

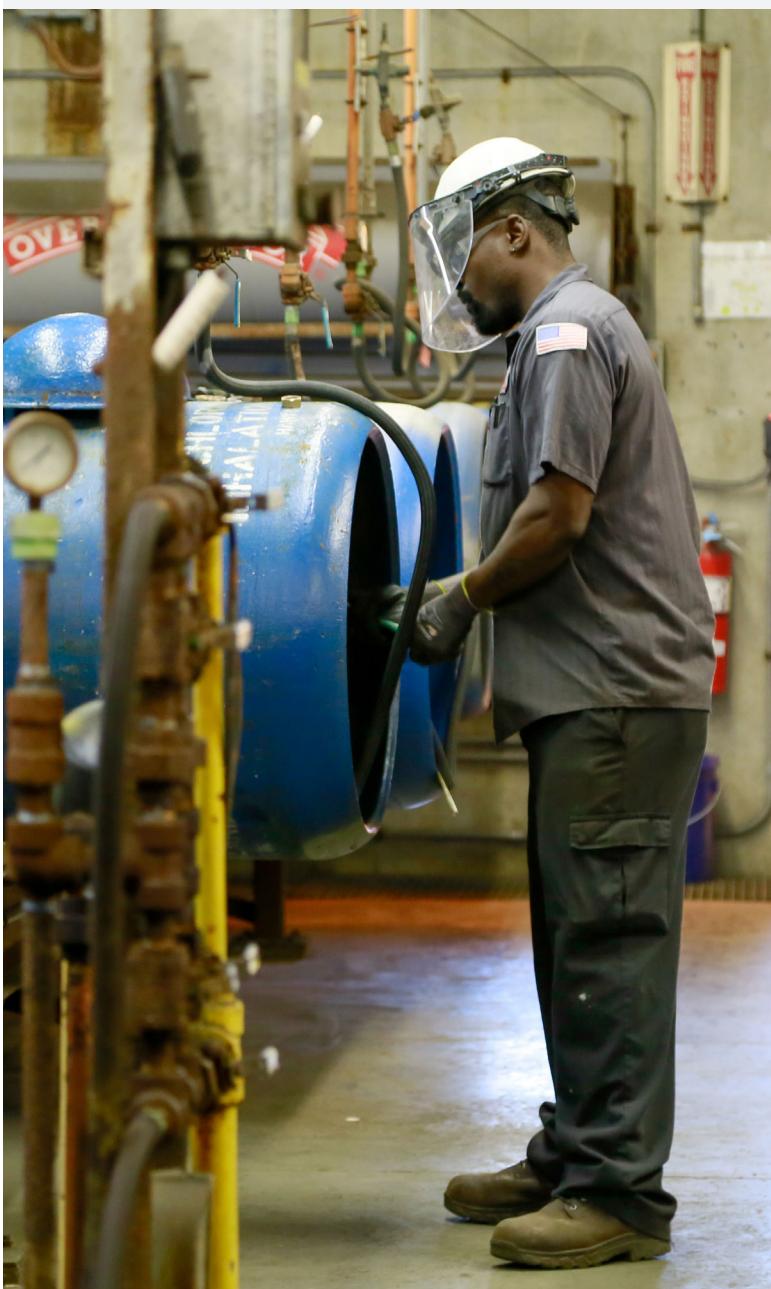


**2022  
Environmental, Social  
and Governance Report**

**HAWKINS**

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**THIS REPORT COVERS** our operations for Fiscal Year 2022. All metrics in the SASB table are for the calendar year 2021.

**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](mailto:ir@hawkinsinc.com)

01

## A Letter From Our CEO

**Once again, this past year was full of challenges,** from natural disasters affecting the communities where Hawkins' employees both live and serve, to unprecedented supply chain challenges and ongoing COVID-19 uncertainty. I am proud that through it all, we were able to strategically grow our business and more importantly, support our customers without interruption.

More than ever, I am incredibly proud of our more than 800 employees. In December 2021, a massive storm system of more than 50 tornadoes rolled through the south-central United States. Our Hawkins teams took immediate action to support the impacted areas - where our customers, but also our employees, were affected. Our team provided drinking water, bleach for disinfection and site clean-ups, water treatment chemicals, and much more. Being able to serve our communities in their greatest time of need is truly an honor.

