne of production.</p>
	302-3	Reduction of energy consumption	<p><a href="#">Sustainability</a></p> <p>In 2019, our company has reduced energy consumption through the following initiatives: Our cogeneration facility in Baton Rouge uses waste steam to generate electricity. Steam-to-gas controls were installed at our Chester site to reduce and optimize energy</p>



Material Topics	GRI Indicators		References
			use. We were also able to reduce energy consumption by 15% at our St Louis site through heat recovery with xerogel.
Water	103	Management approach disclosure	<a href="#">Sustainability</a> <a href="#">Health, Safety and Environment Committee Charter</a>  PQ is committed to taking steps to minimize our impacts on water systems, reduce water consumption, and improve water efficiency within our operations. (A recent example of our work in this area, the optimization of a glass furnace at Warrington, UK site has reduced the volume of estuarine river water abstracted, for cooling, from the River Mersey by 3%.)  We actively monitor water performance at each facility, utilizing historical, market and industry data to identify where improvements can be made and work to address the opportunities.
	303-1	Water withdrawal by source  ✓ <b>Third-party assured</b>	In 2018, water consumption was 23,224,125 cubic meters.
	303-2	Water sources significantly affected by withdrawal of water	None identified based on water usage and location of properties.
Emissions	103	Management approach disclosure	<a href="#">Sustainability</a> <a href="#">Health, Safety and Environment Committee Charter</a>  Management of climate related issues is integrated into PQ’s multi-disciplinary company-wide risk identification, assessment, and management processes. Our VP of Environment & Sustainability, who reports to General Counsel, holds responsibility for climate issues. Issues are also monitored by PQ’s Health, Safety & Environment Committee, which shares performance data with our full Board.  We have set a 2020 target to implement energy management plans at all sites by 2025. Initiatives to lessen air emissions are also a priority for PQ. We monitor emissions including greenhouse gases (GHG), hazardous air pollutants (HAPs), and nitrogen oxides (NOX) and sulfur oxides (SOX), among other significant air emissions.  Recent efforts to limit our impacts in this area include the following. Our Winschoten site reduced particulates in the flue gas to < 10 mg/Nm3 through installation of a new dust filter. By installing a Luhr dust filter in the spray tower, we reduced the size of particulates in the flue gas to < 5 mg/Nm3 at our Eijsden site.



Material Topics	GRI Indicators		References
	305-1	Direct greenhouse gas (GHG) emissions (Scope 1)  ✓ Third-party assured	In 2018, Scope 1 emissions were 1,414,229 metric tonnes of carbon dioxide equivalents (CO <sub>2</sub> e).
	305-2	Energy indirect greenhouse gas (GHG) emissions (Scope 2)  ✓ Third-party assured	In 2018, Scope 2 emissions were 183,126 metric tonnes of carbon dioxide equivalents (CO <sub>2</sub> e).
	305-3	Other indirect greenhouse gas (GHG) emissions (Scope 3)	PQ has not captured Scope 3 emissions across the global organization.
	305-4	Greenhouse gas (GHG) emissions intensity	In 2018, GHG emissions per metric tonne of production was 0.096 metric tonnes of carbon dioxide equivalents (CO <sub>2</sub> e-).
	305-6	Emissions of ozone-depleting substances (ODS)	PQ has not captured ozone-depleting substances.
	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	In 2018, PQ emissions for SO <sub>x</sub> and NO <sub>x</sub> were 2,378,699.9 kg and 1,961,048.9 kg, respectively.
Effluents and Waste	103	Management approach disclosure	<p><a href="#">Sustainability</a></p> <p><a href="#">Health, Safety and Environment Committee Charter</a></p> <p>We actively monitor waste performance at each of our facilities, utilizing historical, market and industry data to identify where improvements can be made.</p> <p>To support our commitment to continuous improvement, we apply the principles of ISO14001 at our facilities throughout the world. For chemical facilities in the United States, we also adhere to the Responsible Care RC14001® Technical Specifications of the American Chemistry Council.</p> <p>We have made significant progress in reducing effluents and waste at our sites. For example, the Rahway site has significantly reduced Total Suspended Solids (TSS) in effluent (improved water quality). A filter press was installed to reduce solid waste from effluent treatment plant at Pasuruan. In Rio Claro, we built a new wastewater treatment plant using new technology which has more</p>

