

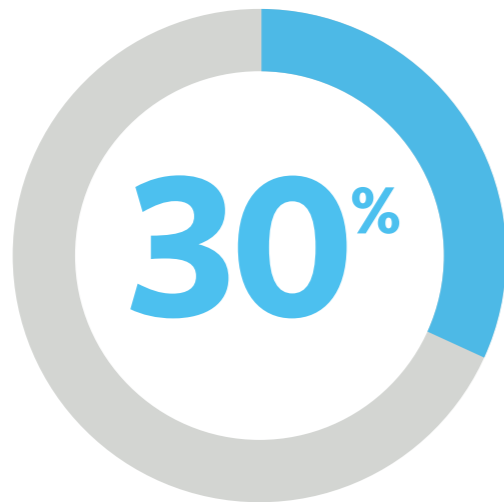


# 2020 Corporate Social Responsibility Report

**Hunter**<sup>®</sup>

# GOALS

Every day at Hunter Industries, we strive to conduct business with our core value of Social Responsibility in mind. In 2018, we set new Corporate Social Responsibility (CSR) goals 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 and highlights our activities in 2020.

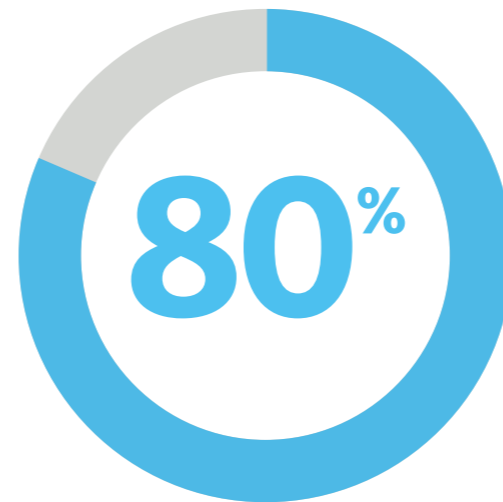


## WATER

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



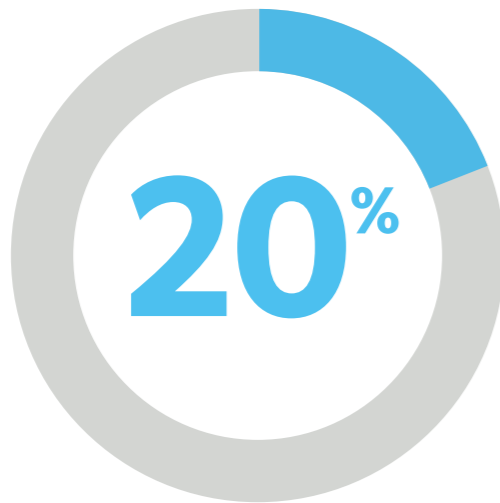
## EMPLOYEE TRAINING

Increase employee satisfaction with training and development opportunities to 80% by 2025

[SEE PROGRESS](#)

- > And to 85% by 2030
- > Develop supply chain and customer CSR Tool Kits by 2030

# GOALS



## 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



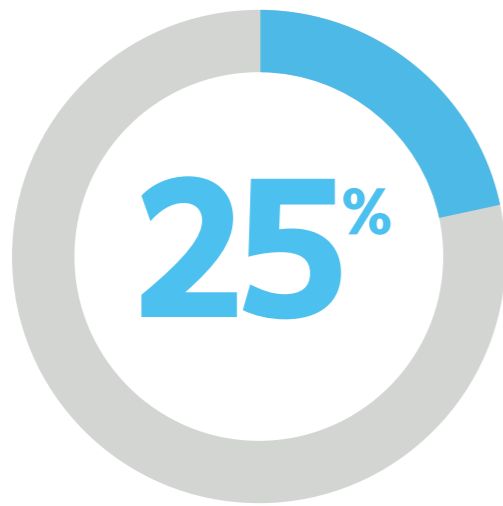
## WASTE

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

GOALS

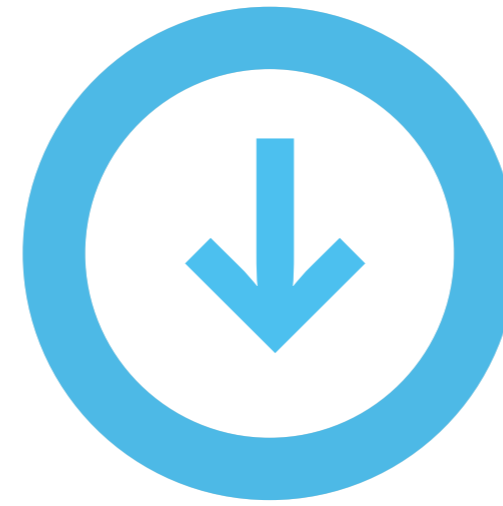


COMMUNITY DEVELOPMENT

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 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.

