

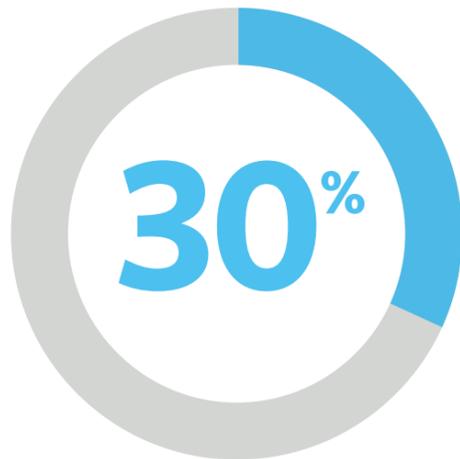
2019 Corporate Social Responsibility



Hunter[®]

GOALS

Every day at Hunter Industries, we strive to conduct business with our core value of Social Responsibility in mind. The CSR goals we set in 2018 reflect our desire to create a sustainable organization that achieves a balance between the people we serve, the planet we impact, and the profits we earn. This report summarizes our progress so far. In future years, we look forward to reporting on other goals.

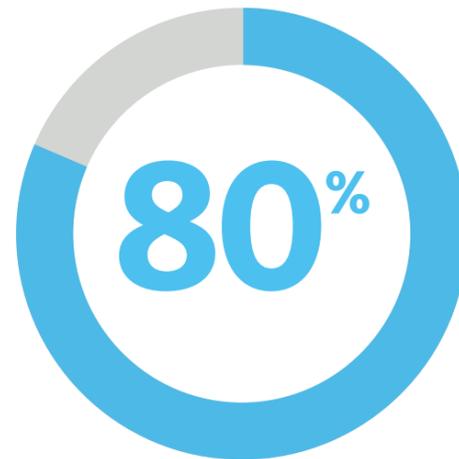


WATER

Reduce total water consumption by 30% by 2030

[SEE PROGRESS](#)

- > Include water conservation messaging on applicable product marketing by 2025
- > Encourage suppliers to decrease their water-use footprints by 10% by 2030



TRAINING SATISFACTION

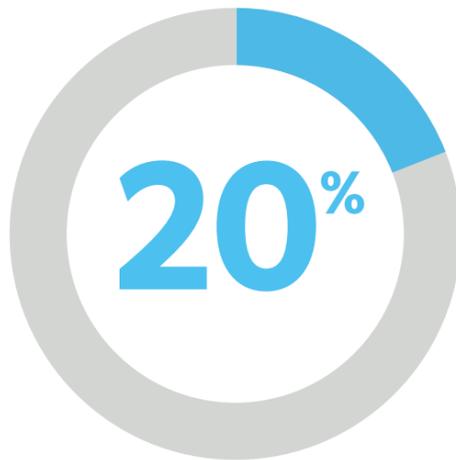
Increase training satisfaction to 80% by 2025

[SEE PROGRESS](#)

- > And 85% by 2030 with training and development opportunities.
- > Develop supply chain and customer CSR Tool Kits by 2030

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HEALTH & SAFETY

Increase the number of employees participating in wellness programs by 20% by 2030

[SEE PROGRESS](#)

- > Reduce accidents and injuries year-over-year
- > Include safety topics in product training modules by 2025
- > Audit all suppliers for code of conduct compliance by 2025 and every three years beyond



WASTE

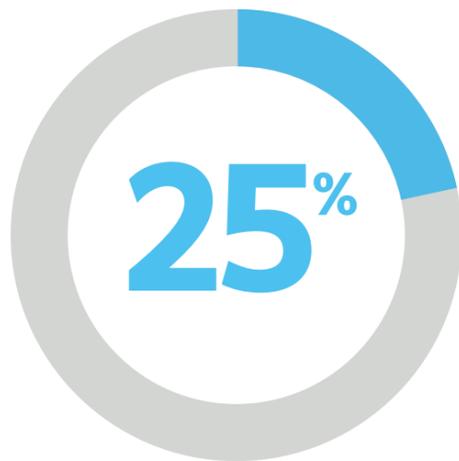
Achieve zero net waste at all facilities by 2030

[SEE PROGRESS](#)

- > Launch industry-driven product recycling programs by 2030
- > Conduct waste audits on all suppliers by 2025

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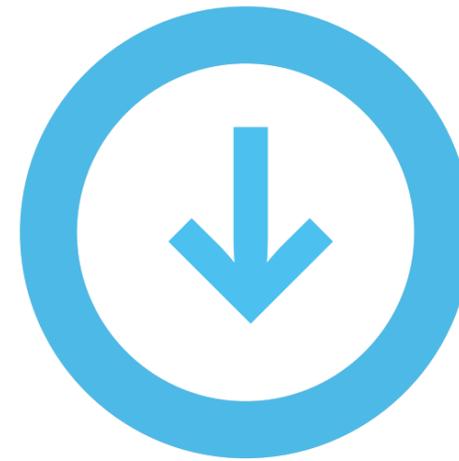