Material Topics	GRI Indicators		References
			process control, greater reduction of mass of sludge and better control of treated wastewater parameters.
	306-2	Waste by type and disposal method  ✓ <b>Third-party assured</b>	In 2018, our portfolio waste diversion rate was 25% of the total 108,451 metric tonnes generated.  Our 2019 waste management goal is to reduce process-related hazardous waste disposed by 40% by 2023 against 2018 baseline.
	306-3	Significant spills	Not applicable during the reporting period.
Supplier Environmental Assessment	103	Management approach disclosure	<a href="#">Supplier Code of Conduct</a>  PQ makes ongoing efforts to engage with our suppliers to advance our sustainable procurement goals. PQ evaluates its suppliers through ongoing engagement and assessments including HSES and anti-bribery. Supplier qualification includes HSES performance. PQ continues to make improvements to its supplier qualification program. PQ Supplier Code of Conduct is aligned with ACC sourcing requirements.
	308-1	New suppliers that were screened using environmental criteria	Supplier and contractor qualification include HSES performance.
<b>Social</b>			
Employment	103	Management approach disclosure	<a href="#">Careers</a>  At PQ Corporation, we view our people as family and our most important asset. We remain focused on developing the careers of our engineers and professionals - 30% of which are women. Today there are women on the management teams of each of our business units as well as all our functions: R&D, Finance, HSE and Human Resources.
	401-1	New hires and employee turnover	In 2019, we had 228 new hires. PQ does not currently track voluntary turnover.
	401-2	Benefits	<a href="#">Benefits</a>  We offer multiple healthcare plans, flexible spending accounts, Defined Contribution plans, short-term and long-term disability insurance, vision and dental for full-time employees and their eligible family members.
	401-3	Parental leave	PQ maintains a Family Leave policy outlining the requirements for 12 weeks of leave related to the birth, adoption, or foster-care placement of a child.
Labor/Management Relations	103	Management approach disclosure	<a href="#">2019 10-K Filing</a> (“Risk Factors”, page 35)  We believe we have good relationships with our employees and their respective works councils, unions or other bargaining

Material Topics	GRI Indicators		References
			representatives. There have been no labor strikes or work stoppages in these locations in recent history.
Occupational Health and Safety	402-1	Minimum notice periods regarding operational changes	Minimum notice periods vary across agreements.
	103	Management approach disclosure	<p><a href="#">Sustainability</a></p> <p><a href="#">Health, Safety and Environment Committee Charter</a></p> <p><a href="#">Guiding Principles</a></p> <p>The highest priority for PQ is to manufacture, market, and distribute products in a responsible manner that protects the environment and safeguards the health, safety and security of employees, contractors, customers and the community.</p> <p>In 2019, we continued our flagship health, safety and environmental program - PQ Perfect Days (“Perfect Days”). The Perfect Days program targets at-risk behaviors and celebrates a positive health, safety and environmental performance across the organization on a daily basis.</p> <p>We concluded 2019 with no material incidents or accidents and continue to work towards our target of ACC top quartile total case incident rate performance in 2020.</p>
Training and Education	403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	<p><a href="#">Sustainability</a></p> <p>In 2019, there were no work-related fatalities. PQ had 21 recordable injuries of which 3 were restricted duty and 11 lost-time injuries, resulting in a recordables rate of 0.58, restricted duty rate of 0.08, and a lost-time injury rate of 0.31.</p>
	103	Management approach disclosure	<p>We are proud of our highly collaborative teams that enable an inclusive workplace where our employees are encouraged to bring their own experiences to the table, promoting innovation from all levels of the organization. This constructive work environment has been reinforced with the recent rollout of a fully integrated online performance management process that improves the communication of aligned goals, encourages consistent feedback, and furthers employee engagement.</p> <p>We have implemented a robust Emerging Leaders program, and over 150 of our high potential managers have participated thus far. The goal is to build the leadership capabilities of our emerging talent and provide the fundamental skills every leader needs to generate passion and productivity in their team. The program also provides an invaluable networking opportunity that creates a connected community of leaders at the company.</p>

