



2022 Corporate Social Responsibility Report



Hunter[®]



2022 Corporate Social Responsibility Report

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Greg R. Hunter
CEO, Hunter Industries



“Despite supply chain disruptions in 2022, we continued to emphasize and make progress toward our CSR goals.”

A Word from Our CEO

Welcome to our 11th Annual Corporate Social Responsibility (CSR) Report! Although we were still dealing with the impact of the global pandemic in 2022, it was a year of transition as we learned to adapt to the global changes that occurred. Among the many lessons learned from this experience was the importance of staying focused, even when more urgent issues interrupted our daily operations. Despite supply chain disruptions in 2022, we continued to emphasize and make progress toward our CSR goals.

It helped that our CSR activities were already aligned with our business strategy and core values. This allowed us to pursue many of our goals and initiatives using a more comprehensive approach. As a result, we were able to:

- Contract with a third-party vendor to conduct a Life Cycle Assessment of our top-selling product line in the near future, so we can better understand the carbon footprint and other impacts of those products

- Implement an expanded Hunter Helping Others (H2O) Program to engage and support our employees’ charitable and volunteer efforts, reinforcing Hunter’s strong culture of community involvement
- Dig deeper into our manufacturing waste streams and identify new ways to recycle certain materials, reducing the amount of scrap going to landfills and increasing our bottom line
- Revamp our engagement with suppliers on CSR topics through a new survey/scorecard tool

Social Responsibility and Innovation are both key Hunter values, and in my opinion, go hand in hand. Our CSR work is constantly evolving as we figure out how to advance our goals and address new challenges through innovative practices. We hope you’ll find the information in this report useful and that it will inspire you to partner with us to create a more sustainable world.



Warren Gorowitz
Director of Corporate
Social Responsibility
Hunter Industries

A Word from Our CSR Director

I'm grateful for the contributions of our employees and global partners that help us make progress each year toward achieving our CSR goals. In 2022, we continued integrating our corporate social responsibility efforts across the organization with a strong focus on collaboration among various departments.

Dealing with and tracking our waste has been a challenge for us in past years, but we're pleased to announce a new recycling partnership that has helped us significantly advance our waste management and tracking practices. With their help, we developed a model process at our San Marcos, California, campus. In 2023, we plan to implement the same process at our Tijuana, Mexico, and Clermont, Florida, manufacturing facilities.

Supporting the communities where we live, work, and play allows us to carry out our core value of Social Responsibility. Based on feedback from our

employees, we developed and launched our new Hunter Helping Others Platform in the fall of 2022. Our employees are now able to receive matching donations from Hunter Industries to financially support the nonprofit organizations that are important to them. In addition, we recognize their time spent volunteering in the community outside of work hours. Our employees are eligible to receive a volunteer reward for every hour they volunteer, which can then be given to any U.S.-based nonprofit organization of their choice.

We hope our sustainability efforts and values align with yours, providing you with another reason to choose Hunter Industries and our Family of Companies as a favored supplier. Thank you for taking the time to review our annual corporate social responsibility report! We're always looking for ways to improve, so please [reach out to me directly](#) with your feedback and suggestions.



"In 2022, we continued integrating our corporate social responsibility efforts across the organization."



About Us

Founded in 1981, Hunter Industries is a family-owned manufacturer of best-in-class solutions for the landscape irrigation, outdoor lighting, dispensing technology, and custom manufacturing sectors. Headed by CEO Greg Hunter, our Global Operations Team provides leadership for the entire company. The core mission of Hunter Industries will always remain the same: to deliver valued products and services backed by unwavering customer support, grow the company conscientiously, and remain true to the culture that makes our employees proud to work at Hunter.

Landscape Irrigation and Outdoor Lighting

Hunter Industries offers thousands of products in over 120 countries, including a complete spectrum of water-and energy-efficient solutions for residential, commercial, and golf course irrigation systems. We also offer industry-leading landscape, architectural, and facade lighting solutions through our FX Luminaire and Lumascap brands.

Agricultural Irrigation

Senninger Irrigation is a leading designer and manufacturer of premier irrigation solutions for agricultural, horticultural, and industrial applications. With over 60 years of experience in more than 80 countries worldwide, Senninger is one of the most trusted names in the agricultural industry.

Custom Manufacturing

Hunter Custom Manufacturing provides innovative manufacturing, molding, and production services of the highest quality to build long-term relationships with valued partners from diverse industries. Our manufacturing capability and robust quality systems enable us to support the manufacturing needs of our customers around the world.

Dispensing Technologies

As leading innovators of the away-from-home dispensing category, Dispensing Dynamics is proud to continue its longstanding tradition of developing washroom dispensing systems that offer unsurpassed reliability, design, performance, hygiene, sustainability, and value.



Mission, Vision, Values

Mission

To deliver valued products and services, grow the company conscientiously, and remain true to the culture that makes our employees proud to work at Hunter.

Vision

To be the customers' first choice for products and services, respected for preserving our culture and values of *Customer Satisfaction, Innovation, Family, and Social Responsibility* wherever we do business.

Values

Customer Satisfaction

We are dedicated to achieving the highest level of customer satisfaction. We act with integrity, we are respectful, and we honor our commitments.

Innovation

We are empowered to develop innovative products, services, and processes of the highest quality through teams fueled by collaboration and creativity.

Family

We value our employees and foster an environment of personal and professional development with a healthy work-life balance. We treat each other with the same respect that we show our customers.

Social Responsibility

We are committed to supporting and improving the communities in which we live, work, and play. We develop products and technologies that enable efficient use of our natural resources and reduce our environmental footprint.



Irrigation Show

Membership Associations

Industry association organizations play a critical role in the livelihood of our company. They help us develop and maintain high performance standards, provide educational opportunities for members, engage with different levels of government, and elevate the professionalism and relevance of our industry. Hunter is an active participant in a range of local, national, and global organizations. Hunter employees hold board and committee leadership positions in many of these organizations because, as industry leaders, we are acutely aware that investing in our partners helps strengthen our company and build a more resilient industry.

Below are some of the national and global organizations that we participate in:

- Alliance for Water Efficiency
- American Rainwater Catchment Systems Association
- American Sports Builders Association
- American Society of Irrigation Consultants
- American Society of Landscape Architects
- Association of Outdoor Lighting Professionals
- Association of Professional Landscape Designers
- European Irrigation Association
- Golf Course Superintendents Association of America
- Golf Course Builders Association of America
- Green Roofs for Healthy Cities
- Irrigation Association
- National Association of Landscape Professionals
- Professional Grounds Management Society
- Synthetic Turf Council
- Sports Field Management Association
- Maquiladora Industry and Export Manufacturing Association
- Western Maquiladora Trade Association



Hunter Governance and CSR Oversight

Our Board of Directors is made up of three members of the Hunter family and five independent members. The board works with the CEO to determine the overall strategy and direction for the company and oversees the performance of the CEO.

Board committees include audit, compensation, and nominating/governance. Through its committee work, the board periodically reviews and approves updates to company policies, such as compensation, code of conduct, and Environmental Health and Safety. A Corporate Social Responsibility (CSR) Sub-Committee of the board meets quarterly to ensure CSR-related policies and strategies address the company's material impacts on the economy, environment, and people. The Committee also reviews the content of Hunter's annual CSR report and approves it before publication.

The Leadership Team (LT) oversees day-to-day operations at Hunter, ensuring top performance while preserving our core values. A dedicated CSR Director manages the CSR functional team and works with a CSR Council comprised of management-level employees from various business units to help guide and implement company CSR initiatives. The CSR Council meets quarterly. The CSR Director provides quarterly updates to the CSR Committee and full board and participates in weekly LT meetings.