[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

### Corporate Social Responsibility in a Changing World

In 2020, everyone in the world experienced change, from small adjustments like having to wear masks to more significant transitions like working from home or having children attend school remotely. The global COVID-19 pandemic has impacted people everywhere, but it has affected each of us in different ways regardless of what we do or where we are located.

The changes in and around our industry —like the unexpected housing construction and renovation boom — led to a very busy year in 2020. Many other industries, businesses, and individuals have been less fortunate. The nature of how the virus spreads has made it difficult for some businesses to safely adapt.

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## A WORD FROM CSR DIRECTOR WARREN GOROWITZ

### Adapting Corporate Social Responsibility During a Global Crisis

The COVID-19 pandemic introduced many complex challenges to our global society, impacting every aspect of life around the world. As I reflect on our CSR efforts in 2020, I'm very proud of what we accomplished despite some project delays.

We continued to lay the foundation for an effective CSR program, including the creation of a CSR communication team to drive the development and execution of internal and external communication strategies. We also developed an employee training program focused on CSR awareness. In November 2020, we launched a new video to educate employees and customers on the importance of CSR initiatives to the success of our business.

**MORE →**



Considering our role as a global manufacturer in a changing world and our impact on future generations, CSR initiatives remain a primary focus of the Hunter Industries Board of Directors across all levels of the organization.

*“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.”*

*“Hunter Industries’ long history of deeply held values makes Corporate Social Responsibility not only natural, but essential. As a family-centered company, it makes sense to think about the world our children will inherit. Renowned for innovation, Hunter has a duty to create new products that improve our world while reducing our environmental footprint. Our customers, including our distribution partners, are also adopting a CSR focus, so supporting their goals goes hand-in-hand with our own. Finally, Hunter has been contributing to the improvement of our local communities for decades. CSR broadens that focus to a realization that our impacts are truly global.”*



Mark Steele,  
Board Member,  
Hunter Industries



Rodrigo Guevara,  
Board Member,  
Hunter Industries

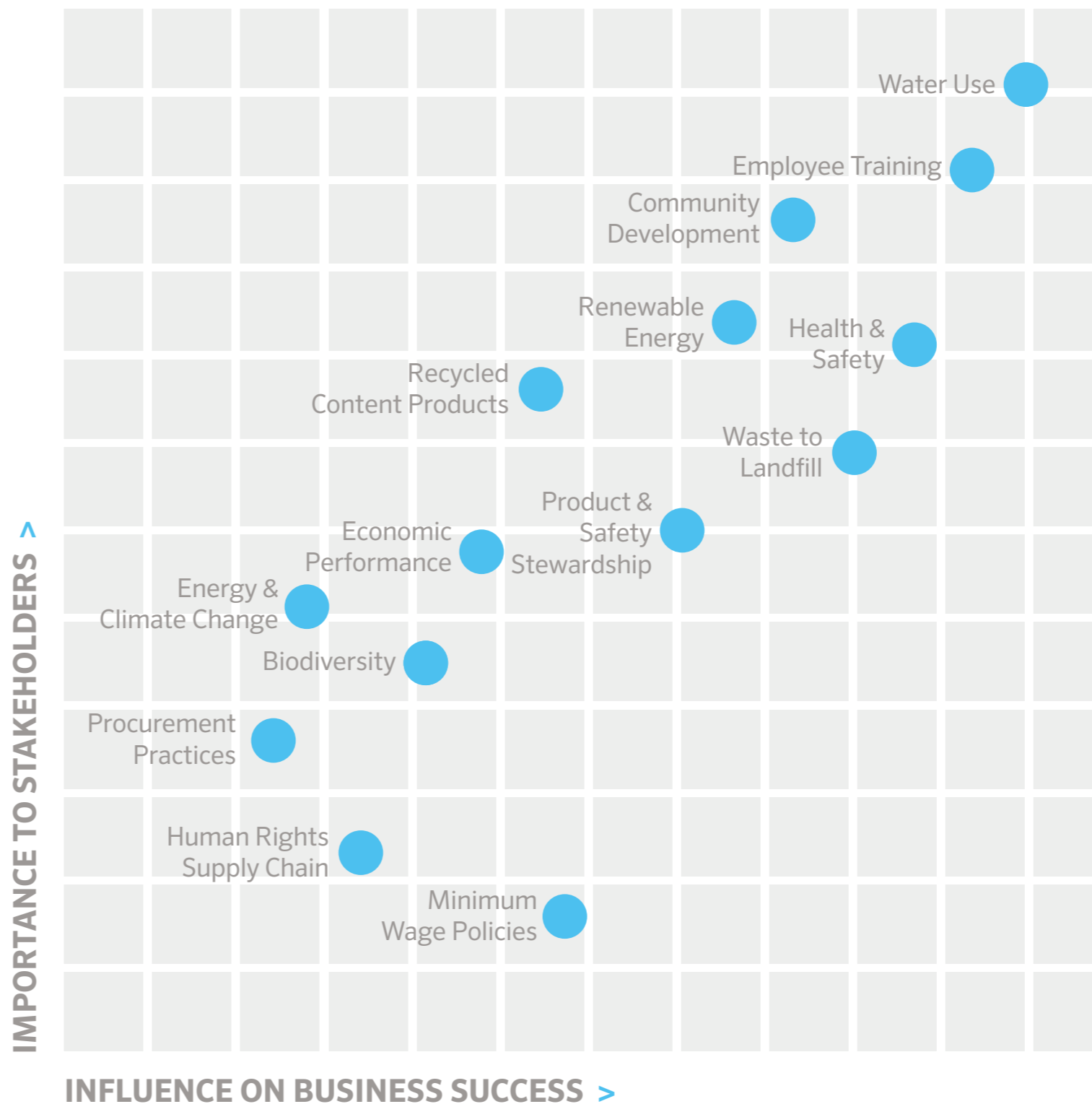
*“As a global manufacturer, Hunter and its products reach people all over the world. I am proud that Hunter continues to look both inward and outward to understand how it can continue to be a force for good in our changing world and continue to lead the industry in its CSR efforts.”*