Even through those challenges, we advanced our long-term growth strategy in our Water Treatment segment. Through these acquisitions and organic expansion, we have added eight facilities in six new states - Texas, Louisiana, Alabama, Tennessee, South Carolina, and Ohio - throughout the last two years. In addition, our home facility in Minneapolis grew through capital investment - providing the ability to further drive growth in our pharmaceutical ingredient business by greatly increasing its production capacity while improving the safety of our operations. We also continue to review where we make our products, to improve safety and efficiency and reduce the impacts on our communities.



Patrick Hawkins

We deepened our commitment to our ESG work as we engaged an outside consultant to assess our ESG status, assist with goal setting and prioritize our next steps to help us attain our ESG and carbon reduction goals. As we move forward, we will be working on improvements in greenhouse gas emissions, waste management, workforce health and safety and supply chain management.

This year also brought continued accolades. We were once again named to Newsweek's list of America's Most Responsible Companies, one of FORTUNE's Best Workplaces for Manufacturing and Production and certified as a Great Place to Work. These recognitions are a testament to our employees' resilience, dedication, and teamwork, especially in these unprecedented times that have challenged our workplaces and our communities.

*"Our team's talents, technical expertise and focus on our customers' long-term satisfaction has made our success possible."*

It is an honor to see Hawkins, and all of our employees, take to heart our responsibility to serve our communities and the environment. It is a pleasure to lead this company and I look forward to our continued success.

**PATRICK H. HAWKINS**  
*Chief Executive Officer and President*

# About Us

Hawkins, Inc. was founded in 1938 and is a leading specialty chemical and ingredients company that manufactures, blends and distributes products for our Industrial, Water Treatment, and Health and Nutrition customers. Headquartered in Roseville, Minnesota, and with 49 facilities in 24 states, we create value for our customers through superb customer service and support, quality products, and personalized applications. Our products are key components for industrial, agricultural, pharmaceutical, water treatment, food, health and nutritional products.

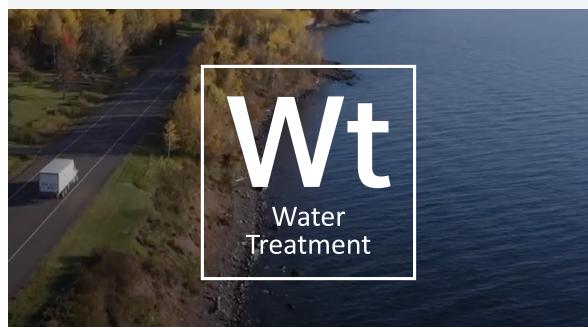
## Our Mission

We supply high quality products and innovative solutions with an exceptional level of customer service. We 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.

## Customer-First Commitment

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 through different business units, our commitment to putting our customers first is unfailing. From the first meeting with a potential customer to relationships that have spanned decades, we work to provide the best service possible.

Global supply chains continue to be in flux, however Hawkins' fulfillment of customer needs is unwavering. Our long-standing, trusted partner relationships with suppliers have provided us a reliable supply chain throughout these uncertain times with most of our products sourced within the United States. Coupled with our investments in storage and infrastructure, we have been able to reliably provide consistent, high-quality products to our customers.



### OUR REPORTING SEGMENTS

**INDUSTRIAL:** Our Industrial Group supplies chemicals, products and services to industries as varied as agriculture, energy, food, pharmaceutical and plating.

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

**HEALTH AND NUTRITION:** Our Health and Nutrition Group provides ingredient distribution, processing, and formulation solutions to manufacturers of nutraceuticals, functional food and beverage, personal care, dietary supplements and other nutritional food, health, and wellness products.

## Ethical Business Commitment

It is Hawkins' policy to comply with all applicable laws, rules and regulations. We have always been committed to doing the right thing. It is the personal responsibility of each of our directors, employees and representatives to adhere to the standards and restrictions imposed by such laws, rules and regulations, including laws preventing corruption, bribery or unfair competition.