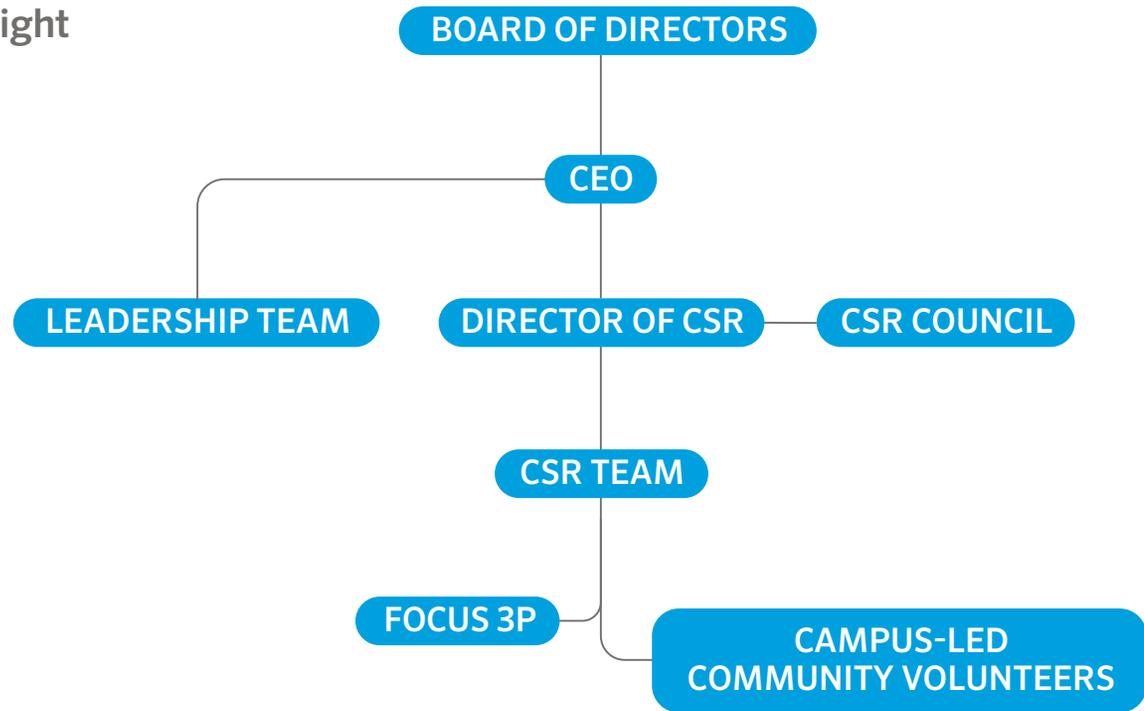


CSR Council



Hunter Governance and CSR Oversight

Over the past two years, we have worked to embed CSR across our business units and campuses. With this effort to more closely link CSR to our business strategy, manufacturing, and operations, our Focus 3P (People, Planet, Profit) teams have evolved into groups of subject matter experts that work across the organization to promote innovation as well as identify and implement projects. CSR projects are now integrated into our strategy planning process. We have also created a CSR Communications Team that meets monthly to review all internal and external content that is shared about our CSR programs.





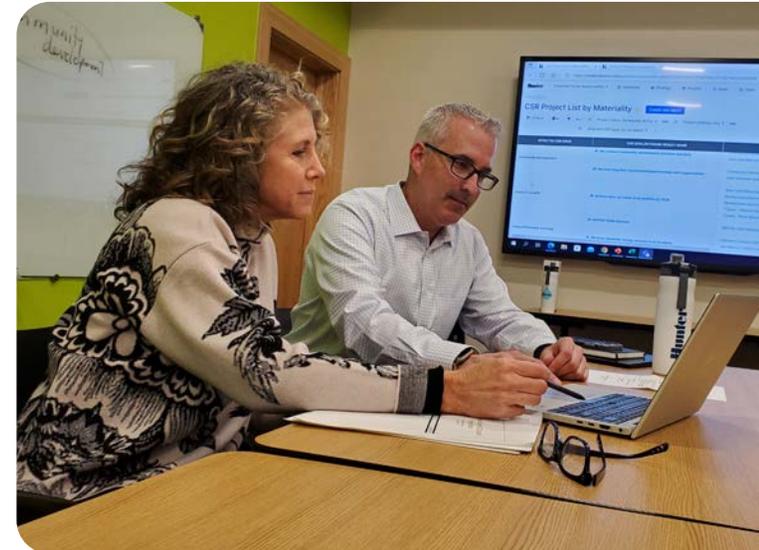
Materiality

We last conducted a materiality assessment in 2020, engaging our senior leadership, employees, and customers across the world so we could learn which topics were of the utmost importance to them. By surveying these key stakeholders and assessing our own internal processes, we evaluated a large range of topics deemed most relevant to our organization and current global landscape of social responsibility. Our cross-functional CSR Council reviewed the results of the survey and identified the following topics, which represent the greatest opportunities for impact amid the context of current global issues.

These topics guided us as we developed our CSR goals and strategies as well as the content of this report. We plan to start the process of updating our materiality assessment in late 2023.

Beyond our materiality process, we engage stakeholders in the following ways:

- Solicit feedback from our employees through company-emailed surveys and at various events
- Request feedback from our customers through marketing emails
- Engage with our peers and policymakers through the associations listed previously



Putting People First	Prioritizing the Planet
Community development	Climate impacts and greenhouse gas (GHG) emissions
Employee development and promotion of diversity, equity, inclusion, and belonging (DEIB) practices	Energy use and renewable energy
Employee health and safety	Product responsibility
Responsible supply chain practices	Waste
	Water use



PUTTING PEOPLE FIRST



Since our founding, putting people first has been an essential element of the Hunter culture. Guided by our core value of Family, we actively support those who are part of our Hunter organization by establishing employee health and safety programs, providing learning and development opportunities, and supporting a diverse and inclusive workforce. Through a commitment to our core value of Social Responsibility, we give back to the communities where we do business by donating our time, money, and resources. We also encourage and empower our employees to support the community and the causes they care about through giving programs that reward their volunteer efforts.



Our focus on Social Responsibility continues beyond our employees and branches out into the community.



Charitable Giving

Our corporate grant funding is determined by our Hunter Charitable Giving Committee. We believe sharing our profits with qualifying nonprofit organizations is an essential part of being a good corporate citizen. Each year, the committee reviews funding applications from eligible organizations, and we prioritize our support to those who are focused on education, community, and the environment. Our goal is to fund initiatives that will maximize impact across our communities. Generally, we focus our donations to organizations that are located where our largest employee populations live: San Diego, California; Tijuana, Mexico; and Clermont, Florida. In 2022, we provided \$684,064 in grants to more than 75 organizations.



Goal

\$2.5 Million

Donate \$2.5 million annually through our Charitable Giving Committee by 2030.

How We're Doing

\$684,064

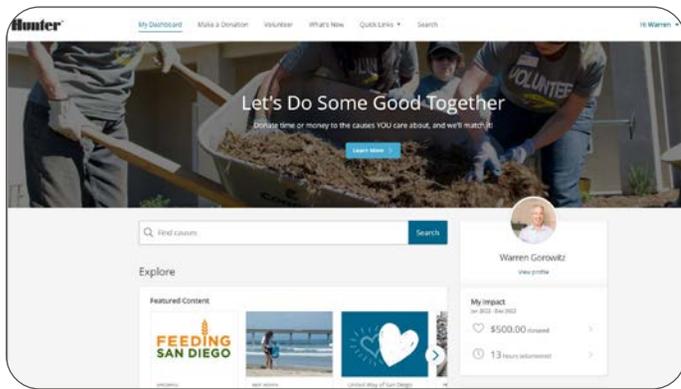
We donated \$684,064 to nonprofit organizations in 2022, which included corporate matching of employee donations.





Community Development

In November 2022, we launched a robust employee giving and volunteering platform called Hunter Helping Others. This new program gives our staff the ability to support the community in numerous ways. Through the online platform, they can receive a donation match from Hunter's charitable giving program to benefit any eligible U.S.-based nonprofit organization of their choice. In addition, when employees log their volunteer hours outside of work, they receive a per hour volunteer reward that they can donate to a nonprofit they care about. While the new program is not currently available for our Hunter Mexico team, we're hoping to expand it to all employees in the future. In the meantime, employees on our Mexico



Hunter Helping Others Employee Portal

campus continue to provide tremendous support to their local community. We're excited about this new platform that gives our employees a variety of ways to support the communities where we live, work, and play.

