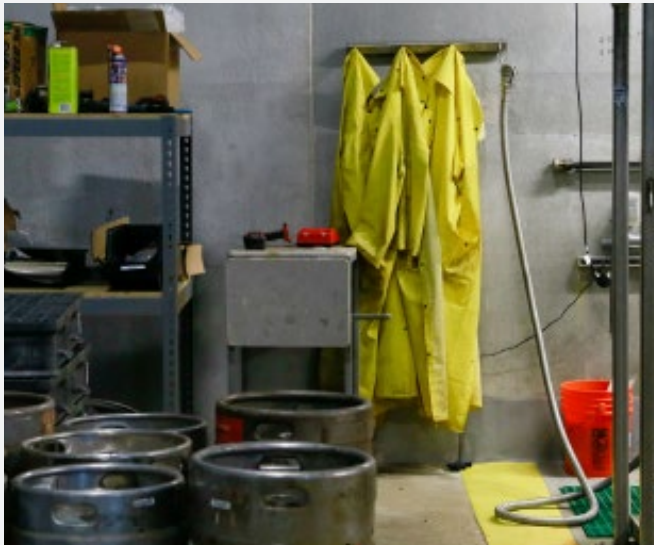




2021

Environmental, Social and Governance Report



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THIS REPORT COVERS our operations for Fiscal Year 2021. All metrics in the SASB table are for the calendar year 2020.

CREDITS Thanks to Blue Key Media and studioTart photography for the images found throughout this report.

QUESTIONS/COMMENTS Please contact Jeffrey P. Oldenkamp, Executive Vice President and Chief Financial Officer tel (Main): 612.331.6910 email (Investor Relations): ir@hawkinsinc.com

01

A Letter From Our CEO

This year was certainly unique. The COVID-19 pandemic created new challenges for us to overcome - to ensure the health and safety of our employees, serve our customers' critical needs, and to ensure supply of the many products millions of people touch. Challenges aside, this year also presented new opportunities for Hawkins. This business was built on the ideals of customer service, honesty, high-quality products and hard work. This year, we proved we could handle all of the year's challenges and help our customers meet their chemical and specialty ingredient needs.

"This year, we proved we could handle all of the year's challenges and help our customers meet their chemical and specialty ingredient needs."

With a widespread, increased desire to focus on wellness and immunity, our health and nutrition business saw a dramatic increase in sales throughout the year. We were well-positioned to increase the amount of products we moved through our system, without having to drastically adjust our staffing or make capital-intensive investments.

I continue to be incredibly proud of how our team of more than 700 employees stepped up to ensure that we operated our facilities every day during the pandemic and provided great products and service to our customers, meeting Hawkins standards.

As we look ahead, we remain firmly committed to being a responsible, sustainable supplier, to producing and distributing products that help keep the environment clean, to increasing our energy efficiency, to investing in our communities and to



Patrick Hawkins



treating our employees fairly and ethically. We are also working to establish concrete sustainability goals and are targeting to be carbon neutral by 2040. I am also proud of the recognition Hawkins received as a certified Great Place to Work®. This certification is based entirely on what staff report about their workplace experience. We are very thankful for our dedicated employees across the country.

This year also brought accolades for our ESG work. I am honored that we were named to Newsweek's list of America's Most Responsible Companies - recognizing our advancements in Corporate Social Responsibility. In addition, the City Council of the City of St. Paul unanimously passed a resolution commending Hawkins as a model of corporate and civic leadership. The commendation from Minnesota's Capital City serves as a testament to the years of hard work by all of our employees throughout the country, to maintain Hawkins Inc. as a trustworthy and reliable partner for our customers and our communities.

This year confirmed that we all do better when we work together. It is my honor to lead this company and I am proud of what we've accomplished in a year like no other.

A stylized, handwritten signature in black ink, appearing to read "Patrick H. Hawkins".

PATRICK H. HAWKINS
Chief Executive Officer and President

About Us

Founded in 1938, Hawkins, Inc. distributes bulk chemicals and blends, manufactures, and distributes chemicals and specialty ingredients for customers in a wide variety of industries throughout the United States. Our products are key components for industrial, agricultural, pharmaceutical, water treatment, food, as well as health and nutritional products. We create value for our customers through excellent customer service and support, quality products, personalized applications and the creativity and commitment of our unparalleled employees.