COMMUNITY DEVELOPMENT

Increase employee volunteer hours by 25% by 2025

SEE PROGRESS

- > And 50% by 2030
- > Increase charitable giving to \$2.5 million by 2030
- > Develop and execute five community development opportunities with supply chain and customer stakeholders by 2030



ENERGY USE, GHG EMISSIONS & RENEWABLE SOURCING

Develop action plan to reduce greenhouse gas emissions by 2020

SEE PROGRESS

- > Include energy conservation messaging on applicable product marketing by 2025
- > Conduct Scope 3 carbon emissions audits by 2025



ABOUT US

Company Profile

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 our 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.

[MORE →](#)

MISSION, VISION & VALUES

Our 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.

Our 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.

Our 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.

HUNTER GOVERNANCE & CSR OVERSIGHT

Guiding CSR Strategy at Hunter Industries

Our Board of Directors is made up of three members of the Hunter family and six independent members. The Leadership Team (LT) oversees day-to-day operations at Hunter, ensuring top performance while preserving our core values. In 2019, Hunter Industries hired a new CSR Director and created a CSR Council comprised of management-level employees from various business units to help guide and implement company CSR initiatives. The CSR Director provides updates during quarterly board meetings and participates in weekly LT meetings. The CSR Council meets quarterly. Each campus also has a Focus 3P (People, Planet, Profit) group that taps into employee passions to promote innovation and communication about CSR issues.





A WORD FROM CEO GREG HUNTER

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[MORE →](#)

“The diverse group of employees, across all campuses and departments, that has embraced CSR efforts and goals demonstrates the dedication of our employees in fulfilling our responsibility as a company. I am proud to see Hunter leading the way in corporate social responsibility in our industry, and in turn, having a positive impact on our community and the environment.”