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



## Governance

Hawkins is committed to strong, forward-looking corporate governance practices as one means of ensuring trust and confidence of the Company's stakeholders. Our Principles of Corporate Governance can be found on our website at [www.hawkinsinc.com/investors/#corporate\\_Governance](http://www.hawkinsinc.com/investors/#corporate_Governance).



## Culture of Collaboration

We supply high-quality products and innovative solutions, focusing on technical expertise, teamwork, safety and responsible care for the environment. Our core values serve as tenets for a culture based on collaboration and service to our customers.

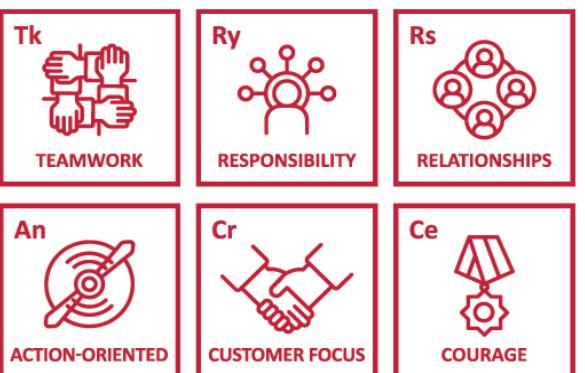
### Supporting Our Employees

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 evolving needs in an environment of continuous improvement. We have built strong, long-lasting relationships with our suppliers - as we provide essential infrastructure and support to consistently supply the products our customers need for their businesses. But our relationships go beyond our customers and suppliers - the true core of our business is our employees. The past several years have highlighted the importance of these relationships - a trusted supply chain, dedicated employees, and customers who were able to continue to do business because we were able to safely deliver our products.

Working at Hawkins is cooperative and dynamic. We embrace a culture that fosters professional development and goal achievement for all employees, where empowerment and connections matter. Because of that, Hawkins continues to be recognized as a great place to work by FORTUNE, in addition to being named to the prestigious Honor



Roll in the 2021 Minnesota Census of Women in Corporate Leadership recognizing gender diversity at the executive level and on the board of directors. We operate on integrity - which means we strive to make the right decisions, even if they are hard, simply because it's the right thing to do. We rely on our employees to be honest, trustworthy and to demonstrate our principles every day.



*Our Core Values are the basic building blocks of our Culture of Collaboration. "TR2AC2" stands for Teamwork, Responsibility, Relationships, Customer Focus, and Courage.*

### 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 maternity and paternity leave. Employees are also encouraged to build ownership in the company through the Employee Stock Purchase Plan. The average tenure of a Hawkins employee is eight years, and our average executive tenure is 21 years. We also work to support all employees with competitive wages and we pay all of our employees more than \$20 per hour.

### Training and Development

We believe that solid, successful leadership at the top filters down and results in a strong, supported workforce that is grounded on our company's values. We have identified core leadership competencies required for our managerial staff. We support our staff with specialized training and development opportunities and regularly promote from within. We focus on training - including "training the trainers" to ensure the highest level of industry knowledge and consistent service and safety throughout the organization.

All of our employees make more than **\$20 per hour**, we have a median pay of more than **\$82,000** and our CEO pay ratio is well below the national average at **26.1**.



### HUMAN RIGHTS AND LABOR PRACTICES

Hawkins has a firm commitment to fair and ethical labor laws and practices. We have always sought suppliers, whether domestic or abroad, who share our values. We require all suppliers to comply with labor laws and practices applicable to the country or countries in which they are doing business or in which the product is manufactured.

