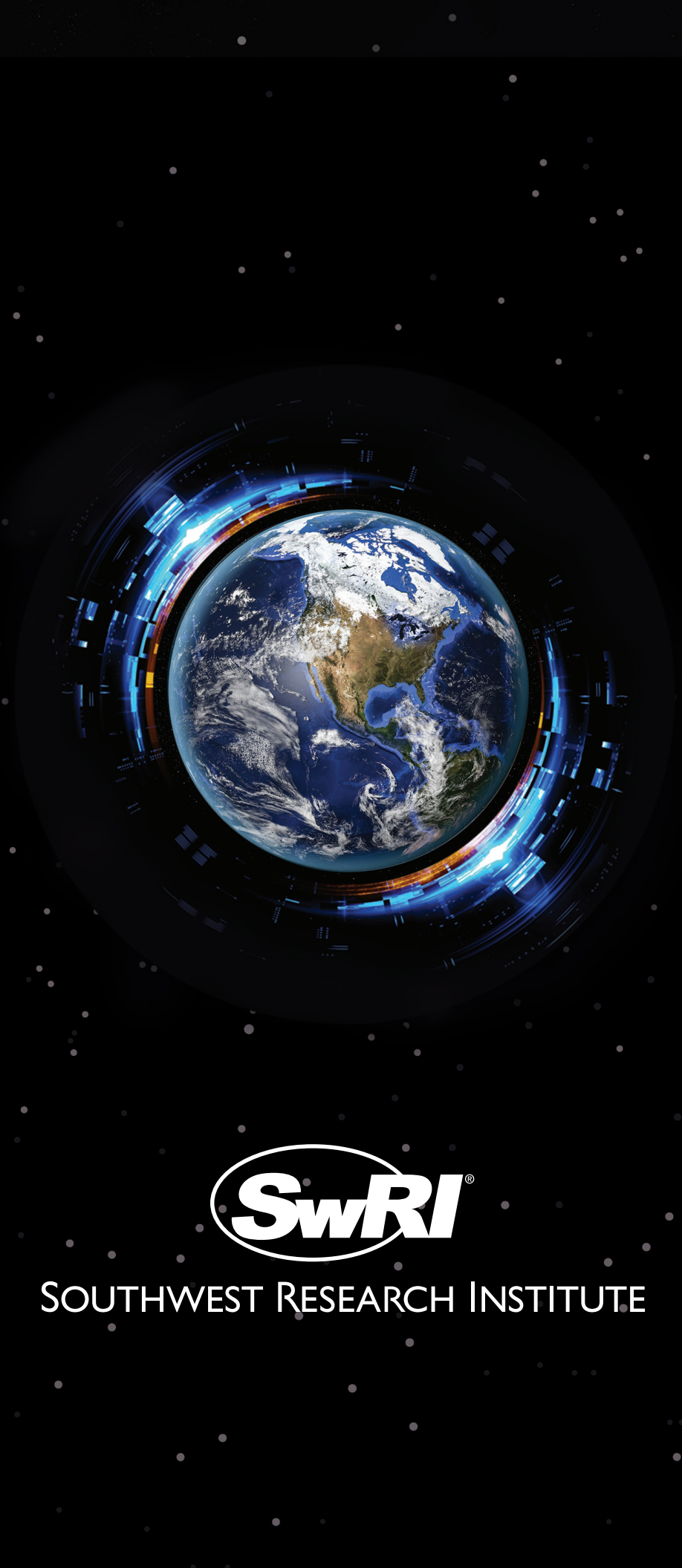


2023

Environmental, Social &  
Governance Overview



SOUTHWEST RESEARCH INSTITUTE

## ESG Principles Essential to Our Mission to Benefit Humankind

At Southwest Research Institute (SwRI), we are problem solvers, providing independent, premier research and development (R&D) services to government and industry clients. We push the boundaries of science and technology to develop innovative solutions and improve human health and safety. Our multidisciplinary nature allows us to rapidly assemble diverse teams to tackle problems from many directions. Operating as a nonprofit since our 1947 inception, our mission is to work ethically in the public's best interest.

### ENVIRONMENT

We are committed to being an environmentally responsible corporate citizen, conserving natural resources and applying our scientific and technical expertise to take on significant environmental issues, such as climate change.

### SOCIAL

We are committed to supporting a diverse staff that will help build a better tomorrow today. We value each team member and celebrate a wide array of perspectives and experiences through our diversity, equity, and inclusion (DEI) initiatives. We strive to eliminate bias in all that we do, with the knowledge that we do our best work in an environment where everyone feels valued and can contribute positively to any and all problem-solving efforts.

### GOVERNANCE

SwRI and our leadership, including our Board of Directors, are committed to operating at the highest level of integrity in the pursuit of our mission. We are known globally as an organization that consistently operates with the highest ethical standards. Around the world, our honesty and integrity are unquestioned. Over two decades ago, we voluntarily adopted a Corporate Compliance Program, reflecting our commitment to operate ethically and in compliance with all applicable laws. To help maintain our outstanding reputation as the international marketplace grows ever more complex, our Standards of Conduct, which we have also had in place for over 20 years, continues to apply to every employee and Board Director at Southwest Research Institute. We are dedicated to excellence in all that we do, both as an organization and as individual contributors.