Emily Welborn Guevara,
Board Member
and Shareholder,
Hunter Industries

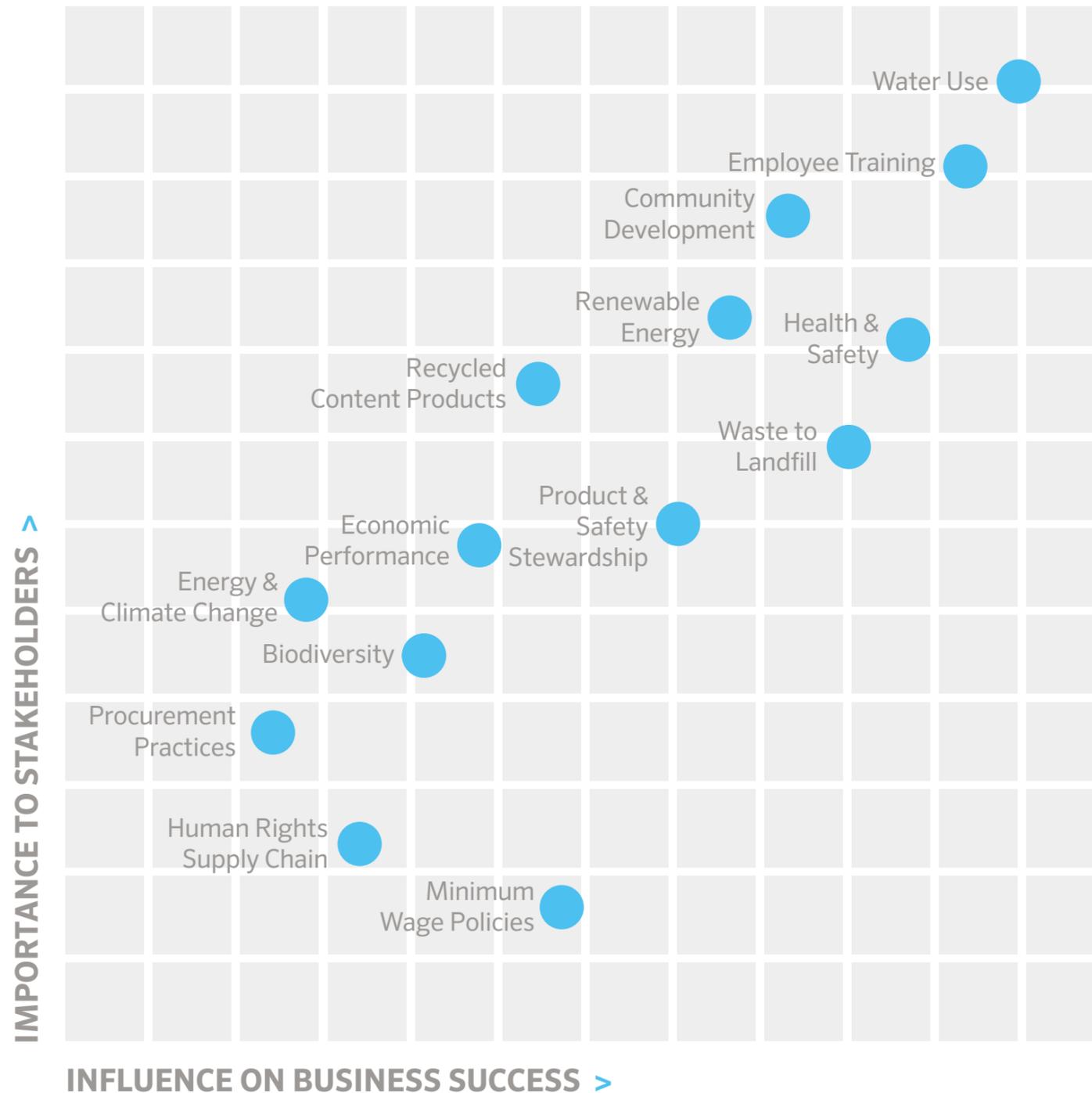


Donna Queen,
Board Member,
Hunter Industries

“Long before it became a buzzword or popular acronym, Corporate Social Responsibility has been a priority for Hunter. It’s not a marketing ploy or a brand-building exercise — it’s creating environmentally responsible products and manufacturing practices, and serving our employees, customers, communities, and world in a way that makes a meaningful difference. Our commitment should be measured not by slogans or good intentions, but by results.”

MATERIALITY MATRIX

This Materiality Matrix is based on our most recent CSR survey and solicitation of internal and external stakeholder engagement feedback in 2017 and 2018. The matrix helps us determine our sustainability initiatives and refine our goals. The 12 issues shown were selected as the most impactful to Hunter from dozens of others identified by stakeholders. Their placement on the matrix reflects how they were prioritized by stakeholders. Hunter remains diligent in driving meaningful change for all these issues despite their respective locations on the matrix. We will continue to update our matrix as we gather additional input from our stakeholders.





People

Learn more about the people we impact

EMPLOYEE TRAINING SATISFACTION

Achieve 80% by 2025

78% in 2020

YEAR-OVER-YEAR

Accident & Injury Reduction

EMPLOYEE WELLNESS PROGRAM PARTICIPATION

Increase 20% by 2020

CHARITABLE GIVING

\$2.5 Million by 2030

\$544,075 in 2019

EMPLOYEE VOLUNTEER HOURS

Increase 25% by 2025





Promoting training with the biggest user challenge

Tim Luz, Test Engineering Technician, Clermont, Florida

[Click to read the story →](#)