We believe quality begins at the source. Labor laws and practices are an important part of quality management and social responsibility. We are committed to fair and ethical labor practices, including, but not limited to:

1. All voluntary employment (no use of force or involuntary labor)
2. No human trafficking or child labor
3. No discrimination on the basis of race, age, color, national origin, gender, marital status, sexual orientation, religion, disability and other similar factors
4. All workers are treated with respect and dignity
5. All workers are respected for their rights to freedom of association and collective bargaining
6. Workers are paid timely and properly compensated
7. All workers have safe and healthy working conditions

## Employee Health and Safety

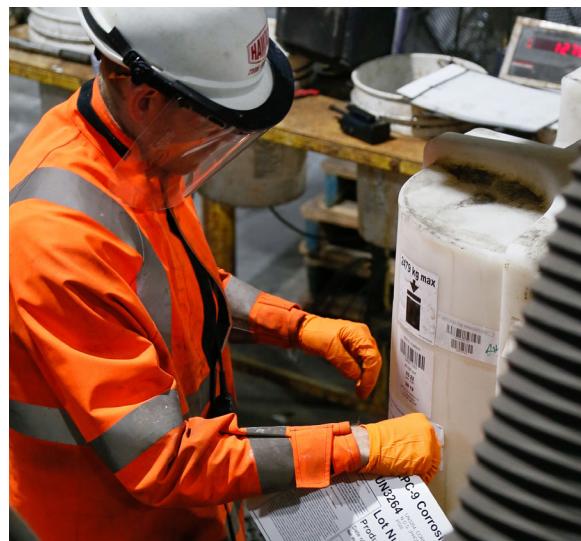
Safety is everyone's job at Hawkins. We strive to ensure our employees have a thorough understanding of health and safety measures throughout each step of our manufacturing process and within all business functions.

We have programs in place 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.

The safety and well-being of our employees and customers is a top priority. Our focus on assessing, adjusting and implementing new policies and procedures to ensure a safer work environment has not wavered. By implementing fall protection, tank level gauges and instrumentation for overflow protection, our facilities continue to have state-of-the-art safety measures in place to ensure the well-being of our workforce. We have well-established Risk Management Plans and site-specific emergency response plans and continue to build cross-departmental relationships to encourage ongoing improvements to our HSE program.

In addition, we have implemented "TTT" – "Third Thursday at Three" – a mandatory monthly safety training at all of our production facilities. During this training session, plant operations are shut down for two hours and that training time is dedicated to the presentation of a specific topic with messaging reinforced by on-site team safety discussions that are specific to the location. We have also implemented enhanced job shadowing and reinforced our monthly safety reviews.

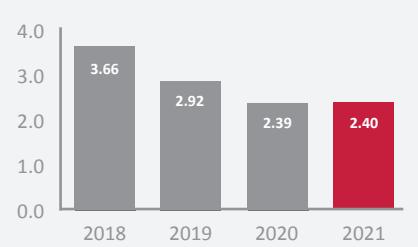
Our employees are encouraged to be actively engaged in our safety committees, training opportunities, facility audits, incident investigations and initiatives supported by trade groups, such as the National Association of Chemical Distributors and the Chlorine Institute. By being methodical, investing in culture and investigating incidents to get to their root causes - we are proud to say we have seen a downward trend in our total recordable incident rate over the past four years.



### FATALITY RATE OVER 4 YEARS\*: 0%

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

### TOTAL RECORDABLE INCIDENT\* RATE (TRIR) OVER 4 YEARS



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## Commitment to Responsible Growth

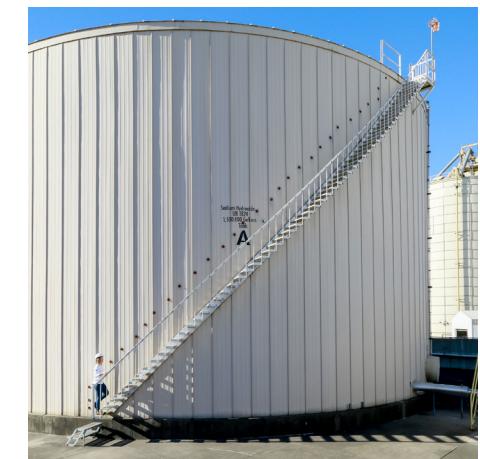
Our commitment to being responsible stewards of the environment comes naturally and our paramount priority is providing customers with safe, high-quality products. Millions of Americans rely on our products—and that number has been growing every day.

Thousands of water treatment facilities, manufacturers, food and dairy producers, power producers, research labs and countless other organizations depend on Hawkins and the products we deliver. Playing an important role in keeping people and animals safe and healthy makes us proud, as does helping to reduce environmental impacts for our customers. We support our partners and customers across our value chain to ensure responsible sourcing and safe handling of all of our products.