Our commitment to these principles is reflected in our core values.

INTEGRITY	PEOPLE
INNOVATION	STEWARDSHIP

## SOUTHWEST RESEARCH INSTITUTE®

These four core values are the foundation for the beliefs, principles, and culture of the Institute and help guide the actions and behavior of all staff members:

**INTEGRITY** Fulfilling our mission and serving our clients with excellence, honesty, and accountability.

**INNOVATION** Solving problems and creating value with novel ideas and multidisciplinary collaborations.

**PEOPLE** Fostering an employee-centric culture in a safe, inclusive, healthy, and supportive workplace.

**STEWARDSHIP** Caring for our communities and protecting the environment now and for the future.

These core values complement and extend the Institute's mission statement of  
"Benefiting government, industry, and the public through innovative science and technology."


# Environment

Stewardship, including protecting the environment now and for the future, is one of our Core Values. SwRI's commitment to protecting and improving the environment extends beyond our campus boundaries, as we perform applied R&D to develop real solutions for some of humankind's most difficult environmental challenges. We provide technical solutions for several industries and organizations that help minimize the environmental impact of their work. We are working on new analytical tools that will help us and our clients evaluate new carbon-reduction technologies, assess impacts of climate change, and measure and track groundwater recharge more accurately, among other things. On behalf of our clients as well as with our internally funded R&D initiatives, we are advancing alternative energy and carbon-reduction and capture technologies. Our efforts are not just for our clients, as we are investing in projects on our own campuses that will reduce our environmental impact.

## CAMPUS INITIATIVES

SwRI is an environmentally responsible corporate citizen. At all our locations, we seek to go beyond mere compliance with applicable standards and codes. We work toward optimizing our practices and facilities to minimize our environmental impact while also developing solutions for our clients in government and industry.

We consistently work to ensure campus operations and activities are a model of excellence in environmental and safety practices. We strive to minimize hazards to staff and visitors; comply with all applicable environmental, health, and safety laws and regulations; and promote sustainability through efficient and appropriate use of all Institute resources.



A \$2 million air pollution control device for diesel engine labs reduced overall particulate emissions by more than 50 percent.

We installed ChargePoint electric vehicle recharging stations at various locations throughout our San Antonio campus.

In a project partially funded by federal and state agencies, we recently constructed a bioretention facility to treat storm water on campus prior to discharge into local creeks.

Project-Z is developing a flexible and detailed analytical tool to compare a wide set of zero-emission technologies, including solar energy generation, battery storage, long-duration energy storage and fossil-fuel generation with carbon capture.

We added custom-designed state-of-the-art pollution abatement systems to our San Antonio fire test facility, reducing the amount of hazardous air pollutants emitted by nearly 90 percent.

## CLIENT R&D ENVIRONMENTAL PROJECTS

SwRI's commitment to the environment is fundamental, not just to its business operations, but to our clients' R&D initiatives as well. Our highly qualified teams of researchers include scientists and engineers in widely diverse fields, such as health physics, geology, geochemistry, hydrology, seismology, geophysics, biology, and related technical fields.


We routinely undertake client projects related to environmental issues. From oil and gas to nuclear and renewable resources and more, SwRI is a leading provider of solutions to improve the efficiency, performance, environmental impact, and safety of energy across fuel cycles and supply chains.

SwRI also provides environmental compliance services, nuclear fuel cycle evaluations, and chemical testing and analysis. As part of our rich legacy, we deliver services and solutions that protect and improve environmental conditions around the globe.


We are experts in environmental analysis and testing, supplying clients with comprehensive environmental services and research based on our decades of experience. We develop alternative production techniques that eliminate or minimize pollution of air, water, and soil, and clean up past environmental contamination. We perform custom chemical processing to help produce clean energy. We also apply laboratory and field capabilities to characterize local environments and assess risks and remediation concerns.



Staff also specialize in identifying and quantifying regional climate impacts, especially in arctic and alpine cold regions. Using remote sensing, we have collaborated with researchers worldwide to quantify changes to Antarctic sea ice and permafrost regions in the Arctic tundra and European mountains.



We provide treatability studies, risk and hazard assessments, pollution prevention opportunity assessments, environmental assessments and audits, industrial hygiene surveys, pollution control design and verification, remediation technology development and third-party evaluation, permeation testing, and chemical warfare agent signature analyses.