Our Mission

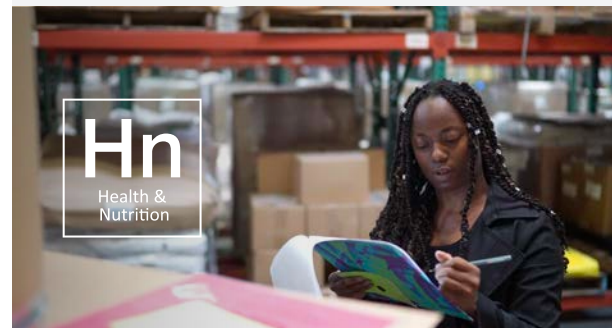
Our mission is to supply high quality products and innovative solutions with an exceptional level of customer service.

Our Promise to Our Customers

We will adapt quickly to the changing needs of our customers with a sharp focus on technical expertise, teamwork, safety, and responsible care of the environment and of the communities we serve, while striving to maximize long-term shareholder value.

Our long-term success has been the result of a relentless drive to deliver for our customers, every day of the year. While we serve diverse industries in different business units, our commitment to putting our customers first is unflinching. From the first meeting with a potential client, to relationships that have spanned decades, we work to provide the best service possible.

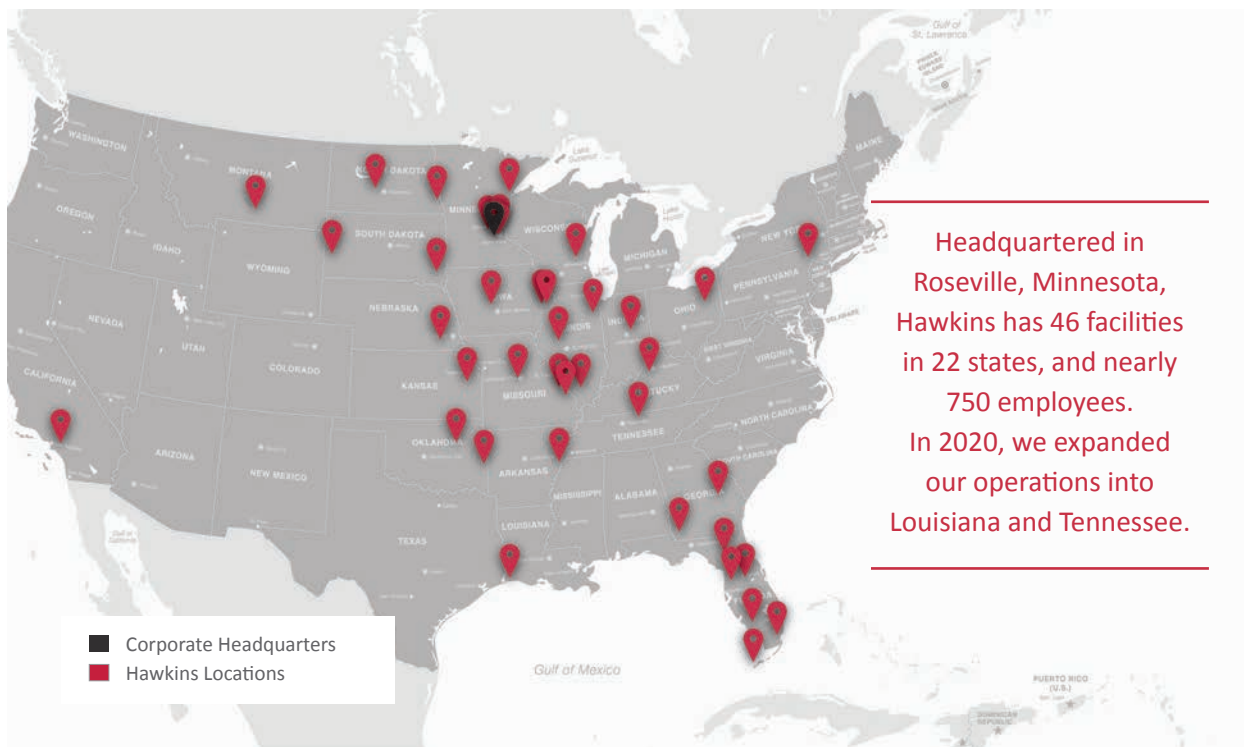
In a year with unprecedented safety concerns and variability in our supply chain, we are proud that our commitment did not waiver, and we were able to continuously meet our customers' needs.



INDUSTRIAL Our Industrial Group supplies chemicals, products and services to industries as varied as food, pharmaceuticals, agriculture, manufacturing, energy and oil production, and surface finishing.

WATER TREATMENT Our Water Treatment Group provides chemicals, equipment and solutions for potable water, municipal and industrial wastewater, industrial process water, farming and agriculture, and non-residential swimming pool water.

HEALTH & NUTRITION The Health & Nutrition Group provides ingredient distribution, processing, and formulation solutions to manufacturers of nutraceuticals, functional foods and beverages, personal care, dietary supplements and other nutritional food, health and wellness products.



