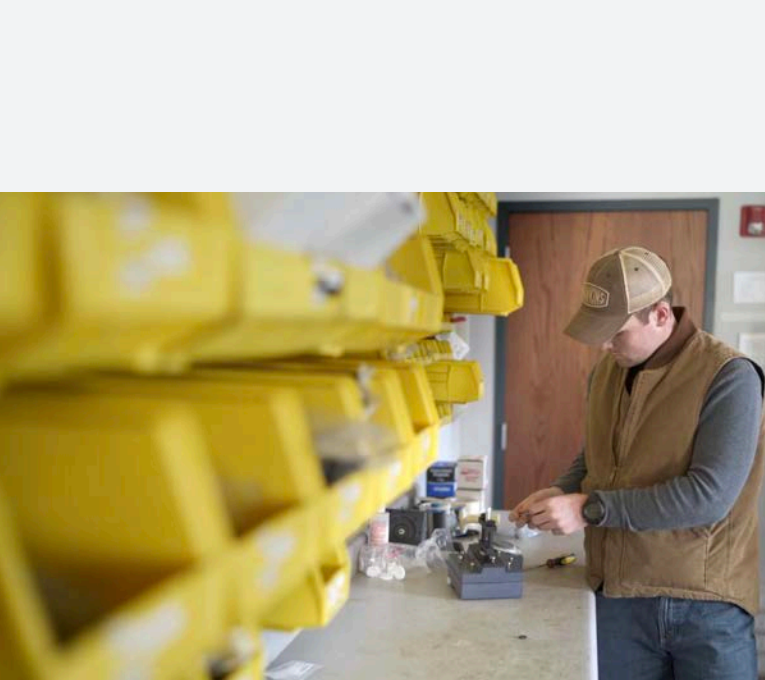




2023



Environmental, Social and Governance Report



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THIS REPORT COVERS our operations for fiscal year 2023. All metrics shown in the SASB table (pgs. 16-17) are for the calendar year 2022.

CREDITS Thanks to [Blue Key Media](#) and [studioTart](#) for the images used throughout the interior of this report. Front and back cover images are used under license from Adobe Stock.

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email (Investor Relations): ir@hawkinsinc.com

A Letter From Our CEO

Reflecting back on this year, I am extremely proud of what Hawkins has achieved – with continuous growth of our business both financially and geographically, including adding our fifty-first branch in Delaware, but also, our ongoing and continued support of communities in need.

The chemicals we sell treat an estimated 5.2 trillion gallons of water in 25 states every year. It's easy to forget the critical public health impacts of these vital products that safely and efficiently disinfect and purify our drinking water. By investing in people and infrastructure, we ensure a stable, high-quality, ready supply of these essential products. Our dedicated team ensures these key products are delivered safely every day. We are so proud to be playing such a critical role in ensuring the safety of the people around us.

Our work in wastewater is also an essential service. Our teams work in rural areas throughout the country and we have been acknowledged for our commitment and partnership to support these populations. I am pleased to announce that Hawkins was recognized as the Illinois Rural Water Association's Member of the Year, and the Minnesota Rural Water Association recognized us with their top award for leadership and contributions to Minnesota water and wastewater systems.

To support our Industrial customers, we installed a new energy efficient process to concentrate one of our ingredients – cutting cycle times dramatically and saving energy in the process. At the same time, our Health and Nutrition business has worked to



gather sustainability data from key suppliers to share with our customers to support them in their sustainability efforts.

It is an honor to see Hawkins continue to be commended for our employees' hard work and commitment to the community. Hawkins was once again named to Newsweek's list of America's Most Responsible Companies, and also received the Fortune Best Workplaces for Manufacturing and Production award. These continued acknowledgments are a testament to our employees' dedication, commitment and teamwork throughout all of our business units.

I am happy to see our continued progress on our ESG commitments. Our focus remains on continuous improvements in greenhouse gas emissions, waste and water management, workforce health and safety and supply chain management. Helping our customers reach their own ESG goals is an added benefit. I am honored to lead this company and I look forward to continuing to find ways we can exceed customer expectations and support the communities where we live and work.