### Evolving Our ESG Reporting

Now in our third year of ESG reporting, we continue to examine ways we can do more - to find operational efficiencies, improve environmental performance and strengthen our workforce.

This year, we put a focus on internal assessment by working with an outside consultant to perform an analysis of our work through their external lens. The consultant benchmarked our performance against our peers and industry-wide trends to help us chart our future progress. They guided us through a materiality assessment to determine our key impact areas and ESG maturity. We continue to be committed to finding areas of continuous improvement and growth in this space as we set key objectives and targets.



### Goal Setting

Through the evaluation process, we established areas of focus, initiatives to manage improvements and goals we will strive to achieve.

FOCUS AREA INITIATIVES & GOALS	
<b>GHG EMISSIONS:</b> In 2022, we will complete a Scope1 and 2 Greenhouse Gas Inventory (GHG) to better understand the impacts of our business operations.	<b>GOAL:</b> Reduce Scope 1 and 2 GHG emissions to be carbon neutral by 2040.
<b>WASTE MANAGEMENT:</b> We will continue to ensure all materials are used to their fullest potential, with careful planning and diligent focus on continuing to find ways to repurpose and divert product waste that would otherwise be disposed of.	<b>GOAL:</b> Maintain percentage of product waste disposed of at less than 1% of total product sold.
<b>WORKFORCE HEALTH AND SAFETY:</b> 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.	<b>GOAL:</b> Continuous improvement of health and safety practices and programs; reduce annual TRIR to industry average or better.
<b>SUPPLY CHAIN MANAGEMENT AND ENGAGEMENT:</b> We are gathering impact information from our suppliers in key areas, including our Health and Nutrition segment, as we assess our supply chain impacts.	<b>GOAL:</b> Continue to assess key supplier impacts while we increase engagement with our supply chain.



## Service to Our Customers, Community and the Environment

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

### Responsible Distribution

We are committed to environmental responsibility in our own operations and throughout our supply chain. Our facilities are supported by a team of trained environmental professionals who carefully manage impacts and ensure regulatory compliance. We monitor and manage our air, water and ground impacts through proper containment and controls across our locations.

### Reducing Environmental Impacts in Our Operations

We have always focused on inorganic chemistry and have largely avoided organic chemicals, such as solvents, which are much more likely to persist in the environment. This decision is fundamental to who we are. Our chemicals are reactive because they need to be - 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.

We strive for continuous improvement and will continue to identify additional operational efficiencies that also reduce environmental impacts. Many of our facilities go above and beyond regulatory compliance to reduce air pollutants through the addition of scrubbers, where appropriate, to reduce emissions and odor. We have improved energy efficiency in our facilities, including re-lighting many sites with LED technology. We continue to upgrade our fleet with vehicles that have improved fuel efficiency, have worked to reduce vehicle idle times, and are using technology to track fuel usage and ensure proper maintenance.



### Cyber Security and Preparedness

Hawkins is quick to respond to the needs of our communities, while we also ensure our internal preparedness for crisis and ongoing operational resiliency in the face of uncertainty. We have a longstanding commitment to safety and security and will continue to ensure we can operate without interruption.

Continuous improvement is at the heart of the Hawkins cyber security program. Based on the National Institute of Standards and Technology (NIST) cyber security framework, our cyber security program involves ongoing training and testing for employees, annual audits and assessments of our facilities, and enterprise level penetration testing.

As a designated critical infrastructure partner for the chemical sector, Hawkins also works closely with the Department of Homeland Security (DHS) and the Cybersecurity & Infrastructure Security Agency (CISA) to maintain the physical security and cyber security of our facilities.



### CYBERSTORM VIII

During FY22, Hawkins participated in CyberStorm VIII, a national exercise involving companies as well as state, and federal entities. CISA plans and coordinates a CyberStorm exercise every two years. The goal of the exercise is to increase the cyber resiliency of our nation's critical infrastructure by providing an environment where organizations can game play internal and coordinated responses to a nationwide cyber attack.