As pandemic-related challenges eased in mid-2022, we were able to resume volunteer activities in our local communities. Our campus volunteer groups organized a number of events that allowed employees to contribute their time, money, and energy toward helping others.

Stories

Hunter Corporate

North County Food Bank Vista, California

To help families struggling to put food on the table for the holiday season, employees at our headquarters took part in a food drive. Collectively they donated 187 pounds of food, allowing the North County Food Bank of San Diego to donate approximately 155 meals to those in need. Employees also raised \$510 to donate to the cause.



Boys and Girls Club of San Marcos San Marcos, California

During the holiday season, San Marcos employees participated in the Adopt-A-Family Program, which was sponsored by the Boys and Girls Club of San Marcos. Hunter initially signed up to help eight low-income families, but interest was so high that the company was able to adopt an extra family for a total of nine! Employees then bought items from the families' wish lists to make their holidays more enjoyable.



PUTTING PEOPLE FIRST



Hunter Mexico

Eunime por Tijuana Tijuana, Mexico

Our Mexico employees collected spare cleaning supplies in our Tijuana facilities in August 2022 to donate to Eunime por Tijuana, a local nonprofit organization that provides a safe space and home for adolescents with HIV. Our donations helped supply low-income families with enough cleaning supplies to last them several months.



Senninger

Special Olympics Orlando, Florida

In June 2022, Senninger sponsored 16-year-old Adrienne Bunn during the 2022 Special Olympics USA Games in Orlando, Florida. A triathlete with autism, Adrienne won the gold medal in her Triathlon Division and a bronze medal in the 500 m open lake swim. Her goal is to become the first female athlete with autism to complete a full Ironman Triathlon when she turns 18.



Adrienne Bunn

Clean the World Foundation Orlando, Florida

In partnership with the Clean the World Foundation, Senninger employees helped build over 400 hygiene kits to support the war victims in Ukraine. Clean the World supports children and families in countries with a high death rate due to hygiene-related illnesses. Volunteers assembled kits containing recycled soap and donated hygiene products, which were sent directly to those in desperate need of these products.





Employee Development

Our people are the asset we value most, so we make a concentrated effort to help them develop new skills so they can grow in their roles. To encourage this, we continued to offer educational opportunities that supported leadership growth and retention of top talent by empowering employees to nurture their careers.



Goal

85%

Increase employee satisfaction to 85% by 2030 with training and development opportunities.

How We're Doing

74%

We send out our employee satisfaction survey every other year. In 2022, we received a 74% satisfaction rate — a 1% increase from our 2020 results.



Employee Development

Stories

Hunter Corporate

Training Programs and Opportunities Foster Career Growth

Our company's growth and success depends on the advancement of our employees. That's why we continued offering employee development training in 2022 that fostered education, growth, and leadership skills. While we continue to offer some of the same training sessions annually, we are continuously updating and improving the content and form of delivery.



"The New Leader Onboarding training and the SLII training would probably be the most impactful and useful trainings I've taken while at Hunter. They were both taught very well and went deep into some best practices and techniques we could all use when working in or managing a team. Having the flexibility to learn more through using the LMS, SkillShare, PeachPit, or whatever platform you use to advance your skill level is very helpful and important to growth. Giving us that opportunity to use those tools is a part of why the Hunter culture is so great."

Jennifer Madrigal
Design Supervisor
Hunter Industries



With Family being a core value at Hunter, we strive to promote retention, reward our employees when it comes to internal promotions, and provide support for their career growth. Adriana Valencia started working at Hunter in early 2022 and, by the end of the year, she was in a completely different role that exceeded her expectations.

"I started working as a material handler in the Inventory Control Department. Thanks to my manager, and because Hunter fosters an environment of personal and professional growth, it was possible for me to become a supervisor of the department. I feel lucky to belong to the Hunter family where a development opportunity was given to me in the short time of eight months. At Hunter, everything is possible."

Adriana Valencia
Inventory Control Supervisor
Hunter Industries



Annual Internship Program Offers Valuable Work Experience



After a hiatus due to the COVID-19 pandemic, our annual summer internship program returned in 2022. Fifteen interns successfully completed several important projects for the Engineering, Supply Chain, Software Development, Finance, and Marketing Departments. They also gained valuable work experience and learned a variety of professional skills during their internships, such as personal branding, productivity, and emotional intelligence. They also practiced presenting to groups and learned about the power of being their authentic selves at work. The interns witnessed Hunter products in action during field trips to Petco Park and Balboa Park in San Diego, California. They also got involved in the local community by volunteering at Coastal Roots Farm in Encinitas, California, where they helped



rehabilitate an outside engagement area for visitors. After completing the internship program, two of the recently graduated interns were hired and now hold permanent positions with Hunter as a part of the MOB Software Development Team.





Diversity, Equity, Inclusion, and Belonging (DEIB)

At Hunter Industries, we recognize that a diverse, equitable, and inclusive workplace is essential to our success. We're committed to creating a culture of respect, openness, and collaboration where everyone feels valued and empowered to contribute to our shared mission. In 2022, we had a need for growing our workforce at our Mexico campus, and with a focus on diversity we hired 160 people from Haiti.



Goal

Continue to build our global DEIB strategy and establish a Council to develop long-term goals and initiatives in this area.

How We're Doing

Initial discussions have occurred, and planning is underway. We look forward to sharing our DEIB strategies in a future report.

Stories

Hunter Corporate

Women's Growth Forum Promotes Collaboration and Career Advancement

Last year Hunter launched the Women's Growth Forum (WGF), a collaborative virtual space created for women in the landscape industry where they can connect and share ideas with peers while developing skills to advance their careers.

"By creating the Women's Growth Forum, we hope to provide opportunities for professional women to discuss thought leadership topics, develop critical skills, and network with like-minded colleagues so they can get the support they need to grow in their roles."

Tessa Norton
Director of Marketing Strategy
Hunter Industries





Employee Health and Safety

One way we exemplify our value of Family is by ensuring the safety and security of all our employees worldwide. Employees who feel healthy and protected are critical to running a productive and successful business. Our Environmental Health and Safety Department partners with the Security and Wellness Department to create a robust Risk Team that seeks to assess and mitigate risk on behalf of our most important assets. Our goal is to protect the mind, body, and spirit of our employees so they can effectively deliver products and services to our customers.



Goal

Reduce recordable incidents year-over-year.

How We're Doing

In 2022, we maintained the same 1.4 recordable incident rate as the previous year.

Stories

Hunter Corporate and Senninger

Efficiency and Safety Improvements Reduce Worker Injuries

At our Hunter Corporate and Senninger sites in the United States, the average cost per workers' compensation claim in the last three years has decreased by more than 40% compared to our 2018 baseline. This is due in part to our focus on reducing repetitive motion injuries through job rotation, stretching, and automation. In addition to increased efficiency, automation provides a safer process by creating physical distance between our employees and the most dangerous parts of the machinery. Our new machines have interactive sensors that allow employees to work safely near the automation by sensing them in the vicinity. The machinery slows when employees are near and halts when they are within injury range. Bringing in new automation technology, while continuing our existing rotation and stretching controls, has reduced the frequency and severity of major injuries.



Hunter Mexico

Risk Prevention Activities Promote Culture of Safety

In 2022, our manufacturing facility in Tijuana, Mexico, compiled proactive risk prevention activities and created an index to measure how many were completed by each department. These activities included the number of inspections completed, Gemba walks (assessments to identify safety improvements) done, action items closed, hazard identifications reported, and safety training sessions conducted. Hunter Mexico achieved an 87% completion rate, which significantly surpassed their 70% goal for this first year. When proactive safety activities become a normal and consistent part of every employee's workday, the risk of injury is reduced and our culture of safety is strengthened.