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. We manufacture, blend and distribute products for our Industrial, Water Treatment, and Health and Nutrition customers.

Headquartered in Roseville, Minnesota, with 51 facilities in 25 states, we create value for our customers through superb customer service and support, quality products, and personalized applications. Our materials are key components for industrial, agricultural, pharmaceutical, water treatment, food, health and nutritional products.

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 unwavering. 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 can be unpredictable, however Hawkins' fulfillment of customer needs is steadfast. Our long-standing, trusted partner relationships with suppliers have provided us a resilient and reliable supply chain, with most of our products sourced within the United States. Coupled with our investments in storage and infrastructure, we continue to provide consistent, high-quality products to our customers.

Our Reporting Segments

- 1. INDUSTRIAL:** Our Industrial Group supplies chemicals, products and services to industries including agriculture, energy, food, pharmaceutical, and plating.
- 2. 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.
- 3. 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.

In

Industrial

Wt

Water
Treatment

Hn

Health &
Nutrition



Headquartered in Roseville, Minnesota, Hawkins has **51 facilities in 25 states**, and more than **850 employees**. We supply our products to customers in **48 states**.

Ethical Business Commitment and Governance

Hawkins complies 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 these 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.

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. We 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. We are 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 Principles of Corporate Governance can be found at: <https://www.hawkinsinc.com/wp-content/uploads/2021/02/Principles-Of-Corporate-Governance.pdf>.



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.

Culture of Collaboration

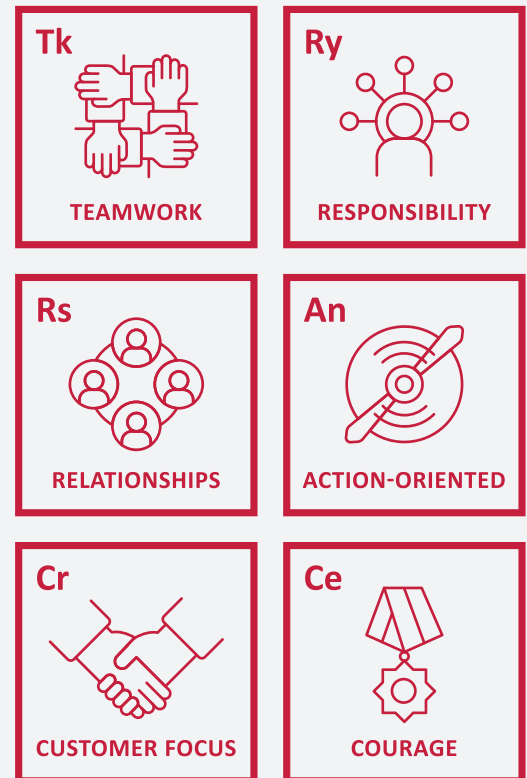
At Hawkins, we service our customers by supplying high-quality products and innovative solutions. We are committed to technical expertise, teamwork, safety, and responsible care for the environment. Our core values serve as tenets for a culture based on collaboration and exceptional service to our customers.

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 most important relationship we have, the 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 continue to succeed because Hawkins is able to safely and efficiently 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 Best Workplace in Manufacturing & Production by Fortune, certified by Great Places to Work and awarded as one of America's Most Responsible Companies by Newsweek.

We operate on integrity; 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 Health and Safety

At Hawkins, safety is everyone's job. 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. We are in full compliance with all applicable health, safety and environmental laws and regulations, and conduct business in a manner that promotes and protects the health and safety of our employees and customers, and the members of our communities.

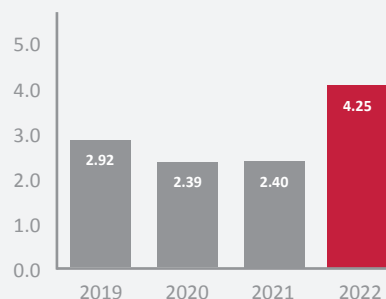
Our focus on assessing, adjusting and implementing new or enhanced policies and procedures to ensure a safer work environment has not wavered. While our total recordable incident rate increased last year, we have redoubled our efforts on safety, focusing on employee engagement and training and an attitude of personal responsibility for working safely all of the time. These efforts have shown immediate success as recordable incidents are down substantially in the first months of 2023. By enhancing 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.