## MATERIALITY MATRIX

# Defining Topics of Importance

### Defining Topics of Importance

We created this Materiality Matrix based on feedback from internal and external stakeholders in 2017 and 2018. The matrix helps us determine our sustainability initiatives and refine our goals. The 14 issues shown were selected as the most impactful to Hunter from among dozens identified by stakeholders. Their placement on the matrix reflects how they were prioritized in relation to one another. Hunter remains diligent in driving meaningful change for all these issues, despite their respective locations on the matrix. In the fall of 2021, we plan to seek stakeholder input once again to help us refine our Materiality Matrix and ensure we are on track to reaching our goals.



# People

*Learn more about the people we impact.*



EMPLOYEE TRAINING  
SATISFACTION

*80% by 2025*

YEAR-OVER-YEAR

*Accident  
and injury  
reduction*

EMPLOYEE WELLNESS  
PROGRAM PARTICIPATION

*Increase 20%  
by 2020*

CHARITABLE GIVING

*\$2.5 million  
by 2030*

EMPLOYEE  
VOLUNTEER HOURS

*Increase 25%  
by 2025*



## We Are Proud to Support the Communities Where We Live, Work, and Play

[Click to read the story →](#)



## Supporting Our Communities Through Capable Partnerships

[Click to read the story →](#)



## Giving Back to Local Families with The Mustard Seed of Central Florida

[Click to read the story →](#)



## Delivering Help to Senior Citizens in Need

[Click to read the story →](#)



## Equipping Frontline Healthcare Workers in Tijuana with Essential Supplies

[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*

## CLIMATE ACTION PLAN

*Reduce emissions 50% by 2030*





## Solenoid Waste Recycling Program a Win-Win for Product Development and the Environment

[Click to read the story →](#)



## Quality Control Process Improvements Reduce Costs and Save Electricity

[Click to read the story →](#)

# Profit

*Learn how we use our profits to ensure success.*

## PROFIT SHARE

*Average  
payout of 14%*

Over the last 7 years

## INNOVATION

*Record number of  
ideas submitted  
in 2020*

211 by employees,  
47 by customers



## More Than 1,000 Ideas Have Now Been Submitted Since the Program's Inception

[Click to read the story →](#)





## Meet Our 2020 Ann Hunter-Welborn Circle of Excellence Award Winners

[Click to read the story →](#)



## Recognizing a Lifetime of Achievement in Agricultural Irrigation Product Development

[Click to read the story →](#)