Wellness Initiatives

We believe healthy, happy people make productive and balanced employees, so we provide opportunities for our team members to become the best versions of themselves. At both Hunter Corporate and Hunter Mexico, we offer low-cost access to a Wellness Center that features cardio and weight equipment, fitness classes, individualized workout programs, and massage therapists. The pandemic also inspired us to create a more robust program for our remote employees. We have since added online opportunities, such as virtual training and wellness challenges, to help our employees around the world achieve their personal fitness goals.





Wellness Initiatives

Stories

Hunter Corporate

Company Fitness Program Encourages Employee Wellness

Over the span of 23 years, our Wellness Department has facilitated what is now known as the Superhero Challenge. It started off as a weight loss competition and has evolved into a 7-week transformation program. Participants are weighed and measured at the beginning and end of the seven weeks to gauge their progress. To promote improvement during the challenge, employees are encouraged to increase physical activity, eat healthier, drink more water, and be accountable to their goals. Activities are tracked in the Strava App and prizes are awarded to winners in the categories of Most Daily Workouts, Greatest Change in Body Weight, Body Fat, or Lean Body Mass; and Overall Superhero.

“Thank you very much for all the encouragement and for always challenging me at the gym. I am stronger physically, and I cannot understate the mental impact. I have a very demanding job, and I feel like these workouts increase my toughness capacity, so I am not easily overwhelmed with stress. I feel like part of a community when I’m at the gym. You guys are invaluable!”

Hala Healu
Principal Manufacturing Engineer
Hunter Industries





Goal

2025

Audit our suppliers against a CSR scoring framework by 2025.

How We're Doing

50%

We sent out our new supplier survey in December 2022 and have received a 50% response rate among our top suppliers as of April 2023.

Responsible Supply Chain Practices

A strong, steady global supply chain is vital to Hunter's success. Our supply chain includes our vendor partners around the globe who provide us with source materials, such as raw materials, packaging, and contract manufacturing.

Our Supplier Code of Conduct applies to all suppliers that produce goods, components, or raw materials for Hunter Industries and our Family of Companies. This agreement sets forth the basic conditions suppliers must meet in order to do business with us. The Code provides the foundation for our ongoing evaluation of human rights and environmental compliance of our suppliers. The Code is based on internationally accepted standards, and includes the International Labour Organization's core conventions, the Universal Declaration of Human Rights, and the UN Global Compact.

As a responsible global citizen and steward of our environment and communities, we expect our suppliers to adhere to the same high standards to which we hold ourselves regarding the quality of work and ethical business practices. In 2022, we modified our annual supplier survey and audit process by adding questions that will help us better understand our suppliers' approach to sustainability. The survey requested baseline information



about both social and environmental issues, and each supplier was scored on key corporate social responsibility (CSR) indicators. This will help us customize our supplier evaluations to ensure that our interactions are geared toward each supplier's most relevant sustainability issues.

By 2025, we will have audited all our suppliers against our newly amended responsibility scorecard that now considers both environmental and social aspects of each supplier's operations. If a supplier does not meet our minimum requirements, we will issue a Corrective Action Report and work with that supplier to improve the areas of concern. This process will align with our supplier risk assessments and the accompanying audit and corrective procedures.

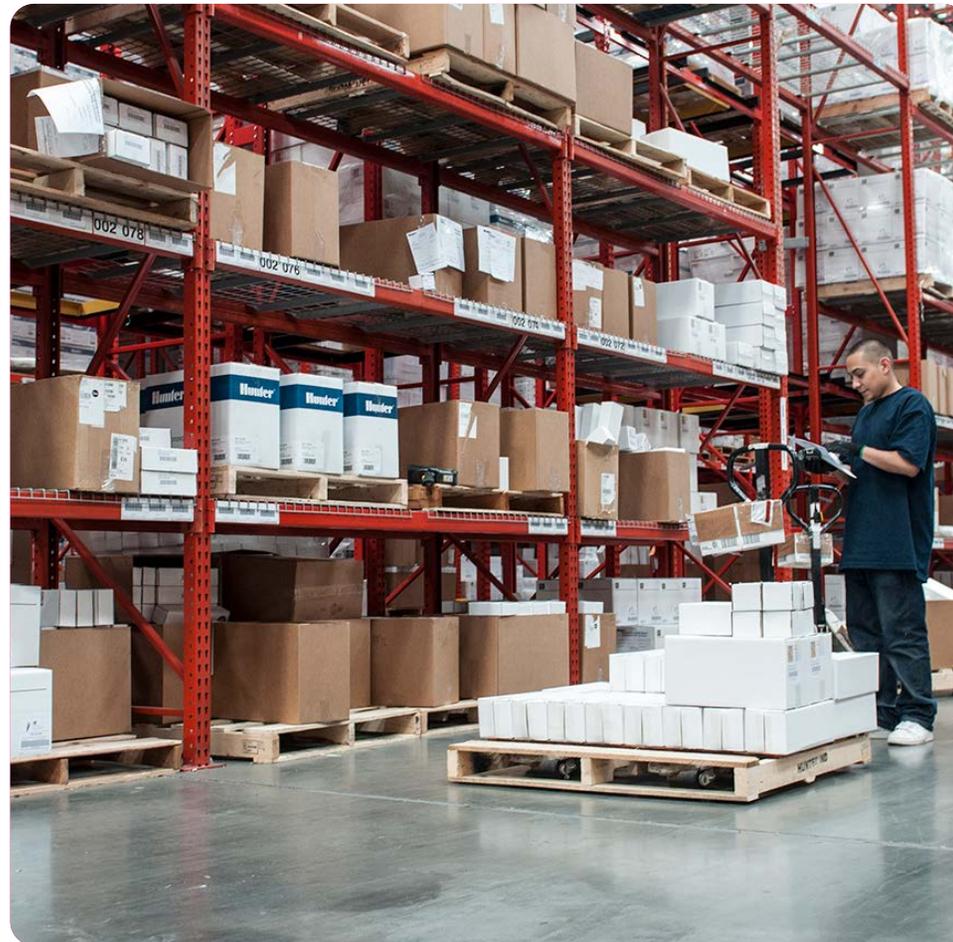
PUTTING PEOPLE FIRST



Our 2022 analysis focused on suppliers who make up the top 80% of our supply chain spend, approximately 115 suppliers. The overall CSR score for those who responded was 67 out of 100 compared to an overall survey score of 85. Of those vendors who completed the survey:

- 32% have a dedicated CSR/sustainability point person
- 30% track greenhouse gas emissions, while 16% have a plan to reduce emissions
- 43% track energy use and 23% have an energy reduction plan
- 39% track waste production and disposal
- 36% track water use

The results of the survey indicate there is more work to be done to align our supply chain with Hunter's CSR values and goals. However, we believe we've taken an important step that will allow us to engage with our vendors in a more intentional, targeted way going forward.





PRIORITIZING THE PLANET



At Hunter, we feel it's our responsibility to be a steward of the environment. That's why we put a great deal of effort into minimizing our impact on the planet while safeguarding it for future generations. To support this endeavor, we continually seek ways to become more sustainable. This involves monitoring and assessing our business activities, then enacting plans to minimize our impacts and, when possible, eliminate them entirely. Engaging with other organizations, such as the California Department of Water Resources, allows us to extend our efforts to the local community. By producing innovative products that save water and energy, we're also able to help our customers achieve their own sustainability goals.



We continually seek ways to become more sustainable.



Climate Impacts and Emissions

Taking steps to better understand our climate impacts and greenhouse gas emissions is a top priority for us. We've continued to implement the Climate Action Plan we developed in 2021, including making significant investments in energy efficiency projects and renewables. Despite these ongoing efforts, our emissions rose slightly from 2021 and our 2019 baseline.