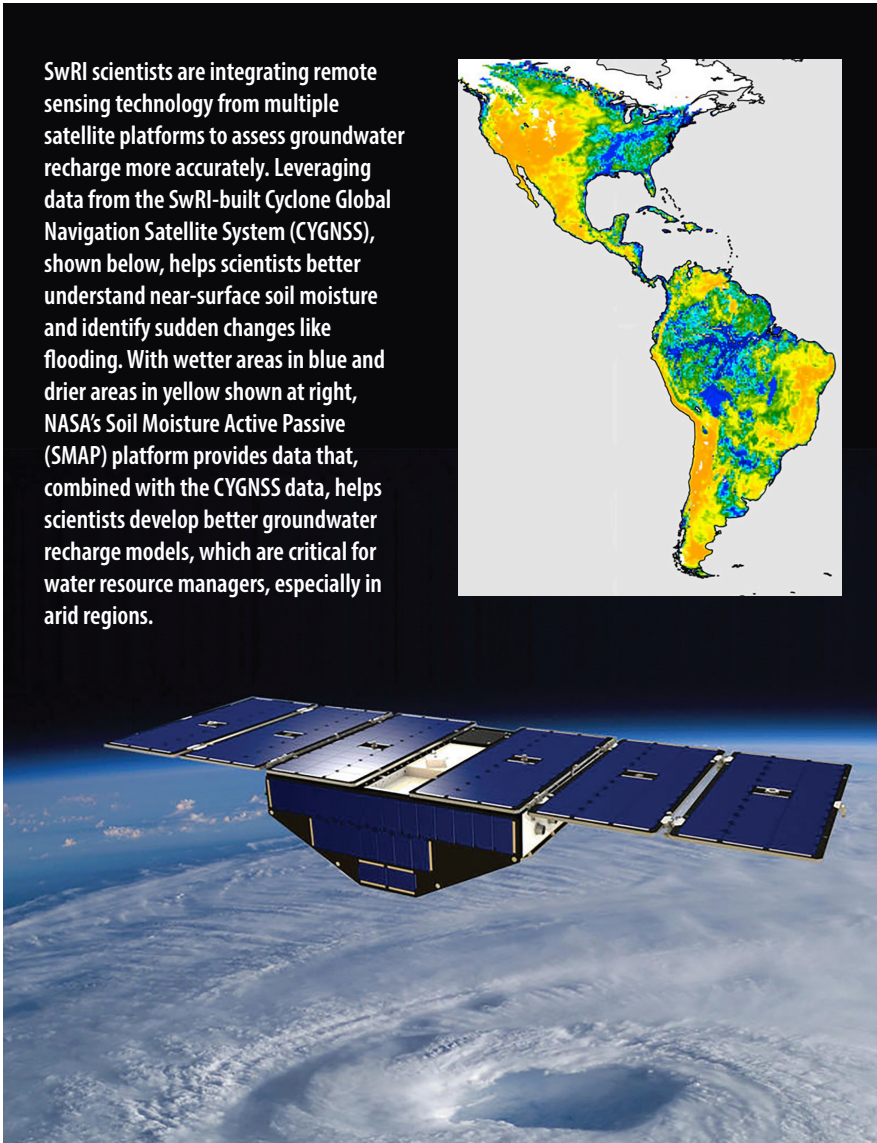
We are also working on an innovative patented mobile carbon capture technology for use on heavy-duty trucks. SwRI engineers have created a membrane that filters exhaust gases so that only CO<sub>2</sub> permeates the membrane. The CO<sub>2</sub> is captured in a tank and then sequestered underground using available carbon sequestration initiatives.

We provide rigorous, unbiased, and conflict-of-interest-free analyses to facilitate societally and environmentally responsible decision making.



We conduct research into new energy sources, including using hydrogen as an alternative power source that will contribute to global decarbonization initiatives. In a client project sponsored by the U.S. Department of Energy at our San Antonio campus, we constructed a Supercritical Transformational Electric Power (STEP) Demo pilot plant, a 10-megawatt supercritical carbon dioxide ( $\text{sCO}_2$ ) test facility. Unlike conventional power plants using water as a thermal medium, STEP uses high-temperature  $\text{sCO}_2$ , which increases efficiency by as much as 10% due to its favorable thermodynamic properties. Thanks to this efficiency, STEP turbomachinery can also be approximately one-tenth the size of conventional power plant components, shrinking both the environmental footprint and construction costs.

SwRI develops, designs, and applies innovative monitoring technology to protect environments and workplaces. Our engineers and scientists evaluate alternative technologies to destroy hazardous wastes, control atmospheric and aqueous emissions, conduct environmental assessments, prepare remediation strategies, conduct bench-scale and pilot plant treatability studies, assess biodegradability of wastes, and perform hazard and risk assessments.