Promoting safety in Tijuana

EHS team works hard to keep our employees safe with new engagement efforts

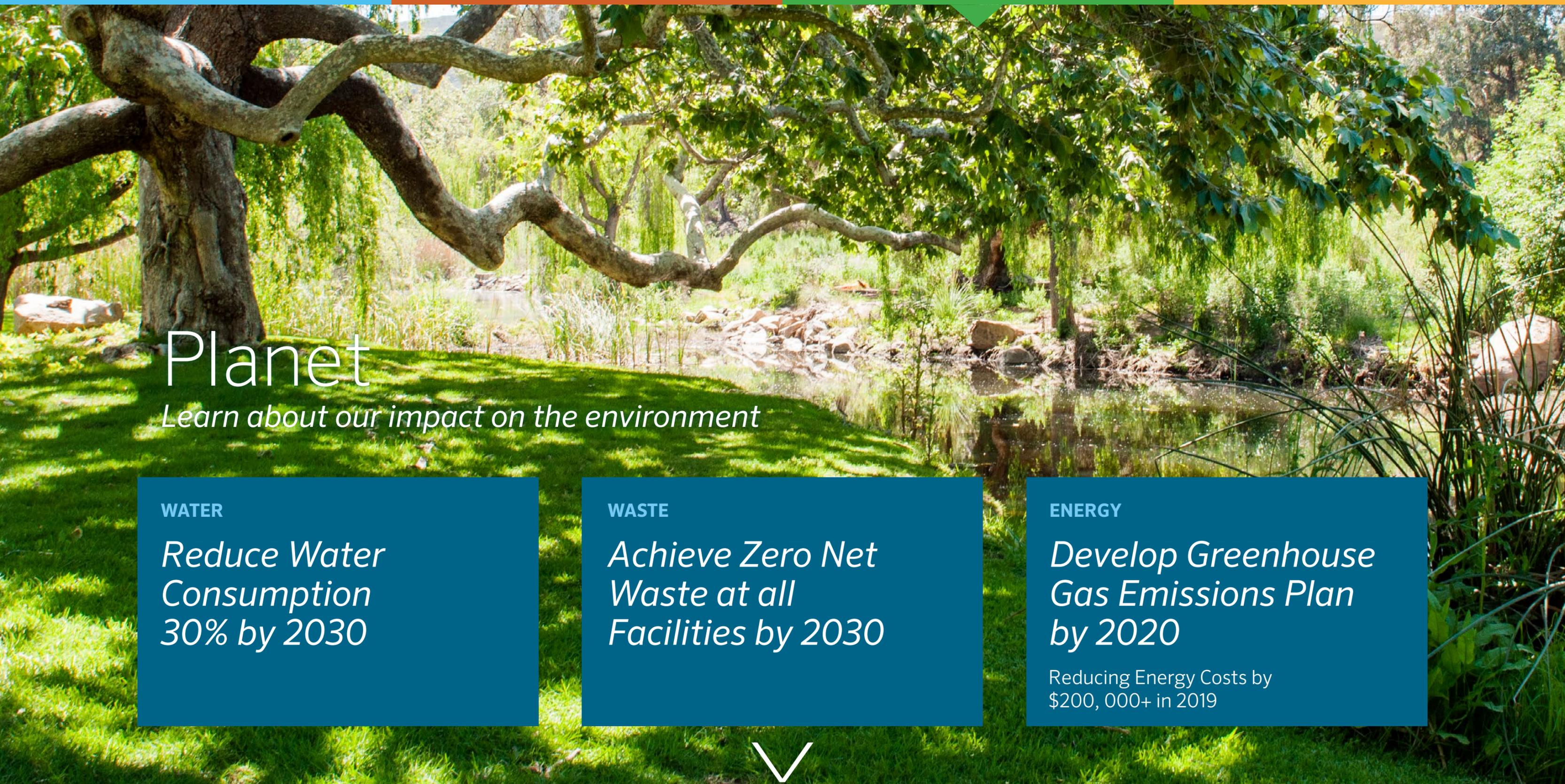
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Community outreach with Senninger Helping Others

Inaugural SHO event in December 2019 helps local families in need

[Click to read the story →](#)



Planet

Learn about our impact on the environment

WATER

Reduce Water Consumption 30% by 2030

WASTE

Achieve Zero Net Waste at all Facilities by 2030

ENERGY

Develop Greenhouse Gas Emissions Plan by 2020

Reducing Energy Costs by \$200, 000+ in 2019



[SEE OUR PROGRESS →](#)

Stopping water waste in Clermont

Investigating new technologies to save water

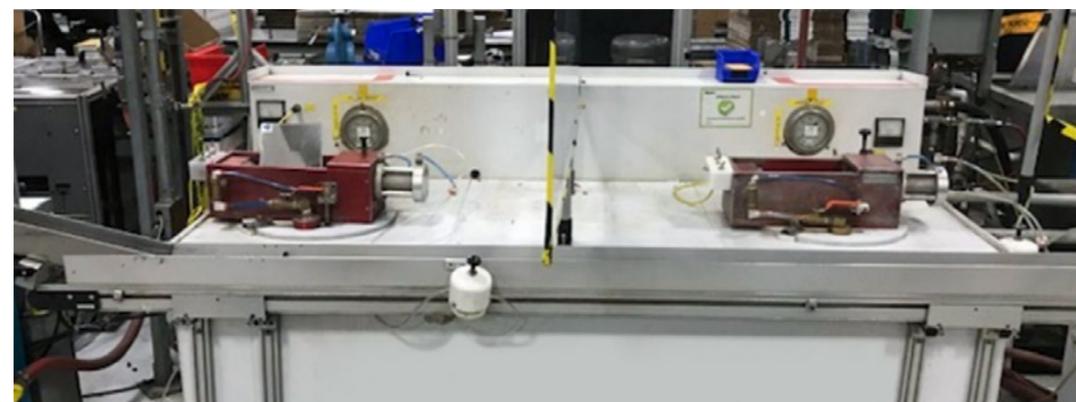
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A new way to save water in Tijuana

22% of the water used in in the test tanks is recycled water

[Click to read the story →](#)



Partnering to provide job opportunities and keep electronic waste out of landfills

[Click to read the story →](#)

[Click to read watch the video →](#)



Profit

Learn how we use our profits to ensure success

PROFIT SHARE

**Average
Payout of 14%**

Over past seven years

INNOVATION

**Record Number of
Ideas Submitted
in 2019**

384 by employees
80 by customers



2019 Edwin J. Hunter Innovator of the Year Award

Pete Woytowitz

[Click to read the story →](#)



Looking Ahead

We're proud of our progress toward reaching our CSR goals, but we know that we have more work to do.

[Click to read the story →](#)