In 2023, we'll forge ahead with several initiatives to advance these efforts. First, we plan to update our Climate Action Plan to reflect the progress we've made and the challenges we've encountered along the way. In 2024, we'll begin our first Scope 3 inventory, which will help us identify indirect emissions sources that are either upstream or downstream of our manufacturing activities. Lastly, we'll complete our first Life Cycle Assessment by the end of the year. This will help us understand the environmental impact our products pose throughout their lifetimes. Using this information, we're hoping to develop a product responsibility roadmap that will enable us to minimize our impact in the future.



Goal

50%

Achieve a 50% reduction in Scope 1 and Scope 2 emissions from our 2019 baseline by 2030; measure Scope 3 emissions by 2025.

How We're Doing

2022

We saw an increase in emissions to 20,195 metric tons of CO₂e from our 2019 baseline of 19,464 metric tons of CO₂e.



Story

Hunter Corporate

Gas to Electric Equipment Conversion Reduces Emissions

Working to reduce our emissions by implementing large-scale energy efficiency and renewable energy projects is just one area we're tackling. We're also looking for other opportunities, large and small, to become less dependent on fossil fuels.

In 2022, we replaced several gas-powered turfgrass mowers with Husqvarna electric robotic mowers on our San Marcos, California, and Clermont, Florida, campuses. To maintain the turf at our 8-acre park at our headquarters, we now have five electric, robotic mowers instead of one gas-powered, riding mower. Converting from gas-powered to electric mowers saves an estimated 5 metric tons CO₂E in greenhouse gas emissions annually. The switch has also allowed our landscape crew to spend time on other tasks while the robotic mowers handle the turf upkeep, saving over 750 employee hours per year.

We've seen some additional benefits, such as healthier and higher quality turfgrass, and reduced water consumption for those areas where robotic

mowers are in use. At our Clermont campus, we've added three robotic mowers that are responsible for maintaining the turfgrass around the main building. We'll continue to assess the need to replace additional gas-powered landscape maintenance equipment with electric versions in the future.





Energy Use and Renewable Energy Generation

Across our company, over 80% of our greenhouse gas emissions come from the energy we purchase from local utilities. We're committed to reducing the energy used during our manufacturing processes and growing our on-campus renewable energy generation capabilities.

By proceeding with the Climate Action Roadmap we created in 2021, we've been able to continuously work toward increasing our renewable energy generation on-site at our manufacturing facilities. In 2022, we made a commitment to increase the renewable energy footprint at our corporate headquarters with four large solar projects. We estimate that this initiative will cover nearly 25% of our total energy demand on that campus and reduce greenhouse gas emissions by over 800 metric tons CO₂e per year. The four buildings slated for completion in 2023 represent Phase 1 of a two-part construction project.

Over the next two years, we'll evaluate the feasibility and investment return on implementing renewable energy at our other manufacturing facilities. Beyond solar projects, we continue to assess the practicality of emerging technologies, including fuel cells and battery storage, to mitigate risk and reduce peak demand charges. In addition to new

solar arrays, we'll add more electrical vehicle charging stations at our San Marcos campus to accommodate the increase in employee-owned electric vehicles.

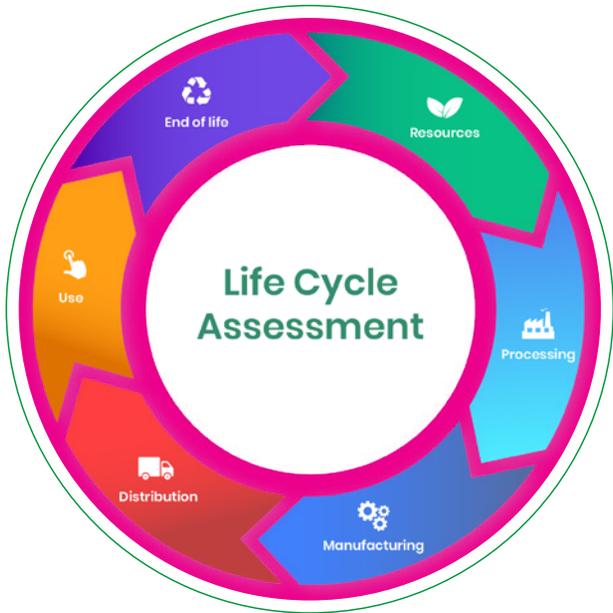
Hunter Corporate

Multiple Company Projects Help Reduce Energy Use

Through our continued participation in the San Diego Gas and Electric (SDG&E) Strategic Energy Management (SEM) Program, our Energy Champions Team completed six projects in 2022, resulting in over 58,000 in kWh savings. One of these was the remodel of our 1943 Diamond Street facility, which allowed us to upgrade the lighting and HVAC systems as well as add the structure to our Building Management System (BMS). These updates will enable optimized scheduling of the utilities in this building.



SEM Cohort Workshop



Product Responsibility

We incorporate quality and sustainability into everything we make, designing each product with high-end materials and cutting-edge features that deliver long-lasting performance while minimizing our environmental footprint. Though supply chain issues continued throughout 2022, we took calculated steps to ensure we had access to the raw materials needed to manufacture our products.

In 2023, we plan to expand our product responsibility efforts by executing our first full Life Cycle Assessment (LCA) for one of our best-selling product lines. The LCA will provide detailed information about the embodied carbon emissions of our products. It will also give us a broad understanding of the less apparent environmental impacts of the product line across its life cycle. We look forward to sharing our findings next year and determining the metrics necessary to ensure we remain accountable to our product responsibility goals.

We recognize the importance of providing end-of-life solutions for our products, and we continue to evaluate potential options for our plastic products, such as sprinklers, rotors, and valves. We're also working with industry associations and partnering

with other manufacturers to explore ways we can responsibly recycle our products once they're discontinued.



Goal

2022

Complete a Life Cycle Assessment (LCA) in 2022 for one of our best-selling product lines.

How We're Doing

We vetted vendors and contracted with one in 2022. Although the process is taking longer than expected, it should be completed by the end of 2023.



Story

Hunter Corporate

Recycling Program Expansion Decreases Landfill Waste

In 2022, we expanded our industry-leading Irrigation Controller Recycling Program to allow all Hunter Preferred Program members to participate. This initiative makes it possible for our customers to send any manufacturer's irrigation controller for processing to our recycling partner, Blue Star Recyclers, a nonprofit organization that creates jobs for people with autism and other disabilities. In addition, we continued to support several of our domestic distributors who are also participating in this program. As a result, we kept 4,475 pounds of discarded irrigation controllers out of landfills over the past year. In 2023, we'll explore offering this program to our customers outside the United States.



we kept 4,475 pounds (2 metric tons) of discarded irrigation controllers out of the landfill in 2022.



Waste Management

As a manufacturing company that produces scrap waste and delivers products in packaging, we know that waste will always be a material topic for us. We've developed a two-pronged approach to this issue: reducing the waste we produce and finding creative and responsible ways to process the waste we can't prevent. In the past, it's been challenging to provide accurate reporting of our campus waste. We're excited to share information this year that reflects the amount of waste generated and the amount diverted from the landfill at our three main manufacturing campuses in San Marcos, California; Clermont, Florida; and Tijuana, Mexico.

We expect our first Life Cycle Assessment (LCA) to help us identify opportunities to reduce packaging and byproduct waste for our largest product line. In 2023, we'll begin reviewing our entire product packaging strategy to uncover ways we can minimize our packaging and use materials that have a smaller impact on the environment.



Goal

90%

Achieve zero net waste by diverting at least 90% of our waste from landfills by 2030.

How We're Doing

79.7%

We recycled and diverted 79.7% of our waste from landfills across our three main manufacturing campuses.

PRIORITIZING THE PLANET



Stories

Hunter Corporate

New Recycling Partnership Diverts Scrap from Landfills

In 2022, we onboarded a new recycling partner at our San Marcos location in California. Complete Recycling/North Star Recycling helped us improve the tracking and management of our campus manufacturing scrap waste and find partners who can use our scrap waste in their manufacturing process. With their assistance, we were able to divert two high-volume scrap waste materials from the landfill to a third party who paid us for this material and was able to use it. Due to this recent success, we'll be onboarding North Star Recycling at our Clermont, Florida, and Tijuana, Mexico, manufacturing campuses in 2023. As we move forward, we expect to find potential savings opportunities and more partners to help us recycle our manufacturing scrap waste.