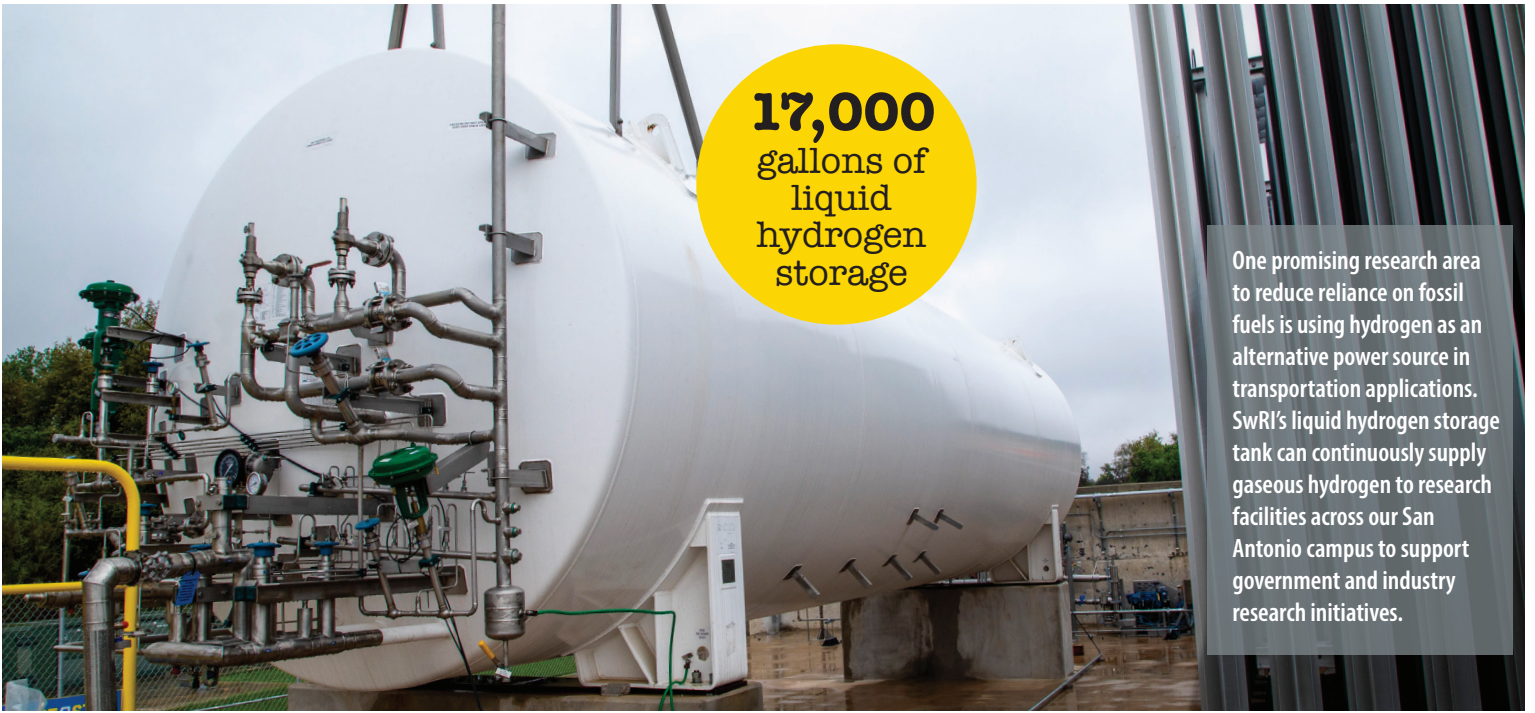


SwRI scientists are integrating remote sensing technology from multiple satellite platforms to assess groundwater recharge more accurately. Leveraging data from the SwRI-built Cyclone Global Navigation Satellite System (CYGNSS), shown below, helps scientists better understand near-surface soil moisture and identify sudden changes like flooding. With wetter areas in blue and drier areas in yellow shown at right, NASA's Soil Moisture Active Passive (SMAP) platform provides data that, combined with the CYGNSS data, helps scientists develop better groundwater recharge models, which are critical for water resource managers, especially in arid regions.



Since 2010 more than **40,000** batteries tested

SwRI's Energy Storage Technology Center evaluates and develops battery and energy storage systems for electric, plug-in, and hybrid vehicles and evaluates battery limits under extreme conditions.



**17,000**  
gallons of  
liquid  
hydrogen  
storage

One promising research area to reduce reliance on fossil fuels is using hydrogen as an alternative power source in transportation applications. SwRI's liquid hydrogen storage tank can continuously supply gaseous hydrogen to research facilities across our San Antonio campus to support government and industry research initiatives.



SwRI continues its long history of support to the San Antonio community by hosting a 50-acre solar farm for a local power utility. The facility includes four battery storage containers, each about the size of a railroad car, and 17,000 panels producing 5 MW of power and storing 10 MW of energy power to be released back into the grid during peak demand.



## Global Decarbonized Mobility Summit

SwRI hosts an array of events in support of environmental research. The Global Decarbonized Mobility Summit (GDMS) at our San Antonio campus brings transportation industry professionals together to discuss technology challenges facing engineers and scientists researching sustainable decarbonized mobility solutions for on- and off-road applications, further highlighting the efforts SwRI is leading for research, development, and demonstration of solutions in this space.

[gdms.swri.org](http://gdms.swri.org)

# Social

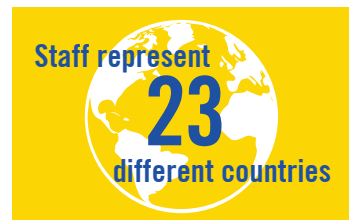
## DIVERSITY, EQUITY, AND INCLUSION AT SwRI

Southwest Research Institute has a world-class staff working to solve some of humankind's most difficult technical challenges. Every team member provides experience, education, and insight to advance our mission and enhance our position as one of the oldest independent R&D organizations in the world. We do our best work by ensuring everyone can contribute to operations and problem-solving efforts. Successful DEI initiatives enhance our work, enlisting varied perspectives and experiences to focus on the important tasks of solving challenges critical to the future of all humankind.

At SwRI, we are committed to fostering, cultivating, and preserving a diverse and inclusive culture. The collective sum of our individual differences, life experiences, knowledge, perspectives, self-expression, unique capabilities, and talent that our people invest in their work represents a significant part of our culture, our reputation, and the achievements of the Institute. SwRI's work culture is founded on impartiality. We are committed to providing unique and innovative services to our clients. We are equally committed to creating a respectful and inclusive environment for our staff.