Headquartered in Roseville, Minnesota, Hawkins has 46 facilities in 22 states, and nearly 750 employees. In 2020, we expanded our operations into Louisiana and Tennessee.

Ethical Business Commitment and Governance

It is Hawkins policy to comply with all applicable laws, rules and regulations, and everyone in our company has always been committed to doing the right thing. It is the personal responsibility of each director, employee, and representative of our company to adhere to the standards and restrictions imposed by such laws, rules, and regulations, including laws preventing corruption, bribery, unfair labor practices or unfair competition.

All Hawkins employees are governed by our Code of Business Conduct and Ethics, which is available at www.hawkinsinc.com/investors.

Employees are encouraged to report any violation of the Code, openly or anonymously without fear of retaliation. Hawkins provides employees with a bilingual, third party-managed Employee Hotline to report any concerns. Hawkins will not discipline, discriminate against or retaliate against any person who reports such conduct in good faith.

At Hawkins, we view the diversity of our employees as a tremendous asset. Hawkins is firmly committed to providing equal opportunity in all aspects of employment and will not tolerate any illegal discrimination or harassment of any kind.

Hawkins is committed to strong, forward-looking corporate governance practices as one means of ensuring trust and confidence of the Company's stakeholders. Our Board of Directors works under these governing principles to remain effective in its responsibilities and address any developments in applicable laws, regulations and best practices.

WE ARE PLEASED TO ANNOUNCE that Yi "Faith" Tang has joined our Board of Directors. Ms. Tang has served as Global Chief Information Officer of H.B. Fuller Company since March 2017 and holds a bachelor's degree in Computer Software from Shanghai University of China and an MBA from Renmin University of China.

Cultivating Human Capital

For more than 80 years, Hawkins has been supporting a diverse array of industries with an unfailing commitment to putting our customers first. We supply high quality products and innovative solutions, with a keen focus on technical expertise, teamwork, safety and responsible care for the environment.

Focus on Relationships

Relationships are at the heart of our business and one of the reasons for our long-term success. Our customers are our most important business partners, and we strive to meet their changing needs in an environment of continuous improvement. We have also built strong, long-lasting relationships with our suppliers - as we provide essential markets and support to distribute their products. But our relationships go beyond our customers and suppliers – the core of our business is our employees. This year highlighted the importance of these relationships - a trusted supply chain, employees as essential workers, and customers who were able to continue to do business because we were able to safely deliver products throughout a volatile environment.

Hawkins is a place where people want to be every day – an atmosphere where employee empowerment and connections matter. We embrace a culture that fosters professional development and achievement of goals for all employees. We operate on integrity - which means we strive to make hard decisions simply because it's the right thing to do. We rely on our employees to be honest, trustworthy, and to demonstrate our principles through their actions and behaviors.



Employee Benefits

Part of our commitment to our employees is providing a robust benefit package, including Medical, Dental, Life, and Disability insurance, as well as an Employee Assistance Program. In addition, Hawkins provides a 5% match on employee 401(K) contributions, tuition reimbursement and paternity leave. Employees are also encouraged to build ownership in the company through the Employee Stock Purchase Plan, which allows employees to purchase stock at a discount.

EMPLOYEE DIVERSITY

21% WOMEN	21% MINORITIES
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AVERAGE TENURE: 7 YEARS

EVERY EMPLOYEE EARNS AT LEAST: **\$15/HR**
(With the vast majority making significantly more)

MEDIAN EMPLOYEE COMPENSATION: **\$91,452**

CEO PAY RATIO: **20:1**

Training and Development

We believe that solid, successful leadership at the top filters through and results in a strong, supported workforce that is grounded in our company's values. We have identified core leadership competencies required for our managerial staff. We continue to support our staff with specialized training and development opportunities and regularly promote from within. This year, we have increased training efforts in several areas – including leadership development and “train-the-trainer” sessions to ensure the highest level of industry knowledge and consistent service and safety throughout the organization.

In our Water Treatment Group, we have enhanced our driver training program with increased use of ride-alongs and online training courses, resulting in a decrease in both speeding incidents and accidents.

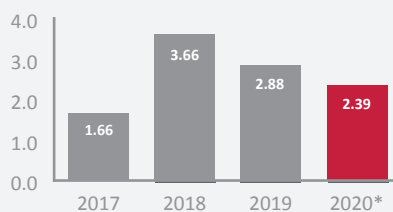
“Through rigorous training and reinforcement, our focuses on safety, accuracy and modeling behaviors have decreased incidents, and increased employee engagement”

- **DREW GRAHEK, VP OF OPERATIONS**
Hawkins, Inc.