Senninger

Circular Manufacturing Project Reduces Manufacturing Waste

At the Irrigation Show in Orlando, Florida, in 2017, a discussion about recycling, sustainability, and circular manufacturing developed into a plan to deliver a Senninger waste stream to a local manufacturer in the landscape industry. Over the next several years, the two companies were able to convert an aspirational conversation into a win-win collaboration. The program finally launched in 2022, resulting in the collection of over



13,500 pounds (6,124 kg) of scrap plastic waste that was diverted from the landfill, reground, and injection-molded into new parts for Tree Frog Environmental Products. Building off this success, additional scrap plastic waste will be evaluated for another potential circular manufacturing partnership opportunity in 2023.



Water Use

As a leading manufacturer of irrigation solutions, water is a key material issue for our organization. Our stakeholders feel strongly that this is an important aspect to address as it relates to our environmental impact. Today, our goal focuses on the water footprint we control directly at our facilities. Our San Marcos, California, and Tijuana, Mexico, facilities are located in climates that experience extreme drought. We acknowledge that this reality makes our water conservation efforts even more critical.



During the interior remodel of our customer training center in 2022, we also updated the landscape and irrigation outside the building with drought-tolerant plants and low-volume irrigation. By doing so, we expect to reduce the total water use for that landscape by 25%.

Since our products also affect our customers' water use, our impact on water extends far beyond our own facilities. Because of this, we constantly evaluate how we can better understand our downstream water impacts. With a wide range of EPA WaterSense® certified products designed to support customers in their efficiency journeys, water use will always be a top priority for us.



Goal

30%

Reduce water consumption by 30% against our 2019 benchmark by 2030.

How We're Doing

27%

We've reduced our water consumption by 27% to date compared to our 2019 benchmark.



Stories

Hunter Corporate

Yuba II Project Reduces Wildfire Risk and Protects Water Supply Northern California

In partnership with the Bonneville Environmental Foundation, Hunter's Charitable Giving Committee provided support to this important project in Northern California.

The focus of the multi-phase Yuba II Forest Resilience Bond Project is to reduce the risk of severe wildfires, protect ecosystems and communities, and deliver a range of other monetary and non-material benefits. Phase I treatments were completed in late 2022, which included 126 acres of wildfire fuel reduction and

non-commercial thinning. Earlier in the year, an additional 326 acres (132 hectares) were restored with an initial forest water use decrease of 26 acre-feet (3.2 hectare-metres) compared to the previous five years of vegetation water use measurements. As the project progresses, the water quantity benefit is expected to increase significantly over time.

Smart City Project Reduces Water Use by 30%

A smart city project, developed in cooperation with Suez Co., that includes Hunter irrigation solutions is providing better monitoring and management of the valuable resources and assets in Angers, France. It meets the dual objectives of saving energy and improving public services for the benefit of the environment and the residents. A 30% reduction in water consumption is expected after the entire project is implemented using smart irrigation solutions in parks and public gardens.



Urban Forestation Project Increases Green Spaces By Using Recycled Water Green Riyadh, Kingdom of Saudi Arabia

The Green Riyadh Program is one of the most ambitious urban forestation projects in the world. Phase one added beautiful landscaping to 37 mi (60 km) of highway roads. When complete, the program will increase the number of green spaces by planting 7 million trees (equivalent to about one per person) and landscaping 3,000 parks. Hunter's irrigation solutions will help to enhance the quality of life in Riyadh by irrigating with recycled water that will turn the entire city "green," lowering temperatures and making the city a better place to live.



Irrigation Training Center Showcases Modern Irrigation Technologies University of Georgia-Griffin

In August 2022, the University of Georgia (UGA) opened an irrigation demonstration site on its Griffin campus. The site consists of four 30' x 30' (9 m x 9 m) plots, which will be used for training, research, and education. Three of the plots are designated for investing companies to showcase their latest products and technology, and the fourth plot will be used for research by faculty and graduate students at UGA-Griffin. The project is the first of its kind to involve researchers and students as well as the public.

Responding to the Drought with Customer Resource Guides

Drought conditions across the United States, especially in the Southwest, continued to pose water use challenges in 2022. In response, we developed two guides to help our customers find solutions during this period of resource scarcity.

The Drought Management Flyer

This resource guide provides eight best practices for dealing with drought conditions in the landscape along with 10 product solutions.

Slow the Flow
and Avoid Runoff
with Hunter's Proven
Water Savers

Here are a few simple changes to dramatically reduce outdoor water use and achieve the mandatory water use reduction in our state.

- Replace Inefficient Sprays With MP Rotators—Save Up to 30%**
 The very simple fix allows you to keep existing turf areas and landscaping. Just switch from inefficient traditional spray nozzles to Hunter MP Rotator nozzles and realize up to 30% water savings. The MP Rotator sprays multiple streams of water evenly and evenly, extending natural rainfall that gently soaks into the soil without runoff or misting.
- Convert Areas to Drip Irrigation**
 Replacing turf and converting from sprays to Hunter's Professional Landscape DripLine (PLD) can save up to 70% water. Drip irrigation provides slow, even watering for close-to-coverage right where it's needed with no overwatering onto the hardscape.
- Add Smart Control**
 Add Solar Sense to a Hunter irrigation controller and let the controller adjust to on-site weather conditions for optimal water scheduling. Typical savings are up to 20%. Use Hunter's free run time calculator to generate a customized watering schedule to prevent water waste at <http://hunterdirect.com/time>

Hunter

Tree Irrigation Solutions Brochure

This resource guide provides irrigation solutions for properly irrigating trees.

IRRIGATING TREES
Best practices to promote healthy trees in your community

Hunter

"Show me a healthy community with a healthy, economy and I will show you a community that has no green substance up its nose and understands the relationship between the built and the natural environment."
 — Will Rogers, Former President, The Trust for the Public Land

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Senninger

Agricultural Infrastructure Project Saves Water and Supports Food Security in Egypt

An Egyptian fruit producer achieved a remarkable 15% to 20% reduction in water usage after installing i-Wob®2 Sprinklers, Pressure Regulators, Gooseneck, and Truss Hose in 30 pivots.

Partnering with the Senninger team, this customer incorporated water management best practices, reducing evapotranspiration (the evaporation of water from soil combined with the transpiration of water from plants) and enhancing efficiency.

The i-Wob 2 product was a key factor in the project's success for two reasons. It produced the ideal droplet size for the region's specific soil and wind conditions, ensuring optimal watering without runoff. In addition, the perfect droplet size reduces the air temperature around the crop during the hot weather season to encourage growth while preventing plant damage.

Seedling Company Reduces Water Use and Implements Fertigation in Brazil

A Seedlings producer in Brazil has been running its business for two decades. Currently, they produce around 60 million pine and eucalyptus seedlings each year.

In 2017, the company was introduced to the Senninger mini-Wobbler® Sprinkler. Since then, the company's irrigation system has significantly improved its distribution uniformity, enabling the use of fertigation (combining water and fertilizer in an irrigation system).

Due to the lower flow required per sprinkler, the customer has reduced its total water volume while irrigating a larger volume of seedlings.





DRIVING PURPOSE FROM PROFIT

At Hunter Industries, we believe success comes in many forms. By using the triple bottom line approach of People, Planet, and Profit, we're able to measure our company's annual accomplishments in accordance with our core values. Our commitment to Innovation, Customer Satisfaction, and Social Responsibility is evident in every product we make, and this helps drive the profits that allow us to safeguard the planet for future generations and support our people. To live our corporate value of Family, we've established multiple programs to recognize our employees for their ongoing contributions and inspiring ideas. We also acknowledge the efforts of customers who follow socially responsible business practices.