Hawkins also presented two sessions on "Best Practices for Securing Industrial Control Networks" at the Chlorine Institute's biennial Technology Symposium in March 2022. Industrial Control Networks are the bridge between cyber and physical systems. Participating in industry initiatives to secure these critical networks is part of our ongoing efforts to ensure that our nation's critical infrastructure remains secure from cyber attacks.

### HAWKINS ACCOMPLISHED THREE GOALS DURING THE CYBERSTORM VIII EXERCISE:

1. Developed and improved relationships with state and federal authorities, which could be leveraged during an actual cyber attack
2. Exercised and refined the Hawkins Incident Response Plan
3. Practiced an internal cross-functional response to a fictional cyber attack

# Strengthening Our Communities

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. We provide financial support to a variety of charitable organizations and encourage employee giving by providing an employer match for their contributions.

## Community Commitments

We are connected to the communities where we live and work, and Hawkins has a history of providing donations in times of crisis, which we saw again this year in Kentucky. Our nimble business structure allows us to continue to respond to the needs of our first responders, front-line workers and community members. We strive to give back by supporting efforts that improve the quality of life in the communities we serve.

**THE WOUNDED WARRIOR'S WARRIOR TO WORK PROGRAM** connects veterans with local employers who are looking for the skills they have to offer. The program offers career counseling, resume writing, interview skills, professional networking and career placement for veterans.

**STATE RURAL WATER ASSOCIATIONS** are non-profit organizations dedicated to training, supporting, and promoting the water and wastewater professionals that serve small communities across the United States. This year, we donated significant amounts to state rural water associations, including support for training and scholarships. For example, this year, at the Kentucky Rural Water Association customized training, more than 20 recipients received \$1,000 scholarships for drinking water apprenticeships, to help train future rural water leaders. We are pleased to support scholarship programs that promote these emerging leaders and promote water protection and safe drinking water.



*City of Raceland, KY Apprentice and scholarship recipient Gavin Reed demonstrating pipe repair.*



*Hawkins team members Minde Frederick (L) and Rich Erstad (R) celebrate the new room at the St. Paul Red Cross Building.*



*Hawkins team unloading a donation of bleach.*

## YMCA SAFETY AROUND WATER PROGRAM

Hawkins supplies water treatment chemistry 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 Water 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.

**THE AMERICAN RED CROSS** acts in times of emergency, in communities where we have employees, including disasters such as wildfires, hurricanes, flooding or tornadoes. We support their work through in-kind giving of bleach - for flood clean-ups, hard-surface disinfection, and drinking water disinfection. Bleach is one of the most common items distributed by the Red Cross following disasters. In addition, this year, Hawkins made a significant donation to the Red Cross to support a new room at the St. Paul Red Cross building.

## Rapid Response in a Crisis

On the night of December 10, 2021 a massive storm system producing over 50 tornadoes rolled through the south-central United States. One of the most destructive of these tornadoes developed into an EF-4 scale as it tore across a huge expanse of Western Kentucky. This natural disaster, which claimed 90 lives and caused widespread devastation to homes and businesses, also made a big impact on Hawkins. The entire region is serviced by Hawkins Water Treatment Group, which means we had many employees and customers that were in the path of this horrific storm.

The visible damage to buildings was staggering - twisted water tanks and homes blown off of their foundations. But there were also severe impairments to water and wastewater infrastructure. A pressing issue was unabated, leaking water lines that depleted precious drinking water in a matter of hours.

Hawkins' teams in the region - from Centralia and Dupo, IL, Frankfort, KY, and Memphis and Fayetteville, TN - jumped into immediate action to

support the impacted areas. Through this collaborative effort, our teams were able to quickly respond to the communities in need and provide drinking water, bleach for disinfection and site clean-ups, water treatment chemicals, clothing, monetary donations, volunteer time and other necessary supplies.

The support we were able to provide following this devastating tornado activity speaks to Hawkins' overarching principles of community commitment and putting people first. Our employees live in the communities they serve – while they experienced loss and destruction as well, they came together to help their neighbors.

"I am proud of my team for their selfless approach in getting into action immediately after the storms passed. While I know they wish they could have done even more, they too felt a sense of pride in being able to be there for their local communities in the time of need."