Material Topics	GRI Indicators		References
			<p>Additionally, we have instituted a global succession planning process and have completed plans for the first three levels of the organization. As we continue to expand this effort, we will identify priorities and stay ahead of talent challenges to better prepare employees for their future at PQ Corporation.</p>
	404-1	Average hours of training per year per employee	<p>Individual employee training for health and safety, technical skills, cybersecurity, and human resource development are tracked at the site level. All employees are trained periodically on cyber-security risks and our PQ Code of Ethics.</p>
	404-2	Programs for upgrading employee skills	<p>PQ maintains an Education policy that allows employees to work with their direct supervisor to enhance their skills. In addition, the PQ talent team conducts in-house leadership and job-specific training.</p>
	404-3	Percentage of employees receiving regular performance and career development reviews	<p>All employees in technical or management roles received performance reviews during the reporting period.</p>
Diversity and Equal Opportunity	103	Management approach disclosure	<p><a href="#">Diversity at PQ</a></p> <p><a href="#">Equal Opportunity Policy Statement</a></p> <p>A diverse and inclusive workplace for our employees is critical to our success at PQ. We continue to increase the percentage of women in senior leadership positions and are planning new measures to increase the consideration and hiring of diverse candidates.</p> <p>We also aim to have a Board that represents diversity in experience, gender and ethnicity/race.</p>
	405-1	Diversity of governance bodies and employees	<p>We remain focused on developing the careers of our engineers and professionals - 30% of which are women. Today there are women on the management teams of each of our business units as well as all our functions: R&amp;D, Finance, HSE and Human Resources. Over the past year, we have improved the number of female hires as our talent acquisition team continues to present diverse candidate slates and, in the US,, 45% of our 2019 hires were minorities.</p> <p>We also aim to have a Board that represents diversity in experience, gender and ethnicity/race. Our Board of Directors is comprised of 10 men and 1 woman.</p>
	405-2	Ratio of basic salary and remuneration of women to men	<p><a href="#">Compensation Committee Charter</a></p> <p>We were able to maintain a gender pay parity among executive, management and non-management positions during the reporting period.</p>

Material Topics	GRI Indicators	References	References
			<p>To ensure the maintenance of gender pay parity, we conduct formal reviews of compensation by gender across functions among all employees.</p>
Human Rights Assessment	103	Management approach disclosure	<p><a href="#">UK Modern Slavery Act 2015</a></p> <p>PQ Corporation is committed to conducting business in an ethical manner that respects human rights. It is our policy that the company and our vendors, suppliers, contractors, consultants, agents, and other providers of goods and services must comply with all applicable laws and not utilize any form of forced labor, human trafficking or slavery, and any allegations of violations of this policy will be thoroughly investigated and, if appropriate, corrective actions will be taken. We follow the requirements of Section 54 of the UK Modern Slavery Act of 2015 and other applicable laws.</p>
	412-1	Operations that have been subject to human rights reviews or impact assessments	<p><a href="#">UK Modern Slavery Act 2015</a></p> <p>PQ has successfully completed multiple SMETA audits conducted at customer behest. In addition, PQ is a signatory to a number of our customer's human rights policies and ensures compliance with PQ's human rights policy.</p>
	412-2	Employee training on human rights policies or procedures	<p>Our employees have completed training on human rights policies and procedures, including those related to anti-harassment, anti-discrimination and promoting a safe, violence-free workplace. All policies are shared with new hires on their first day of PQ employment.</p>
Local Communities	103	Management approach disclosure	<p><a href="#">Sustainability</a></p> <p>An important part of our corporate philosophy is making a positive impact within our company, the chemicals industry, and in our local communities.</p> <p>We support our local communities across the globe by giving our time and resources to improve the lives of our neighbors. We do this by volunteering our time and talents to address important needs and issues within our communities.</p> <p>We give back to make a difference in the communities where we operate through charitable donations, employee led fundraising for local charities, and employee volunteer events.</p> <p>Employee-led giving campaigns are an essential component of our community impact initiatives. Employees champion fundraising campaigns to support health initiatives, food drives, and school supply donations and volunteer in community revitalization projects.</p>