Our commitment to innovation, customer service, and social responsibility is evident in every product we make.



Profit Share

We believe in rewarding those who help us grow and prosper as a company. Our annual Profit Share Program allows us to allot a percentage of our profits to employees based on the organization's performance. The Leadership Team sets an annual targeted goal for profit sharing and regularly updates employees on progress made toward the goal. Over the last three years, employees have received an average profit share distribution of 15% of eligible earnings.



The Leadership Team sets an annual targeted goal for profit sharing.



How We're Doing

15%

We've distributed an average 15% of profits to employees over the past three years.



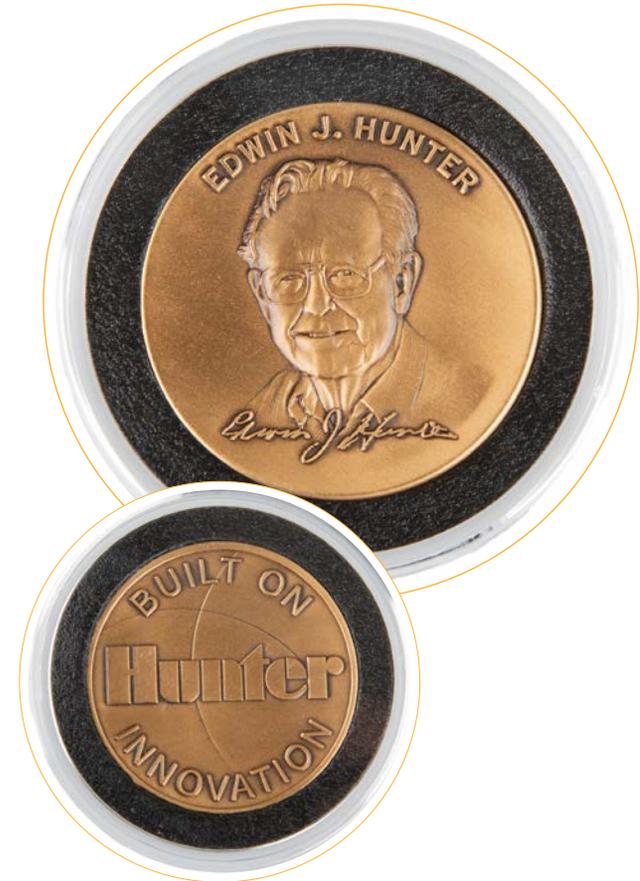
Built on Innovation Program

Our core value of Innovation propels us to stay ahead of the competition and inspires us to continually create new products with Social Responsibility in mind. To encourage innovative thinking, we engage employees and customers through our Built on Innovation Program. Despite the challenges of the last few years, participants have contributed a range of creative ideas that provide responsible solutions to customers and promote the success of our organization. At right, we've listed a few of the incredible results that we achieved in 2022.



How We're Doing

- Ideas submitted by employees: 156
- Ideas submitted by customers: 120
- Ideas approved for development: 35
- New products launched: 12
- Patents issued: 9
- CEO Innovation Awards given out: 13





Edwin J. Hunter Innovator of the Year Award

2022 Recipients:

James Bell and Ricardo Rodriguez

This award is presented annually by CEO Greg Hunter to employees who best exemplify Hunter's core value of Innovation. James Bell and Ricardo Rodriguez were recognized for developing an innovative nozzle and turret design that improves performance in Hunter commercial rotors. The patented nozzle housing achieves a longer radius range without sacrificing distribution uniformity, allowing Hunter's largest rotors to deliver precise coverage to sports fields, community parks, and golf courses.





Ann Hunter-Welborn Circle of Excellence Award

When Hunter Industries was established in 1981, co-founder Ann Hunter-Welborn initiated steps to develop a long-term sustainability movement for our organization. Her efforts helped us realize that we can't achieve our goals alone. The Ann Hunter-Welborn Circle of Excellence Award — presented annually since 2018 — aims to identify, congratulate, and publicly recognize customers and partners who exemplify socially responsible practices within our industry and inspire others to join the movement. We invite you to meet our 2022 award winners and discover how they're setting the standard for CSR excellence in the green industry.



Ann Hunter-Welborn



2022 Ann Hunter-Welborn Circle of Excellence Award Winners



Ellie Kamara
Santa Teresa Enterprises Limited

In the remote outback of central Australia, the community children of Santa Teresa enjoy a game of Australian Rules Football. However, the exposed soil lot delivered less than ideal conditions, creating a dusty and dangerous play space for community members. Through the relationship between Santa Teresa Enterprises Limited and the Melbourne Football Club, the play space has received irrigation and turf. This transformation has not only created a safe area for children to play but also a healthy space for surrounding communities to use and gather.



Stan Southwick
SLA Land Architects

Dedicated to sustainable design in the southwest desert, SLA Land Architects strive to deliver low-maintenance, water-efficient, and functional spaces for their clients. LEED design practices are followed on all projects, whether certification is being sought or not. Dedicated to sharing these ideas, several SLA staff members allocate time to teach at collegiate design programs.



Glen Schmidt and Jennifer Montgomery
Schmidt Design Group

In 2007, Schmidt Design Group embraced the opportunity and responsibility of pledging a Sustainable Sites Initiative pilot project in the San Diego area. The project remains a beacon of sustainable design practices blended with functional use. Taking the time to understand the relationship between stakeholders, site conditions, and project goals, Schmidt Design Group has no problem leading their clients out of the comfort zone to deliver truly impactful projects.



2022 Ann Hunter-Welborn Circle of Excellence Award Winners



Billy Krimmel

Miridae Landscape

With a mission to break down barriers between human-occupied areas and wild native habitats, Miridae Landscape believes that connecting these environments promotes healthy communities for both the natural and built environment. With each project, they come one step closer to creating a network of habitat gardens and migration corridors to support resilient populations of native species while providing educational opportunities for human environments.



Les Hill

Golf Course Irrigation Consultant

No two projects are the same and, as a golf course irrigation consultant, Les Hill understands the importance of thorough site knowledge. From existing irrigation application audits and management to budget considerations and playability, Les strives to deliver long-lasting solutions that maximize water efficiency by using low-maintenance products with a robust life span.





Putting People First

Charitable Giving

Contributions by Type	2020	2021	2022
Community	\$134,338	\$288,495	\$293,550
Education	\$161,660	\$157,550	\$172,540
Employee Match	\$97,723	\$126,065	\$86,873
Water and Environment	\$27,500	\$62,500	\$77,500
Product Donations	\$1,547	\$8,010	\$3,601
Disaster Relief	\$60,000	\$100,000	\$50,000
Total	\$483,104*	\$742,719*	\$684,064

*Includes employee requests not shown

Employee Development

Year	Average Training Hours per Employee
2020	16.4
2021	14.3
2022	7.5

Employee Demographics

All Full-Time Employees by Ethnicity

Ethnicity	2020	2021	2022
Hispanic or Latino	2,588	2,506	2606
White	470	470	479
Not Specified	195	177	208
Asian	103	107	111
Black or African American	31	36	32
Two or More Races	27	34	42
Native Hawaiian or Other Pacific Islander	10	11	11
American Indian/Alaska Native	7	7	8
Total	3,431	3,348	3,497

Employee Demographics

All Full-Time Employees by Gender

Gender	2020	2021*	2022
Male	1,893	1,855	1,942
Female	1,538	1,493	1,518
Not Specified**			37
Total	3,431	3,348	3,497

*2021 gender data was reversed **New category for 2022

Employee Demographics

Managers by Ethnicity

Ethnicity	2020	2021	2022
Hispanic or Latino	189	197	223
White	141	140	145
Not Specified	10	14	27
Asian	14	9	15
Black or African American	3	2	3
Two or More Races	5	6	12
Native Hawaiian or Other Pacific Islander	0	0	0
American Indian/Alaska Native	2	2	2
Total	364	370	427

Employee Demographics

Managers by Gender

Gender	2020	2021	2022
Male	284	291	312
Female	80	79	105
Total	364	370	417



Putting People First (cont.)