**DIVERSITY | EQUITY | INCLUSION**  
SOUTHWEST RESEARCH INSTITUTE®



## WHAT IS DEI AT SwRI?

**DIVERSITY** is embraced at SwRI; we welcome differences in age, disability, ethnicity, family and marital status, gender identity and expression, language, national origin, physical and mental ability, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make everyone unique. Our ability to continue to accomplish outstanding research for clients from diverse segments of government and industry for more than 75 years is, in large part, due to our ability to embrace and celebrate these differences.

**EQUITY** recognizes that each person brings different skills to our team. At SwRI, we offer resources and opportunities to help encourage contributions from everyone as we work toward common goals. We continually strive to identify and eliminate barriers to equitable access to the Institute's resources.

Our **INCLUSIVE** culture enables us to realize the full benefits of diversity and equity since the Institute's inception. Inclusion at SwRI is about ensuring that our staff feels valued and has a sense of belonging. We want people to bring their whole and authentic self to work every day. As an organization, we recognize we are much more than scientists, engineers, and support staff. We each have unique characteristics that make us who we are, impacting the way we approach our work.

## EMPLOYEE RESOURCE GROUPS (ERGs)

We encourage the formation of Employee Resource Groups based on shared interests, characteristics, backgrounds, or life experiences. In addition to providing career development and contributing to personal development in the workplace, ERGs are also a valuable resource, performing community outreach, opening new networks for recruiting, and supporting business objectives. In keeping with our overall DEI program, ERGs serve as a visible sign of our commitment to a diverse and inclusive workplace. Each ERG reflects its own unique culture while also supporting the mission and core values of the Institute. Membership includes employees with similar interests as well as allies available to help.



*“In my opinion, our institutes will be better off if we can add different races to our staff ... We have instruments for progress in scientific research and, if we can solve our other problems such as justice, maintaining world peace, and other essential moral elements, we have before us a promising future indeed ... it is up to the men and women of the future to turn these possibilities into realities.”*

— SwRI Founder Tom Slick, 1953

ERGs contribute to the mission of the Institute in several ways.

**Represent the Organization** – Support community activities and events to build good will, in keeping with our core values.

**Increase Cultural Competence** – Hold informal talks, panel discussions, Q&A sessions, focus groups, lunch and learn events, and other celebrations to increase cultural awareness.

**Accelerate Connections** – Serve as a resource for new hires by connecting them with social opportunities, offering local recommendations, and act as informal resources with unique insights into the needs of new employees with a shared background.

**Support Each Other** – Support and mentor other groups, collaborate and conduct crossover events, and share best practices.



## ACTIVITIES AND EVENTS

Inclusion activities are events open to all employees and often their family and friends that focus on a specific cultural, historic, or other type of celebration. Each month the DEI program at SwRI honors a group or event. Celebrations are recognized through walks, marches, lectures, celebrations, and other events on campus and in the community.



## ADVISORY GROUPS AND EMPLOYEE RESOURCE GROUPS

Advisory groups are another method we use to enhance communication for an ever-evolving workforce. SwRI's executive team and leaders are able to obtain critical feedback from employees to continue to foster our inclusive culture and promote a respectful workplace. Current key groups include:

- Advisory Committee for Quality Improvement
- Advisory Committee for Safety and Environmental Improvement
- Culture Wellness Team
- Division Management Advisory Committees
- Drug-Free Workplace Program (DFWP) Advisory Committee
- Engagement Survey Advisory Group
- Information Technology Advisory Committee
- Institute Management Advisory Committee
- IT-Governance, Risk and Compliance Committee
- Library Committee
- Research Recreation Association
- Retirement Plan Investment Committee
- Salary Administration Committee
- Services Committee
- Veterans Friends & Family
- Women in Science & Engineering

## COMMUNITY OUTREACH

Part of SwRI's community outreach effort also includes helping underrepresented groups in the fields of Science, Technology, Engineering, and Math (STEM) through supporting local school districts (middle and high school), women and student professional organizations, student robotics teams, science fairs, university and veterans career fairs, internships, college placement associations, and other community initiatives. SwRI employees give career day talks, serve as science fair judges, develop STEM project-based curriculum, and coach and mentor students. Community Outreach is an effective way for SwRI to express our core values through these collaborations and volunteer events.

SwRI collaborated with a local organization, Community of Churches for Social Action (CCSA), to provide scholarships and internships to students who live in historically underserved communities. In part, CCSA's mission is to provide services such as economic development, housing, education, and supportive services to individuals living in these communities. SwRI recently provided four scholarships to students with a STEM major. Those students who qualify will have an opportunity to join SwRI for a 12-week paid internship.