FATALITY RATE OVER 4 YEARS¹: 0%

**To our knowledge, the company has never experienced an employee fatality*

TOTAL RECORDABLE INCIDENT RATE (TRIR) OVER 4 YEARS



**17% YOY, 35% improvement over 2 years*



Employee Health and Safety

Safety is everyone's job at Hawkins. We strive to ensure our employees have a thorough understanding of health and safety measures throughout each step of our processes and within all business functions. Due to the global pandemic, we expanded our safety measures and adhered to CDC-recommended COVID-19 safety measurements throughout all of our facilities, and while employees interact with customers.

We have well-established programs to ensure we are conducting business in a safe and responsible manner, in compliance with all applicable health, safety and environmental laws and regulations, and in a manner that promotes and protects the health and safety of our employees and customers, and the members of our communities.

In 2020, it was imperative that we put extra focus on the health, safety and well-being of our employees and customers. We worked to adjust and implement new policies and procedures resulting in a safer work environment. In addition to our sites' well-established Risk Management Plans and site-specific Emergency Response Plans, we continued to build cross-departmental relationships to encourage ongoing improvement of our HSE program.

We encourage our employees to be actively engaged in our safety committees, training opportunities, facility audits, incident investigations and initiatives supported by trade groups, such as the National Association of Chemical Distributors.

As result of these added initiatives - being methodical, investing in culture and investigating incidents to solve why they occurred - we continued to have great safety metrics.

Supporting Our Neighbors

People are at the heart of our organization, so Hawkins is inspired to give back to the communities where we live and work by supporting efforts that enhance quality of life.

Community Support in a Year of Extra Need

We provide financial support to a variety of charitable organizations and encourage employee giving by providing an employer match for their contributions. We also offer paid time off for teams to dig in and give back, however COVID-19 put a halt to in-person volunteer efforts in 2020.

Hawkins is committed to supporting our communities where we live and work. We are proud of our history of providing in-kind donations in times of crisis, such as natural disasters from floods and hurricanes. Our nimble business structure allowed us to continue to respond to the needs of our first responders and front-line workers throughout the COVID-19 pandemic.

FEEDING AMERICA This year has been hard on many of our neighbors, some who are also finding it difficult to meet basic needs, such as food. To help those who have lost jobs or income to meet the needs of their families, Hawkins is proud to support [Feeding America](#). Feeding America is a non-profit organization that works with more than 200 domestic food banks to feed more than 46 million people across the country through food pantries, soup kitchens, homeless shelters and other community-based agencies.

FIRST RESPONDERS First responders provide vital services to support our business and the safety of our communities. In the event of a chemical spill or accident, they are the first on the scene. In recognition of the vital role they play, we have made donations to the first responders in our communities across the country.



OUR FUNDING FOCUS AREAS INCLUDE:

- Water Conservation and Safety
- Environmental Stewardship
- STEM Education Programming
- A Healthier and Safer World
- Community Support

LAKE STREET COUNCIL Following the civil unrest in Minneapolis, MN and the COVID-19 impacts on local businesses, Hawkins made a significant donation to the [Lake Street Council](#) to help support the recovery of businesses and non-profit organizations within the Lake Street Corridor.

AMERICAN RED CROSS COVID-19 has challenged the healthcare system. Hawkins has supported the new Blood Donor Center and BioMedical Operation Training Facility at the [American Red Cross](#) Minnesota and Dakotas. In addition to providing support to an upgraded facility, this donation will support COVID-19 antibody testing, expanding the regional capacity for this important test.

“We’re incredibly grateful for our partnership with Hawkins. Their support of our new blood services facility and donation center in Saint Paul will make a significant impact for those who need lifesaving blood products. We’re also thankful for their support of our antibody testing during the COVID-19 pandemic. Community partners like Hawkins help us fulfill our lifesaving mission.”

PHIL HANSEN, REGIONAL EXECUTIVE DIRECTOR
American Red Cross Minnesota and Dakotas Region

YMCA Hawkins supplies water treatment supplies for many [YMCA](#) pools throughout the Country, which is why we are pleased to continue our annual giving relationship for the YMCA’s Safety Around Waters Program. The program teaches youth water safety around pools, lakes and rivers. Kids learn personal water safety techniques and what to do if they see someone else in need of help around water. The program has a special focus for low-income, minority and immigrant communities, as studies have shown these groups are the most vulnerable and in need of water safety skills.



AMERICAN RIVERS With multiple locations along the Mississippi River, as well as other important waterways, water protection and conservation is important to Hawkins. [American Rivers](#) works to restore damaged rivers, preserve wild rivers and conserve clean water for both people and nature.