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



In addition, our “Third Thursday at Three” – a mandatory monthly safety training at all of our production facilities has helped us drive our culture of safety. During this training session, plant operations are shut down and that training time is dedicated to the presentation of a special topic. This messaging is then reinforced by on-site team safety discussions that are specific to the location and area of business.

We have reinforced our monthly safety reviews and offer enhanced job shadowing for a continued focus on safety.

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.

All of the trucks in our fleet have forward and driver-facing cameras to enhance safety and coaching of our drivers.

Employee Benefits

Our commitment to our employees includes 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 seven years, and our average executive tenure is 15 years. We also work to support all employees with competitive wages; all of our employees make \$20 or more per hour.

All of our employees make more than **\$20 per hour** and we have a median pay of more than **\$95,000**.
Our CEO pay ratio is **23:1**.

Training and Development

We believe that solid, successful leadership at the top 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 and support the rest of our team with specialized training and development opportunities. We focus on training, including "training the trainers" to ensure the highest level of industry knowledge and consistent service and safety throughout the organization. We aim to promote from within, wherever possible.



HUMAN RIGHTS AND LABOR PRACTICES

Hawkins has a firm commitment to fair and ethical labor laws and practices. We have always sought suppliers, both domestic and 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 forced or involuntary labor)
2. No human trafficking or child labor
3. No discrimination on the basis of age, race, 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

Commitment to Continuous Growth

Our commitment to being responsible stewards of the environment comes naturally and our paramount priority is providing customers with safe, high-quality products.

Tens of 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. Our chemicals treat an estimated 5,200,000,000,000 gallons of water in 26 states every year.

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. Our products help support our partners and customers throughout the value chain, ensuring responsible sourcing and safe handling of all of our products.

In our fourth year of ESG reporting, we continue to find opportunities to increase our operational efficiencies, improve environmental performance and strengthen our workforce. We have established areas of focus, initiatives to manage improvements and goals we will strive to achieve.



Our chemicals treat an estimated **5.2 trillion** gallons of water in **26 states** every year

Reduced Scope 2 GHG in 2022

We completed our Scope 2 Greenhouse Gas (GHG) inventory in addition to our Scope 1 assessment. Scope 2 emissions are indirect GHG emissions associated with the purchase of electricity, steam, heat or cooling. This inventory showed that our estimated market-based Scope 2 GHG emissions were 11,064 tons of CO₂e in 2021 and that number decreased by 14% to 9,483 tons in 2022.

FOCUS AREA	INITIATIVES	GOALS
GHG EMISSIONS	Analyze Scope 1 and 2 Greenhouse Gas Inventory (GHG) to better understand the impacts of our business operations.	Reduce Scope 1 and 2 GHG emissions to be carbon neutral by 2040.
WASTE MANAGEMENT	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 re-purpose and divert product waste that would otherwise be disposed of.	Maintain percentage of product waste disposed of at less than 1% of total product sold.
WORKFORCE HEALTH AND SAFETY	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.	Continuous improvement of health and safety practices and programs; reduce annual TRIR to industry average or better.
SUPPLY CHAIN MANAGEMENT AND ENGAGEMENT	We are gathering impact information from our suppliers in key areas, including our Health and Nutrition segment, as we assess our supply chain impacts.	Continue to assess key supplier impacts while we increase engagement with our supply chain.

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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 precisely 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 continue to identify additional operational efficiencies which also reduce environmental impacts. Many of our facilities go above and beyond regulatory



AMS crew completes a Sludge Judge survey in Fort Scott, KS.



Results three weeks post-treatment.

compliance to reduce air pollutants through the addition of exhaust scrubbers - where appropriate - to reduce emissions and odor. We continue to improve energy efficiency in our facilities, including re-lighting many sites with LED technology. We are upgrading our fleet with vehicles that have improved fuel efficiency, have worked to reduce vehicle idle times, and are using technology to track and reduce fuel usage while also ensuring proper and timely vehicle maintenance.