Material Topics	GRI Indicators		References
	413-1	Operations with local community engagement, impact assessments, and development programs	In 2019, many of our operating facilities engaged with local communities. To ensure we continue to improve our local stakeholder engagement, in PQ has to goal to have all sites participating in ways that meet the local community's needs by 2022.
Supplier Social Assessment	103	Management approach disclosure	<a href="#">Supplier Code of Conduct</a> PQ has issued a Supplier Code of Conduct which includes adherence to PQ policies related to labor practices and human rights.
	414-1	New suppliers that were screened using labor practices criteria	Supplier and contractor qualification include labor practices.
Public Policy	103	Management approach disclosure	<a href="#">Code of Conduct</a> (page 11) PQ has implemented policies related to campaign finances and activities by the Company's employees and others acting on the Company's behalf, both on and off Company property. Use of Company facilities for visits by local government officials and/or positive promotion of the Company's community presence is allowed, provided the use is approved in advance. PQ is a member of chemical trade associations in various regions aligned with its manufacturing locations.
	415-1	Political contributions	PQ does not generally make direct political contributions, however in-direct contributions are made through trade association membership dues.
Customer Health and Safety	103	Management approach disclosure	<a href="#">Sustainability</a> <a href="#">Health, Safety and Environment Committee Charter</a> <a href="#">Guiding Principles</a> PQ Corporation has implemented a comprehensive product safety and product stewardship process to assure that the hazards of our products, if any, are periodically evaluated and that the risks identified are appropriately managed to minimize potential impacts to health, safety and the environment; that relevant information and assistance regarding proper use of our products is provided to our commercial partners and other relevant stakeholders; and that our products are sold in compliance with laws and regulations that govern them. A member of the American Chemistry Council (ACC) in the USA, PQ is committed to the Global Product Strategy (GPS), to improve product stewardship actions and assure chemicals in commerce are safely managed throughout their lifecycle. Our products also support customer health by enabling low impact or sustainable end use. A few examples, our performance materials

Material Topics	GRI Indicators		References
			<p>Improve safety and save lives through superior road and airport marking technologies and our sodium silicates inhibit corrosion in municipal water treatment pipelines.</p>
	416- 1	<p>Assessment of the health and safety impacts of product and service categories</p>	<p><a href="#">Guiding Principles</a></p> <p><a href="#">Sustainability</a></p> <p>Our core products are used in a wide range of industries. These chemicals are generally classified as safe, low-risk chemicals that are not included on regulatory Chemicals of Concern Lists or Toxic Chemicals Lists.</p> <p>Across our total products:</p> <ul style="list-style-type: none"> <li>• 0% are Cat1 Carcinogens (Cat1 = known or presumed to have carcinogenic potential for humans)</li> <li>• Our products do not contain endocrine disruptors</li> <li>• Our products are not Genetically Modified Organisms (GMOs)</li> <li>• Our products are not Persistent Bioaccumulative Toxic (PBT) Chemicals</li> <li>• All of our products are classified according to the Globally Harmonized System of Classification and Labeling of Chemicals (GHS)</li> </ul> <p>At our Catalyst sites, we produce over nine million pounds of products, of which approximately 75% have been classified by the Globally Harmonized System of product labeling as not requiring a hazardous label.</p>
	416- 2	<p>Incidents of non-compliance concerning the health and safety impacts of products and services</p>	<p>Not applicable during the reporting period.</p> <p>Based on their chemical and physical properties and combined with their toxicological and ecotoxicological profiles, PQ products are not considered a significant risk to the environment or consumer for their intended use.</p>
Customer Privacy	103	<p>Management approach disclosure</p>	<p><a href="#">Privacy Statement</a></p> <p><a href="#">Proxy Statement</a> (page 15)</p> <p>At PQ, customer privacy and cybersecurity are taken very seriously. We continue to institute measures to ensure information and data privacy and security for our customers, company, and network. Oversight is provided by our Audit Committee and Board.</p> <p>Our data privacy policies are kept up-to-date and are shared with all employees. Additionally, we have detailed cybersecurity measures in place, along with distinct reporting requirements, to protect company intellectual property during employee travel to regions considered a higher risk for loss of intellectual property. The policies apply to all electronic media and devices hosting</p>



Material Topics	GRI Indicators		References
			<p>company data and to all employees, contractors, consultants, temporaries, and agents operating on behalf of the company.</p> <p>Our employees also are required to maintain the secrecy of third-party confidential information that may be provided to the Company and also to protect the personally identifiable information of individuals in accordance with the EU's General Data Protection Regulation and other applicable laws.</p> <p>We also have a Cybersecurity Incident Response Policy in place that establishes standards for responding to any kind of cybersecurity incident. We are dedicated to protecting personal identifiable information and the company's daily operations. And finally, we have internal policies in place to provide timely responses to any form of cybersecurity incident/ breach to protect the company's intellectual property, as well as abide by all relevant local laws.</p>
	418-1	Substantiated complaints regarding breaches of customer privacy and losses of customer data	Not applicable during the reporting period.