STEM EDUCATION As part of our ongoing relationship with the [National Association of Chemical Distributors](#) (NACD) Hawkins gave financial support to their [Chemical Education Foundation](#) which strives to inspire future leaders to pursue careers in Science, Technology, Engineering and Math (STEM). This program to improve the overall understanding and appreciation of chemistry for children, in grades K-8.





Service to Our Customers, Community and the Environment

The COVID-19 pandemic helped emphasize the importance of caring for our communities and focusing on the wellbeing of our employees and customers.

Product Quality and Safety

COVID-19 has heightened the importance of safe, secure, and reliable delivery of essential services. Our operations qualify as Essential Critical Infrastructure as determined by the U.S. Department of Homeland Security, and our team of dedicated employees know the critical roles we play in safeguarding our nation. We provide products and services that impact millions of people daily across the US, including critical products needed to maintain safe drinking water, ingredients essential for large-scale food, pharmaceutical and other health product manufacturing, and nutrition products needed to support our nation's critical infrastructure.

While states have issued various "stay-at-home orders," because of our essential status, all of our employees have been able to continue to work. Even under those orders, we were allowed to operate all aspects of our business. Our operations - from customer service to warehousing, production to delivering product - have all been exempt from the restrictions. Hawkins has been in full operation throughout the pandemic and will continue to operate throughout this emergency and beyond. We know that our customers depend on us and depend on the products we provide.

A core business objective has always been ensuring responsible sourcing, safe handling and the integrity of our products throughout our supply chain. Through our Supplier Quality Program, we work to strengthen our vendor relationships. For many of our food, dietary ingredients and other specialty products, we conduct thorough risk assessments for product safety and quality, which includes reviews of third-party audits (in some cases, we audit suppliers ourselves). In addition, we're working closely to educate our suppliers to enhance their product safety and quality processes and maintain transparency throughout our supply chain. With the uncertainty of trade and its impact on the overall supply chain during the global pandemic, we were thankful to rely on our main suppliers - most of whom are based in the United States.

Responsible and Safe Distribution

Ensuring product quality, safety, and responsible distribution is core to our business as a chemical and specialty ingredient company. Our systems ensure that every order is accompanied by labeling and safety data sheets that accurately describe the risks of the products and how to safely handle them. There is nothing more important to us than customer safety and satisfaction.



WATER A new automated truck wash was installed in 2020, decreasing water use by 60-80%.

ENERGY Equipment upgrades including the installation of Variable Frequency Drives (VFDs) for pumps, fans, compressors, and other related equipment reduced our energy demand. All new projects are equipped with LED lighting and most facilities have swapped older bulbs for LED lighting.

RENEWABLE ENERGY GENERATION

Nearly 190,000 lbs of CO2 emissions were saved and more than 60,000 kW of energy was produced by our on-site solar panels at our Rosemount, MN facility.

NEW CONSTRUCTION We're repurposing a part of our existing building and completing a Cooling Tower Header Rebuild. Through retrofitting a building, we were able to avoid the use of reuse virgin materials and connect to existing infrastructure. The rehab will increase the overall energy efficiency of the building envelope.

E-WASTE All of our business units and locations participate in electronics recycling. We work with a national provider to ensure that all of our E-Waste is collected for recycling. Our vendor holds ISO 14001, OHSAS, and R2 Responsible Recycling certifications and is HIPAA Compliant, providing trusted security for our data.

FLEET We have instituted additional preventative maintenance procedures for our fleet, resulting in more efficient vehicles. Our fleet is equipped with driver tracking, which helps regulate speed and ensures the most fuel efficiency possible.

We don't want our customers to have products they can't safely manage, which is why we work to understand our customers' needs and make sure they are able to safely use the products.

Over the years, we have built a geographically diverse distribution model with significant investments in product storage and infrastructure. We are leveraging those investments now to maintain our stable, reliable source of supply for your critical products.

As to be expected, COVID-19 created operational challenges. However, we are proud that we were able to continue to prioritize the health and safety of our staff and customers, while avoiding any delivery interruptions throughout the course of the pandemic.

Reducing Environmental Impacts

We continue to find areas for efficiency and improvement, resulting in a safer working environment for our staff, reduced energy usage, and an overall more efficient operation.

We have a long-standing commitment to conduct business in a way that protects the environment - from mitigating exposures for our clients to preserving natural resources in the communities where we live and work. We are also committed to identifying efficiencies and upgrades throughout our operations that result in environmental improvements.

Our team of trained environmental and engineering professionals carefully manages the impact of our operations and facilities. We have always emphasized the importance of regulatory compliance. In addition, we monitor and manage our air quality and emissions, water usage, energy usage and land impacts and utilize proper containment and controls across all locations. Through careful tracking, we work to identify efficiencies that will reduce energy and water use and improve air quality.