**DOUG LANGE, VICE PRESIDENT**

*Water Treatment Group, Hawkins, Inc.*



*Mayfield, KY water donation in response to the December 2021 tornado emergency.*

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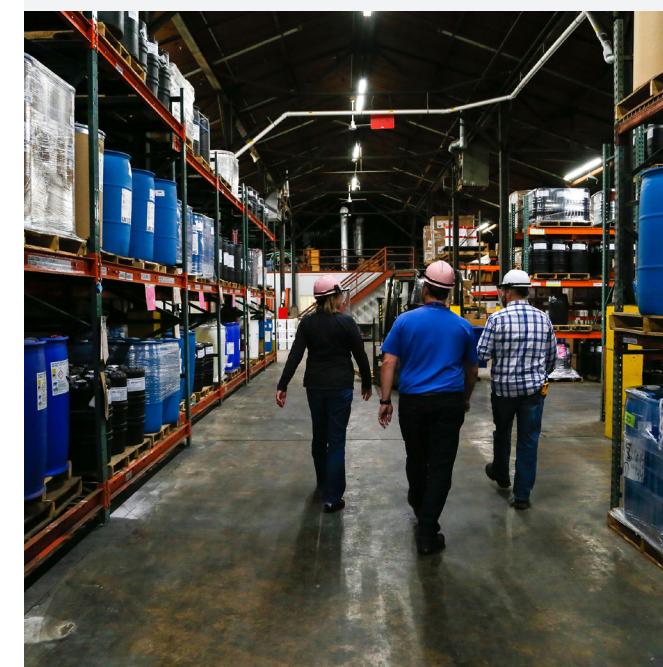
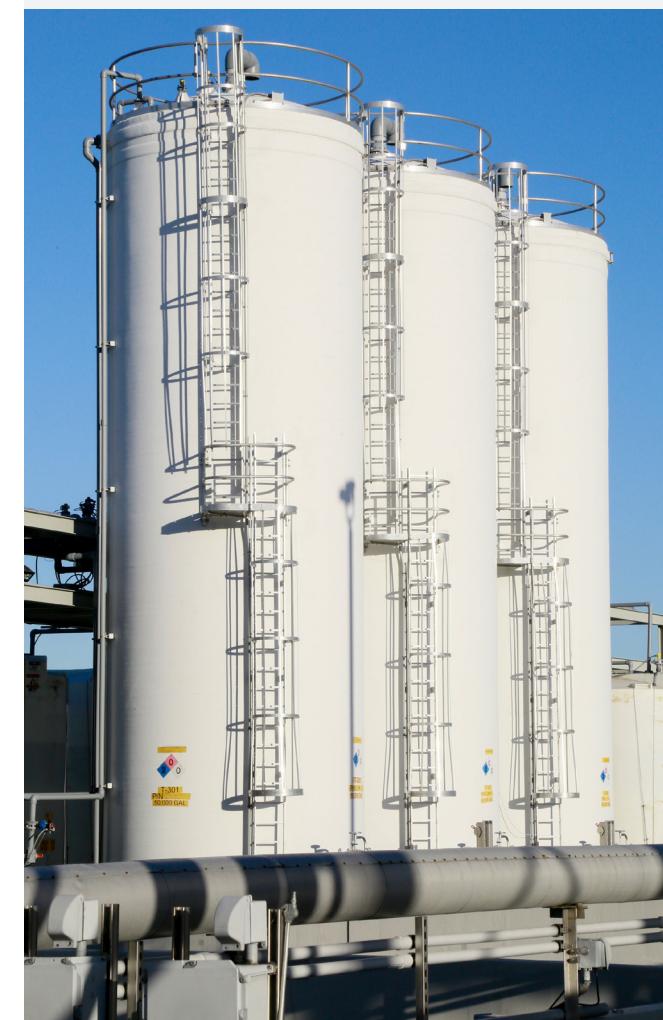
## Partnerships

Hawkins has long been committed to supporting responsible distribution of our products and research and education in our community and industry. 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.