Innovation: Reducing Energy Consumption

In June of 2022, we installed a new boiler at one of our production facilities that is used to concentrate an ingredient used in our manufacturing. The new equipment not only cut cycle times by 65%, it also improved product quality and provided additional capacity. Importantly, it also cut energy use dramatically, saving almost \$200,000 in energy costs each year.

Reducing Impacts for our Partners

We are proud that our products and services help our clients achieve success in advancing their sustainability objectives.

Through our facility in Fort Scott, Kansas, we work with a wastewater treatment plant with a special challenge - a heavy industry client disposes of their industrial solid waste into a municipal wastewater pond treatment system. The volume and type of waste material was causing concern - and odor - in

the town, due to the treatment plants' close proximity to the city limits. As cities continue to grow, the systems constructed decades ago are becoming inefficient and overloaded.

To protect the water quality of the nearby rivers and streams, sludge from the treatment facility needed to be removed and brought to a biosolids incineration plant. In any wastewater system, sludge removal is necessary for proper management and longevity. For this facility, this amounted to nearly 13 million gallons of sludge removed over the course of about a year.

Through Hawkins' products and innovative solutions, we were able to help this facility stop this costly and wasteful removal process. Instead of hauling away these wastes, Hawkins now uses naturally-occurring microbes to consume the organic waste. By deploying this type of treatment versus mechanical removal, we offset the need for more than 2,000 tanker truck loads over the course of a year.

This approach to treatment is expanding within our Water Treatment segment and we are excited about the chance to help other wastewater treatment plants access more efficient and environmentally sound practices.





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SECURITY, PREPAREDNESS AND CYBER

Hawkins is quick to respond in an emergency. We ensure our internal preparedness for crisis and ongoing operational resiliency in the face of uncertainty. With a longstanding commitment to safety and security, we continue to ensure we can operate without interruption.

Continuous improvement is the heart of our cyber security program. Based on the National Institute of Standards and Technology (NIST) cyber security framework, our 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 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.

We participate in industry initiatives, such as CyberStorm - a national exercise involving companies, states and federal entities. These exercises increase the cyber resiliency of our nation's critical infrastructure, as organizations can game play internal and coordinated responses to a nationwide cyber attack.

HAWKINS HAS THE FOLLOWING GOALS FOR OUR CYBER SECURITY:

1. Develop and improve relationships with state and federal authorities, which could be leveraged during a cyber attack
2. Exercise and continue to refine the Hawkins Incident Response Plan
3. Practice internal cross-functional responses to fictional cyber attacks

Participating in industry initiatives is part of our ongoing efforts to ensure that our nation's critical infrastructure remains secure.

Community Commitment

People are at the heart of our organization and Hawkins continues to be 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.

We are connected to the communities where we do business, and where our employees and their families live. In addition to ongoing support of organizations, Hawkins has a long history of providing donations in times of crisis. Our nimble business structure allows us to respond to the needs of our first responders, front-line workers and community members. We feel honored to support efforts that immediately improve the quality of life in the communities we serve.



Investing With Our Time

The Hawkins Finance, IT, and HR departments volunteered with Feed My Starving Children - a nonprofit that works in partnership to distribute pre-packaged meals to communities around the world, facing food insecurity. The team packed nearly 18,000 meals, which will feed 49 kids for a year. The meals were sent to El Salvador through the Salvadoran American Humanitarian Foundation.

THE AMERICAN RED CROSS acts in times of emergency, often 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.

HURRICANE IAN RELIEF

In the aftermath of Hurricane Ian, one of the most powerful storms to hit Florida since the 1930's, Hawkins contributed \$25,000 to the American Red Cross to support the communities facing enormous devastation.

Our employees are deeply rooted in the communities where we do business. While relatively unscathed themselves, a team from our LaBelle, Florida branch stepped up to serve hot meals to 300 residents and 150 first responders and helped find groceries in areas where there was limited supply. Our local branches also donated six pallets of bleach to various organizations to support clean-up efforts.