Our business has historically focused on inorganic chemistry, and has largely avoided chemicals such as solvents, which are much more likely to remain in the environment. This decision, which is fundamental to who we are, means that while our chemicals are reactive because they need to achieve our customers' performance expectations, nearly all of our hazardous materials can be neutralized to a safe pH balance when necessary, without causing long-term environmental harm.

**Our products enable our partners to clean water,
clean air and support human and animal health.**

Business Unit Spotlights

Throughout our business units, Hawkins serves as a formulator, manufacturer, blender, distributor and sales agents for thousands of industrial and reagent grade laboratory chemicals. We work with water treatment facilities, food and dairy products, research labs and many other organizations who depend on us for their needed chemical products.

Health and Nutrition: Providing Sustainable Products to our Customers

Our subsidiary, Stauber Performance Ingredients, has seen a heightened focus on health and nutrition throughout the industry. Stauber distributes many of our most sustainable products, including Aquamin. Developed by our partner, Marigot, Ltd. of Cork, Ireland and harvested near Bildudalur, Iceland, Aquamin is a unique marine multi-mineral complex, 100% sourced from calcified seaweed which while alive, absorbs 74 minerals from the pristine surrounding seawater.

The integrity and quality of our supply chain is a key component of our Health and Nutrition business unit. Working with suppliers like Marigot strengthens our value chain. For Marigot, sustainability has always been a key aspect of their work. Responsible management of their natural resources ensures that they can continue their mission to improve the health and well-being of a growing global population in a more natural, ethical, and sustainable way.

With strong collaboration with local government and third parties, Marigot meets and exceeds the highest international standards. They work carefully, with maximum sensitivity to the environment to harvest Aquamin in the fjords of Iceland under an exclusive license, and it is certified organic. Running a sustainable operation is a continuous commitment and responsibility of Marigot. We are proud to work with a company with such a strong commitment to sustainable business.



Aquamin is sustainably derived from seaweed.



Industrial: Reducing Waste

With 46 locations throughout the country, our business moves a large quantity of products. Our focus is to ensure that we are utilizing all materials to their fullest potential. But as is the case with any business, there are times that products are off-spec, excess or nearing an expiration date.

With our mission of responsible care of the environment and of our community, we devote substantial staff time to diligently find ways to repurpose and divert materials that would otherwise be disposed of. Because of the diversity of our business, we can often find alternative uses for products that other companies might need to discard. Through our integrated system to closely track inventory, we manage these potential waste products in innovative and resourceful ways. In many cases, we are able to repurpose or blend products to be used in alternative applications.

By closely tracking inventory, recovering, blending and repurposing materials, we are able to divert 2/3 of inventory that would otherwise become waste. By the time we get to the point that we need to dispose of waste products, we have already extracted the majority of the economic benefit, so that little more could be recycled. Not only do these efforts aid in protecting the environment, but these added efforts help us maximize shareholder value.



Water Treatment: Strong Customer Relationships

Hawkins Water Treatment Group specializes in providing full solutions to our customers, from chemical delivery, to sales and service on equipment, as well as after sales support. We have provided this level of service to the City of Grand Forks, North Dakota for nearly 30 years.

Aging infrastructure, the need for added capacity and damage from the 1997 flood required the City to relocate and build a new water treatment facility. As a trusted partner, Hawkins was engaged from the planning phase, to design the systems and integrate the necessary chemical feed mechanisms, pumps, tanks and products to be used. Our Hawkins sales representative has worked with the community for more than ten years and will continue to provide high level service, support and partnership for this new facility.

Our long-term partnerships with our customers result in environmental improvements for the communities we serve. The upgraded facility addresses climate resilience for the City, with the relocation away from the floodplain. In addition, the plant now utilizes reverse osmosis as part of the process, enabling the removal of sulfate contamination, resulting in safer drinking water for the community.