Employee Demographics

All Employees by Generation and Gender

Generation	Female	Male	Not Specified	Grand Total
Traditionals (prior to 1946)	0	1	0	1
Boomers (1946 to 1964)	105	221	4	330
Generation X (1965 to 1980)	446	600	15	1,061
Millennials (1981 to 1997)	732	844	19	1,595
Generation Z (1998 or later)	236	277	0	513
Grand Total	1,519	1,943	38	3,500

Employee Demographics

Executive Leadership Team by Gender

Gender	2020	2021	2022
Male	6	6	6
Female	1	1	1
Total	7	7	7

Employee Demographics

Executive Leadership Team by Ethnicity

Ethnicity	2020	2021	2022
White	7	7	7
Total	7	7	7

Employee Demographics

Hunter Board of Directors by Gender

Gender	2020	2021	2022
Male	7	7	5
Female	4	4	4
Total	11	11	9

Employee Demographics

Employee Health and Safety

Date	Hazard Identification Rate
2020	8.4
2021	9.7
2022	9.0

Date	Recordable Incident Rate
2020	1.7
2021	1.4
2022	1.4

Employee Demographics

All Employees by Gender and Tenure 2022

Years of Tenure	21+	11 to 20	6 to 10	<6	Total
Female	80	150	150	1,139	1,519
Male	194	204	314	1,231	1,943
Not Specified	6	6	8	18	38
Grand Total	280	360	472	2,388	3,500



Prioritizing the Planet

Climate Impacts and Greenhouse Gas Emissions

Metric	Tons of Carbon Dioxide Equivalent	2020	2021	2022
Scope 1 Total		3,788	3,693	3,039
San Marcos, California		1,871	1,547	1,027
Clermont, Florida		14	19	8
Tijuana, Mexico		979	1,065	768
Other Offices		25	24	17
Fleet Vehicles		899	1,037	1,219
Scope 2 Total		17,771	15,771	17,156
San Marcos, California		2,958	2,791	3,089
Clermont, Florida		1,919	2,106	2,144
Tijuana, Mexico		12,188	10,838	11,903
Other Offices		706	37	20
Total Emissions		21,559	19,464	20,195

Notes:

1. Hunter Industries considers all facilities under our direct control within our boundary. We do not include contract manufacturers outside of our direct operation within our Scope 1 and Scope 2 inventory.

2. Within our boundary, we collect consumption data directly from our utility sources. We do not have utility data available for three small office buildings. In these cases, we applied CBECS industry standards as estimates.

3. We apply a location-based methodology to calculate all greenhouse gas (GHG) emissions. We use the following standards: U.S. EPA emissions factors for all renewable energy, diesel, purchased electricity, cogeneration, motor gasoline, propane, and natural gas emissions within the U.S.; IEA emissions factors for international purchased electricity; DEFRA emissions factors for international natural gas and propane; and EC emissions factors for motor gasoline in Canada.

Energy Use and Renewable Energy

Total kWh Consumption by Campus	2020	2021	2022
Total	63,219,269	63,886,535	61,654,462
San Marcos, California	25,747,717	23,696,330	20,320,347
Clermont, Florida	4,531,707	5,381,819	5,673,200
Tijuana, Mexico	29,733,982	34,549,688	35,515,746
Other Offices	3,205,863	258,698	145,169

Energy Use and Renewable Energy

Energy Use from Purchased Electricity (kWh)	2020	2021	2022
Total	47,616,342	49,812,174	50,902,516
San Marcos, California	13,334,283	13,516,096	13,210,174
Clermont, Florida	4,520,335	5,371,579	5,640,663
Tijuana, Mexico	26,692,684	30,797,592	31,989,885
Other Offices	3,069,040	126,906	61,794

Energy Use and Renewable Energy

Energy Use from Fuel (kWh)	2020	2021	2022
Total	13,329,991	12,091,942	9,266,683
San Marcos, California	10,140,498	8,197,815	5,624,910
Clermont, Florida	11,372	10,240	32,536
Tijuana, Mexico	3,041,298	3,752,096	3,525,861
Other Offices	136,823	131,791	83,376



Prioritizing the Planet

Energy Use and Renewable Energy

Co-gen Energy Generation in kWh	2020	2021	2022
San Marcos, California	1,524,554	1,254,276	744,767

Energy Use and Renewable Energy

Solar Energy Generation in kWh	2020	2021	2022
San Marcos, California	695,496	698,596	740,496

Product Responsibility

Irrigation Controllers Recycled (lb)	2020	2021	2022
	4,186	2,757	4,475

Waste

Waste Produced by Manufacturing Campus in 2022	Tons	Diversion (Percentage Recycled)
Total	3,936.0	79.7%
San Marcos, California	1,640.9	70.2%
Clermont, Florida	96.0	22.7%
Tijuana, Mexico	2,199.1	89.2%

Water Use

Water Consumption by Campus (gal)	2020	2021	2022
Total	43,415,794	45,568,443	42,891,927
San Marcos, California	22,400,356	20,105,886	19,357,462
Municipality	4,779,720	4,347,376	4,126,716
Well	17,620,363	15,758,510	15,230,746
Clermont, Florida	12,602,680	17,722,640	15,706,580
Municipality	5,978,000	8,928,000*	4,874,000
Well	6,624,680	8,794,640*	10,832,580
Tijuana, Mexico	8,412,758	7,739,917	7,827,885

*These numbers were recorded incorrectly in our data table in the 2021 CSR Report and have since been updated.

GRI Content Index		
Statement of Use	Hunter Industries has reported the information cited in this GRI content index for the period January 1, 2022 - December 31, 2022 with reference to the GRI Standards.	
General Disclosures	Locations	Page
2-1 Organizational details	About Us	
2-2 Entities included in the organization's sustainability reporting	About Us	
2-3 Reporting period, frequency, and contact point	<p>Reporting period for sustainability reporting: January 1, 2022 - December 31, 2022</p> <p>Frequency of reporting: Annual</p> <p>Reporting period for financial reporting: January 1, 2022 - December 31, 2022</p> <p>Publication date: August 23, 2023</p> <p>Contact: Warren Gorowitz, Director of Corporate Social Responsibility</p>	
2-4 Restatements of information	Climate Impacts and GHG Emissions	24
2-5 External assurance	We do not seek external assurance for our CSR Report at this time.	
2-6 Activities, value chain, and other business relationships	About Us , Responsible Supply Chain Practices	21-22
2-7 Employees	Data and Details	42-43
2-9 Governance structure and composition	Hunter Governance and CSR Oversight, Data and Details	7-8, 43
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2-13 Delegation of responsibility for managing impacts	Hunter Governance and CSR Oversight	7-8
2-14 Role of the highest governance body in sustainability reporting	Hunter Governance and CSR Oversight	7-8
2-22 Statement on sustainable development strategy	A Word from CEO Greg Hunter	2
2-23 Policy commitments	Hunter Governance and CSR Oversight; Responsible Supply Chain Practices	7-8, 21-22
2-24 Embedding policy commitments	Responsible Supply Chain Practices	21-22
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	302-4 Reduction of energy consumption	Gas to Electric Equipment Conversion Reduces Emissions, Energy Use and Renewable Energy	25-26
	302-5 Reductions in energy requirements of products and services	Product Responsibility How to Save on Energy Costs with Low-Pressure Sprinklers and Pressure Regulators	27
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GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Use	31-34
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	305-2 Energy indirect (Scope 2) GHG emissions	Climate Impacts and GHG Emissions, Data and Details	24, 44
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	306-3 Waste generated	Waste Management, Data and Details	27, 29, 45
	306-4 Waste diverted from disposal	Waste Management, Data and Details	29-30, 45
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GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Employee Health and Safety	18
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We'd love to hear from you! Join the conversation
at sustainability@hunterindustries.com.

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