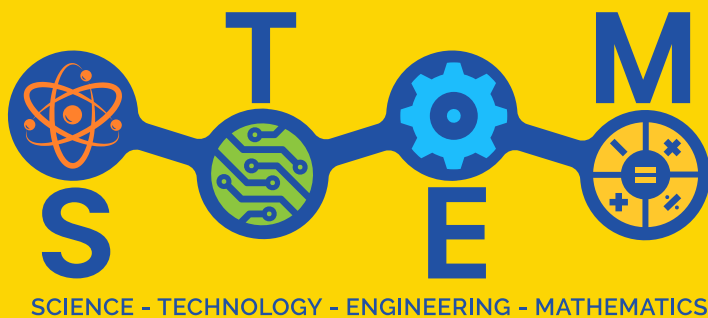
SwRI is also directly involved in several initiatives to help stimulate students in exploring STEM careers. SwRI initiatives assist in workforce development as our communities understand future needs, especially in STEM occupations. A few of those programs are:

- SA Worx: This program matches employers with interns.
- Young Engineers and Scientists (YES) Program: Hosted on the SwRI campus, this is a 13-day intensive summer program where students entering their junior or senior years of high school listen to lectures, take tours, and work on real projects.
- Independent Study Mentorship (ISM) Program: A continued effort to guide YES participants after their summer session with staff serving as mentors.

SwRI is committed to providing employees the opportunity to be involved in the community in a way that motivates students and informs the community about the work performed at the Institute.

SwRI staff volunteer in a variety of other outreach activities including Meals on Wheels, University Hospital Blood Bank, San Antonio Food Bank, Special Olympics, and San Antonio Independent School District (SAISD) STEM Program. Staff members can track their community/volunteer activities, including the name of the organization supported, a brief description of the activity, number of volunteer hours, and the start and end dates. In calendar year 2022, Institute staff members volunteered thousands of hours of their time to support these community and charitable organizations.

In addition, Institute staff members generously supported SwRI's 2022 United Way campaign, raising \$1,272,923 to serve communities in Texas, Colorado, and other staff locations. This year marked the third time the staff raised more than \$1 million to support people and communities in need.



SwRI has collaborated to encourage STEM with these organizations:

- Alamo STEM Ecosystem
- Alliance for Technology Education in Applied Math and Science (ATEAMS)
- Big Brothers, Big Sisters of South Texas
- CAST Schools
- First Robotics
- Girls Inc. of San Antonio
- San Antonio Boosting Engineering, Science, and Technology (SA BEST)
- Society of Women Engineers



## RECRUITMENT DIVERSITY

The Institute supports diverse, creative, well-equipped scientific and engineering teams that use a multidisciplinary approach to solve complex problems in science and applied technology. We recognize that our people comprise our greatest strengths and competitive advantages. Therefore, our continued success requires an understanding of how best to synergize the unique capabilities of all our team members. How we integrate diversity and inclusion into our work processes, including recruitment, is key to that continued success.

To continually recruit a diverse workforce, SwRI is committed to:

- Recognizing, appreciating, and valuing diversity.
- Upholding the principles of inclusion, opportunity, fairness, and growth for all employees.
- Demonstrating trust, respect, and concern for the welfare of all employees within the Institute.
- Providing state-of-the-art facilities and a positive work environment.
- Ensuring equal employment opportunities in all aspects of human resource activities.
- Ensuring that Institute policies, practices, and programs provide all employees with equal and fair treatment under federal, state, and local laws.
- Complying with all applicable statutes and executive orders related to equal employment opportunity and affirmative action requirements.

# Governance

Southwest Research Institute and our leadership, including the Board of Directors, are committed to operating at the highest level of integrity in the pursuit of our mission to benefit government, industry, and the public through innovative science and technology.

## BOARD OF DIRECTORS

The Institute is governed by a Board of Directors. Our Board brings a multitude of experience and business expertise to the task of providing high-level oversight of the Institute's activities and performance.

## ADVISORY TRUSTEES

The Board of Directors designates approximately 100 advisory trustees, each of whom serves the Institute in an advisory capacity.

## EXECUTIVE MANAGEMENT

Corporate officers at SwRI are responsible for providing leadership and strategic direction for the Institute based on their best judgment and extensive professional experience. Additionally, they share responsibility for the oversight and daily operations of the Institute.

## STANDARDS OF CONDUCT

Both the external and internal scope of SwRI's Standards of Conduct emphasize following ethical principles in SwRI's relationships with clients and employees. These standards are designed

not only to reduce the risk of public scandal, which could destroy client trust, but also to protect our own employees from harm—experiencing harassment in the workplace, for example, or unwittingly committing fraud because an employee wasn't aware of potential conflicts of interest that must be disclosed.

Our standards of conduct reflect our core values, and one in particular: integrity. The integrity of an organization is personified by the behavior of its staff. Improper conduct by any staff member may influence the perception of the organization externally and internally and is harmful to a healthy work culture. The Institute's unequivocal expectation is that all employees will adhere to the Standards of Conduct, which helps build on our organizational culture of integrity and, overall, creates a safer, more productive workplace.

Our Standards of Conduct are also intended to cultivate an inclusive workplace where staff can bring their whole, authentic selves to work, to work functions, and to SwRI-sponsored events. Inclusion brings to life the spirit of belonging and the idea that every employee, client, and stakeholder adds meaningful value to the organization. Our Standards of Conduct also emphasize additional avenues for employees to notify SwRI or the appropriate authority of potential unlawful or unethical conduct. These avenues include their supervisor or manager, SwRI's Compliance Officer, SwRI's third-party helpline, the General Counsel's Office, or Human Resources.

## COMPLIANCE PROGRAM

Southwest Research Institute's Standards of Conduct policy is overseen by a Compliance Officer whose duty is to receive and investigate any report of unlawful activity, violation, or potential violation of the law or SwRI policies.