Partnerships

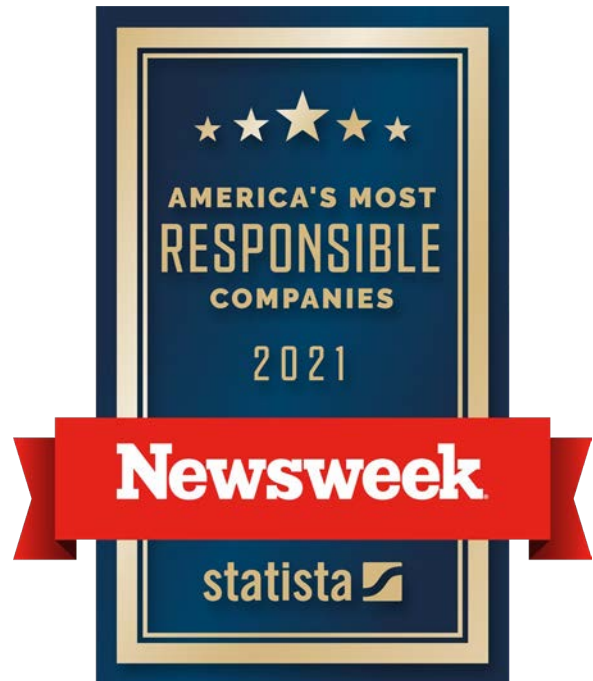
Hawkins has long been committed to supporting responsible distribution of our products, as well as research and education in our community and industry. Through engagement with a number of trade associations and industry collaborations, we help enable the safe production, distribution and use of chemical products.

Industry Partnerships

Hawkins was a founding member of the National Association of Chemical Distributors and an early adopter of its tenants of [Responsible Distribution](#) almost 30 years ago. For more than 15 years, Hawkins has helped promote and protect public health through food safety inventions and innovations. We have done this through our participation in a Cooperative Research and Development Agreement with the USDA Agricultural Research Service Food Safety and Intervention Research Unit.

Recognized by Newsweek

Hawkins has been named to [Newsweek's list of America's Most Responsible Companies](#) for 2021, which recognizes the top 400 companies spanning 14 industries in three areas of Corporate Social Responsibility – environmental, social, and corporate governance.



"We are excited to share how we are working to provide sustainable solutions, while investing in our people by paying good wages and providing top-tier benefits and giving back to the communities where we live and work," said Patrick H. Hawkins, Chief Executive Officer and President. "As we look ahead, we remain firmly committed to providing products that reduce our customers' overall environmental footprint, and to supporting our employees, customers, and communities."

HAWKINS IS PROUD TO PARTNER WITH

The Chlorine Institute
NACD- Responsible Distribution
American Water Works Association
Council for Responsible Nutrition
American Meat Science Association





A working river, then...



...and now.



Commended by the City of St. Paul

Hawkins, Inc. is committed to being a responsible, sustainable supplier, to producing and distributing products that help keep the environment clean, to increasing our energy efficiency, to investing in our communities, and treating our employees fairly and ethically.

St. Paul City Council unanimously passed a resolution recognizing and commending Hawkins for being one of America's most responsible companies. The Council acknowledged Hawkins "as a model of corporate and civic leadership, for providing products that keep the environment clean, for reducing its customers' overall environmental footprint, for increasing its own energy efficiency, for investing in its local communities and for treating its employees equitably and ethically."

We are very proud of this tremendous recognition from Minnesota's Capital City. The commendation serves as a testament to the years of hard work by all of our employees throughout the country, and their drive to build and maintain this company as a trustworthy and reliable partner for our customers and our communities.

"My grandfather founded Hawkins in St. Paul in 1938 and we now operate three manufacturing and distribution facilities within the city. From those sites, we are able to utilize the Mississippi as a working river, to sustainably and cost-effectively transport critical products that we then distribute throughout the country."

- PATRICK HAWKINS, CEO OF HAWKINS



Hawkins was awarded a Great Place to Work® designation. This certification is based entirely on what staff report about their workplace experience. 81% of employees designated Hawkins as a great place to work, 92% said our customers would rate the service we deliver as "excellent" and 89% are proud to tell others they work for Hawkins. We are proud of this recognition and very thankful for our dedicated employees across the country.

ESG Metrics Summary

The following table follows the guidance of the Sustainable Accounting Standards Board (SASB) disclosures for Chemicals and covers data for Hawkins, Inc. in calendar year 2020.