COMMITMENT TO CLEAN WATER

Clean and safe drinking water is an essential service. In 2022, we continued to support the National Rural Water Association - a great partnership that is dedicated to training, supporting, and promoting the water and wastewater professionals that serve small communities across the United States.

We were excited to be able to continue our support of these important organizations as they help train future rural water leaders. Hawkins continues to support these apprentice programs with unique industry scholarships that promote emerging leaders, water security and safe drinking water.

"I am proud of the efforts and commitment of our team members to support our community partners when they are in need. We have seen first-hand the impact that these nonprofits can have and are pleased to offer our on-going support."

PATRICK HAWKINS, CEO & PRESIDENT



Hawkins employees volunteering at Feed My Starving Children.

OUR KEY DONATION PARTNERS INCLUDE:

- YMCA
 - Wounded Warriors
 - Trust for Public Lands
 - American Rivers
 - American Red Cross
 - Feeding America
-

Partnerships

Hawkins has long been committed to ensuring responsible distribution of our products, and supporting research and education throughout our community and industry. We were founding members of the National Association of Chemical Distributors and an early adopter of its tenets of Responsible Distribution almost 30 years ago.

Affiliations and Partnerships

Hawkins participates in a number of industry collaborations and trade associations that 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



Congressman Bruce Westerman (R-AR) visiting Hawkins team members (pictured third from left).



Congresswoman Betty McCollum (D-MN) greets Hawkins team members during a site visit.

CONGRESSIONAL VISITS

Hawkins works closely with elected officials to ensure the safety and availability of the critical products we supply. Over the past year, our branches hosted several Members of Congress, as well as officials from the Federal Motor Carrier Safety Administration.

RICHARD ERSTAD APPOINTED TO RSTAC

In March of 2023, Richard Erstad was appointed to the Surface Transportation Board, of the Railroad-Shipper Transportation Advisory Council (RSTAC). Erstad serves as our vice president, general counsel and secretary. He has also served as the chair of the Regulatory Affairs Committee of the National Association of Chemical Distributors.

Industry 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 acquisitions. We continue to be recognized as a place where people want to work.

For the second year in a row, Hawkins was named among Fortune's Best Workplaces in Manufacturing and Production in 2022. We were again certified by Great Places to Work – the only company culture award in America that selects winners based on how fairly employees are treated. Companies are assessed on how well they are creating a great employee experience that cuts across race, gender, age, disability status or any aspect of who employees are or what their role is. And, for the third year in a row, Hawkins has been awarded one of America's Most Responsible Companies by Newsweek.



“Our team’s talents, technical expertise and focus on our customers’ satisfaction has made our long-standing success possible.”

PATRICK HAWKINS
CEO & PRESIDENT



ESG Metrics Summary

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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 2022.

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 = 33,903 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) NO _x (excluding N ₂) (2) SO _x (3) volatile organic compounds (VOCs) (4) hazardous air pollutants (HAPs)	Metric tons (t)	NO _x = 18.07 SO _x = 2.55 VOCs = 6.94 HAPs = 0.49
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) 288,669 2) 31.4% 3) 0.09% 4) 0.09% 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 ³), Percentage	1) 4371.68 2) High = 0.05%; Extremely High = 0.00% 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	87.12 metric tons 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) 4.25 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 7); 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) 64.6%* 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 0.6% 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 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 8);
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 - 45 PSTIR – 5.04 PSISR – 24.41 As well as the Risk Management Plans, each facility has a site specific emergency response plan (29 CFR 1910.38) that we review on a scheduled basis and update additionally 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.
	RT-CH-540a.2	Number of transport incidents	Number	4 (DOT Recordable collisions; 5,425,730 miles traveled)



THIS YEAR'S COVER IMAGES celebrate our newest branch in Delmar, Delaware by featuring the stunning wetlands of our nation's first state. **Front Cover:** A creek winds through a coastal salt marsh. **Back Cover:** The lighthouse at Cape Henlopen punctuates the Mid-Atlantic shore.

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