The Institute is committed to its effort to comply with all federal, state, and local laws that apply to its operation. The staff and Board of Directors share the responsibility to ensure SwRI business is conducted ethically and in compliance with such laws, and are obligated to report unlawful activity, violations, or potential violations, of any federal, state, or local law, or violations, or potential violations, of the policies implemented in SwRI's Compliance Program.

The SwRI Helpline is answered by a third-party administrator to provide employees with a safe and anonymous reporting service.

Every report is reviewed and investigated as required, following organizational best practices, while giving employees anonymity and security to make a report.

There is never any penalty or retribution for good faith reporting. The Institute also has robust measures dealing with scientific integrity and a comprehensive



Every employee, client, and stakeholder adds meaningful value to this organization.

gifts and gratuities policy, and SwRI explicitly expresses zero tolerance on human trafficking.

### RISK MANAGEMENT

SwRI's Risk Management Office helps to ensure the resiliency and continuity of the Institute's pursuit of its mission. It strives to protect SwRI's people, facilities, assets, and resources against adverse loss impact from known, emerging, and unforeseen risk. In partnership with leadership across the Institute, the Risk Management Office helps identify, analyze, and face both risk and opportunity related to operations. Strategic and well-informed decision making lessens the potential for, and magnitude of, accidents or losses that could occur in our workspaces and on campus. Such disruptions can be harmful financially, and can also potentially harm valuable research, development, and testing. On any given day, Risk Management is in collaboration with the General Counsel's Office, Contracts, Purchasing, Human Resources, Facilities, Environmental Safety Systems, Security, Technical Division staff, and other SwRI personnel in an effort to eliminate and minimize the potential downside of risk and to maximize opportunities toward mission fulfillment.

### DATA GOVERNANCE AND THE CISO ROLE

SwRI's Chief Information Security Officer (CISO) is responsible for broad information security processes, capabilities, and practices in administrative cost centers and operational research divisions across the Institute.

With the recent shift to hybrid work, a number of new digital and cybersecurity challenges have arisen. With these changes to how we work online, the role of data governance and the CISO have never been more critical. Fortunately, the Institute is well positioned to successfully deal with both the opportunities—and challenges—associated with the new digital workplace. The Institute has deployed a robust, ongoing cybersecurity training program dealing with issues such as phishing attacks, potential hacking vectors, and even raising awareness among staff about the potential for insider threats.

The Institute also has a robust data governance policy to protect Institute and client data against internal and external threats, as well as to help ensure the Institute complies with applicable laws,

regulations and standards, and its contractual obligations. At SwRI, our data governance policy is an accountability and decision-making framework put in place to ensure the creation, storage, use, disclosure, retention, archiving, and destruction of data are handled in accordance with legal and contractual requirements and to maximize operational efficiency.

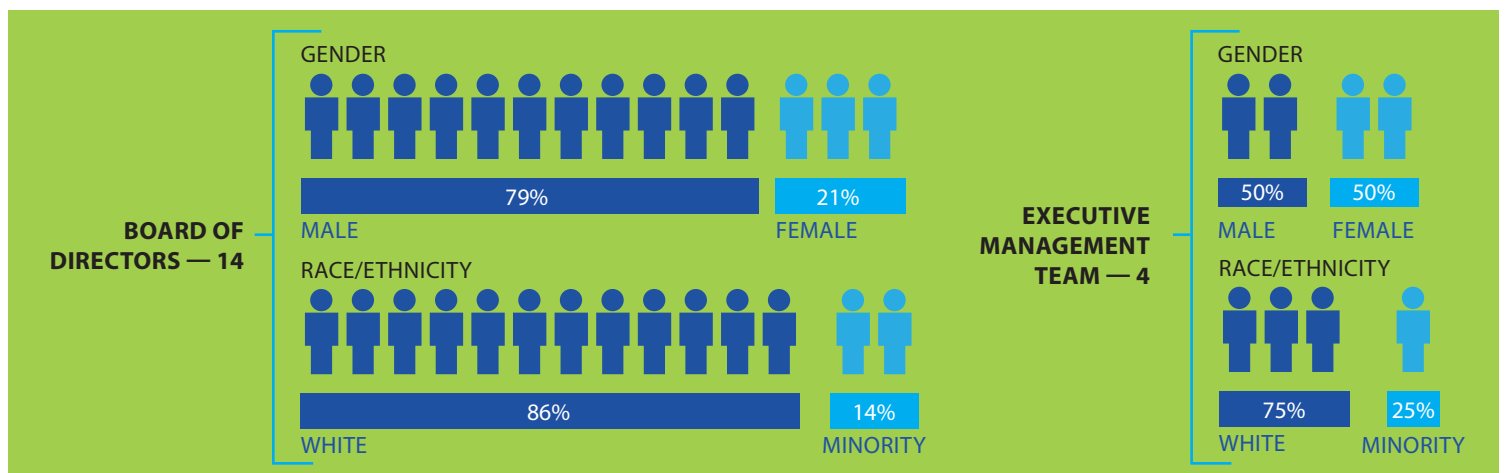
The Institute collects data in many forms to support its staff, to service transactions with or on behalf of clients and vendors, and to support its business. As an organization, the Institute receives, handles, and generates data that is sensitive and proprietary to the Institute as well as to our government and commercial clients. Each staff member has a responsibility to properly safeguard this data and prevent it from disclosure to people who do not have a need to know such data. This includes the use, marking, storage, transmission, retention, and disposal of this data.