**Hawkins engages with** a number of industry collaborations and trade associations to help enable the safe production, distribution and use of chemical products. We also collaborate with a number of colleges and universities to advance research and education.

Our professional affiliations and industry partnerships include active participation with the following groups:

- The Chlorine Institute
- National Association of Chemical Distributors
- American Water Works Association
- Council for Responsible Nutrition
- American Meat Science Association



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## Workplace Accolades

Hawkins' commitment to fostering a positive and empowering company culture and to retaining its valued employees has supported its growth both organically and through accretive acquisitions. We continue to be recognized as a place where people want to work.

**Most recently**, Hawkins earned a distinct position on the prestigious Honor Roll in the 2021 Minnesota Census of Women in Corporate Leadership for gender diversity at the executive level and on the board of directors. The annual census report, produced by St. Catherine University, provides a snapshot of women leaders at Minnesota's largest public companies.

Hawkins was also awarded the 2021 FORTUNE Best Workplaces for Manufacturing and Production. "Ongoing recognition is testament to our employees' resilience, dedication, and teamwork, especially in these unprecedented times that have challenged all workplaces and our communities", said Patrick Hawkins, CEO and President. "Our team's talents, technical expertise and focus on our customers' long-term satisfaction has made our longstanding success possible."

More than 29,000 individuals surveyed, representing over 143,000 employees, provided input to the 2021 FORTUNE Best Workplaces for Manufacturing & Production list, which consists of 25 companies.

And, for the second year in a row, we've been awarded one of America's Most Responsible Companies by Newsweek.



# 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 2021.

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) CO2-e, Percentage	CO2e = 33,540 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 in Our Operations (p 10); Commitment to Continuous Growth (p 9); Goal Setting (p 9)
AIR QUALITY	RT-CH-120a.1	Air emissions of the following pollutants: (1) NOx (excluding N2) (2) SOx (3) volatile organic compounds (VOCs) (4) hazardous air pollutants (HAPs)	Metric tons (t)	NOx = 18.24 SOx = 2.47 VOCs = 6.59 HAPs = 0.48
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) 314,074 2) 33.2% 3) 0.08% 4) <1% Rosemount Plant  See: Reducing Environmental Impacts in Our Operations (p 10)
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 <sup>3</sup> ), Percentage	1) 4152.06 2) High = 0.25%; Extremely High = 0.04%  See: Goal Setting (p 9); Reducing Environmental Impacts in Our Operations (p 10)
	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 See: Goal Setting (p 9)
HAZARDOUS WASTE MANAGEMENT	RT-CH-150a.1	Amount of hazardous waste generated, percentage recycled	Metric Ton percentage	73.13 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 re-purposing materials, we are able to divert a significant portion 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.
COMMUNITY RELATIONS	RT-CH-210a.1	Discussion of engagement processes to manage risks and opportunities associated with community interests	n/a	See: Service to Our Customers, Community and the Environment (pg 10); Strengthening Our Communities (pg 12); and Rapid Response in a Crisis (pg 13)

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) 2.40 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	See: Culture of Collaboration (pg 6); Employee Health & Safety (pg 8); Commitment to Responsible Growth (pg 9); Goal Setting (pg 9)
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) 56.8%* 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 0.56% of our annual revenue is derived from Substances of Very High Concern (SVHC).
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 is 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, storm water inspections, etc. are all completed in a timely manner.  See: About Us (pg 4); Goal Setting (pg 9); Reducing Environmental Impacts in Our Operations (pg 10); Human Rights and Labor Practices (pg 7);
	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 - 1.21 PSISR - 1.48  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.
OPERATIONAL SAFETY, EMERGENCY PREPAREDNESS & RESPONSE	RT-CH-540a.2	Number of transport incidents	Number	2 (DOT Recordable collisions; 5,255,190 miles traveled)



**THIS YEAR'S COVER IMAGES** showcase the natural beauty of rural Kentucky, including the New River Gorge (front) and the Appalachian Mountains (here).

**HAWKINS, INC.**  
CORPORATE HEADQUARTERS  
2381 ROSEGATE  
ROSEVILLE, MN 55113  
[www.hawkinsinc.com](http://www.hawkinsinc.com)

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