TOPIC	SASB CODE	ACCOUNTING METRIC	UNIT OF MEASURE	RESPONSE
GREENHOUSE GAS EMISSIONS	RT-CH-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Metric tons (t) CO ₂ -e, Percentage	CO ₂ e = 22,364 0%
	RT-CH-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	n/a	See: Reducing Environmental Impacts (pg 11)
AIR QUALITY	RT-CH-120a.1	Air emissions of the following pollutants: (1) NO _x (excluding N ₂) (2) SO _x (3) volatile organic compounds (VOCs) (4) hazardous air pollutants (HAPs)	Metric tons (t)	NO _x = 11.74 SO _x = 1.81 VOCs = 4.82 HAPs = 0.32
ENERGY MANAGEMENT	RT-CH-130a.1	(1) Total energy consumed (2) percentage grid electricity (3) percentage renewable (4) total self-generated energy	Gigajoules (GJ), Percentage	1) 194,328 2) 35.4% 3) 0.12% 4) <1% (Solar generation at Rosemount, MN plant) See: Reducing Environmental Impacts (pg 11)
WATER MANAGEMENT	RT-CH-140a.1	(1) Total water withdrawn (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Thousand cubic meters (m ³), Percentage	1) 4472.69 2) High = 0.28%; Extremely High = 0.01% See: Reducing Environmental Impacts (pg 11)
	RT-CH-140a.2	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Number	0
	RT-CH-140a.3	Description of water management risks and discussion of strategies and practices to mitigate those risks	n/a	Limited risks identified. Ongoing reviews in place
HAZARDOUS WASTE MANAGEMENT	RT-CH-150a.1	Amount of hazardous waste generated, percentage recycled	Metric Ton percentage	156.59 metric tons per year 0% Recycled (We work to reuse and repurpose chemicals within our operations as much as possible) By closely tracking inventory, recovering, blending and repurposing materials, we are able to divert 2/3 of inventory that would otherwise become waste. By the time we get to the point that we need to dispose of waste products, we have already extracted the majority of the economic benefit, so that little more could be recycled. See: Business Unit Highlights (pg 12-13)
COMMUNITY RELATIONS	RT-CH-210a.1	Discussion of engagement processes to manage risks and opportunities associated with community interests	n/a	See: Supporting Our Neighbors (pg 8-9)

TOPIC	SASB CODE	ACCOUNTING METRIC	UNIT OF MEASURE	RESPONSE
WORKFORCE HEALTH & SAFETY	RT-CH-320a.1	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (A) direct employees and (b) contract employees	Rate	1) 2.39 TRIR 2) Fatality rate 0% for both employees and contractors
	RT-CH-320a.2	Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks	n/a	We comply with all OSHA requirements and actively engage in industrial hygiene reviews where appropriate. With use of proper PPE, our employees are not exposed to the chemicals. In addition, most of our products do not have chronic health risks, and if they do, they are mitigated through engineering controls or the use of proper PPE See: Employee Health and Safety (pg 7)
PRODUCT DESIGN FOR USE-PHASE EFFICIENCY	RT-CH-410a.1	Revenue from products designed for use-phase resource efficiency	Reporting currency	Due to the nature of our business, usage rates are difficult to track in a meaningful way
SAFETY & ENVIRONMENTAL STEWARDSHIP OF CHEMICALS	RT-CH-410b.1	(1) Percentage of products that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances (2) percentage of such products that have undergone a hazard assessment	Percentage by revenue, Percentage	1) 51%* 2) 100% *We are a chemical company and we sell, and our customers demand, reactive chemistry which is classified as GHS hazardous
	RT-CH-410b.2	Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human and/or environmental impact	n/a	Less than 0.25% of our annual revenue is derived from Substances of Very High Concern (SVHC). See: Employee Health and Safety (pg 7); Product Quality and Safety (pg 10); Industry Partnerships (pg 14)
GENETICALLY MODIFIED ORGANISMS	RT-CH-410c.1	Percentage of products by revenue that contain genetically modified organisms (GMOs)	Percentage by revenue	<1%
MANAGEMENT OF THE LEGAL & REGULATORY ENVIRONMENT	RT-CH-530a.1	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	n/a	Hawkins has a system to review all new or changed regulations to verify compliance. This includes active participation in the Chlorine Institute and the National Association of Chemical Distributors. As an active member, Hawkins is not only notified of upcoming changes to regulations, but also helps shape those regulations through its participation with these organizations. We use a compliance calendar to ensure that regulatory action items, including renewal of permits, stormwater inspections, etc. are all completed in a timely manner. See: About Us (pg 4-5); Reducing Environmental Impacts (pg 11); Industry Partnerships (pg 14)
OPERATIONAL SAFETY, EMERGENCY PREPAREDNESS & RESPONSE	RT-CH-540a.1	Process Safety Incidents Count (PSIC), Process Safety Total Incident Rate (PSTIR), and Process Safety Incident Severity Rate (PSISR)	Number, Rate	PSIC - 9 PSTIR – 1.34 PSISR – 1.04 As well as the Risk Management Plans, each facility has a site specific emergency response plan (29 CFR 1910.38) that we review and update at least annually, or more often if changes to the facility or management are made. We train all employees to ensure proper response in an emergency situation. Training includes: security, chemical spills, weather emergencies, fire/explosion, injury and utility failure. See: Cultivating Human Capital (pg 7)
	RT-CH-540a.2	Number of transport incidents	Number	1 (Over 5.5 million miles travelled)



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