Additionally, cost center policy and procedures dealing with data governance and record retention and disposal are subject to audit by SwRI Quality Assurance.

### AUDITING AND OVERSIGHT

Southwest Research Institute has an independent appraisal and support department. Employees can contact Internal Audit for help with reviews of various financial, operational, compliance, and internal control activities. The Internal Audit office assists staff with internal and external financial matters including analyses, evaluations, and recommendations.

The Institute's Chief Audit Executive coordinates all audit activity at the Institute, both internal and external; develops the annual audit plan based on a comprehensive risk assessment of the Institute's diverse activities and prioritizes those to be audited; evaluates and tests policies, procedures, and internal controls related to financial systems and operations; reviews audit results, prepares audit reports, and follows up on corrective action plans for various Institute functions; assists external auditors with audit procedures for annual financial and compliance audits, including the Defense Contract Audit Agency, outside financial auditors, and other entities; and presents audit results and recommendations to the Audit Committee and Institute management. The Chief Audit Executive also assists the SwRI Compliance Office with compliance program reviews and any reported compliance issues.



## HEALTH AND SAFETY

Southwest Research Institute is dedicated to our employees' health and safety. A healthy staff is one that can focus on solving our clients' toughest challenges.

Additionally, we are committed to creating a positive safety culture. Safety is the responsibility of every SwRI staff member. All employees are trusted to take appropriate precautions to prevent injury to themselves or others and to ensure that conditions conducive to accidents and fire are eliminated or minimized. SwRI staff members know they should eliminate or reduce adverse environmental impact and comply with federal, state, and local regulations and SwRI policies.

The Institute has taken a number of significant measures to benefit its staff:

- We have an onsite medical clinic, which not only addresses occupational illness and injury, but is also staffed with a medical doctor who can help with personal illnesses. The clinic does more than just medical qualification for work (hearing test, respiratory tests, drug tests, etc.) and work injuries. The clinic offers vaccinations, personal injections/medication, and helps staff treat minor personal illness.
- The Institute has an active employee wellness program that provides numerous wellness education resources, annual check-ups, and other incentives for staff to take ownership of their health and allows them to live their best lives.
- SwRI also has an extensive benefits program for staff that goes well beyond simply offering health

insurance. The Institute has a wide-ranging Employee Assistance Program through Alliance Work Partners, offering resources and services for staff including Law Access—legal and financial services; Help Net—skill-building tools, online assessments and referrals; Work Life—resources and referrals for everyday needs; Well Coach—personalized planning to improve health and well-being; Safe Ride—reimbursement for emergency cab fare for eligible staff and dependents instead of driving while impaired; Short-term counseling—1-8 sessions per personal/mental health issue per person per year including assessment, referral, and crisis services.

- The Employee Development Office (EDO) makes available educational, training, and research resources for staff, including online tools to complement and expand the Institute's classroom training curriculum through the Institute's Learning Management System. EDO has also partnered with SkillSoft® and LinkedIn Learning® to offer thousands of courses, books, test preps, and other learning content.
- The Institute has a LEED-certified Fitness Center that provides world-class facilities for both active staff and Institute retirees and offers fitness classes and intramural sports activities.



- Through the Employee Development Office, SwRI encourages and supports the continuing growth and development of employees. The Institute offers reimbursement to employees for tuition and required fees related to pre-approved courses taken at accredited educational institutions; awards Continuing Education Credits to those who successfully complete eligible training programs conducted by SwRI; conducts various seminars and programs featuring guest speakers; and in cooperation with government agencies, universities, or professional societies, co-sponsors symposia on subjects of technical interest.



### INCIDENT RATE

	FY2020	FY2021	FY2022
Total Recordable Incident Rate (TRIR)	0.82	0.79	0.81
Fatality Rate	0.00	0.00	0.00

Note: All rates inclusive of temporary agency workers under direct SwRI supervision. TRIR calculated by the (Number of OSHA recordable incidents) x 200,000 / (Total number of hours worked)

Southwest Research Institute is a premier scientific applied research and development organization whose mission is built on a foundation of ESG principles. We are independent, trustworthy, and unbiased. Our Institute engages a diverse staff to pursue innovation and excellence in all that we do. With operations spanning deep sea to deep space, we manage a diverse portfolio of research projects, using advanced science and applied technology to solve our clients' most difficult challenges. At our core, we are a client-focused, client-funded organization. While we have developed and tested many commercial products and client solutions since our organization was founded in 1947, we have endorsed none. By maintaining our independence, we are able to work for many—even competing—clients simultaneously, with the trust that proprietary or sensitive information will be kept confidential. We are known internationally as an organization whose influence and expert opinions are not for sale. We zealously protect that position. Ultimately, the public knows we can be trusted to operate in the community's best interest and toward the betterment of humankind. This is a mission—and a reputation—we do not take lightly.

**210.684.5111 | [ask@swri.org](mailto:ask@swri.org)**

**[swri.org](http://swri.org)**



**SOUTHWEST RESEARCH INSTITUTE**

Deep Sea to Deep Space®