



2025 Environmental, Social & Governance Report

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THIS REPORT COVERS our operations for fiscal year 2025. All metrics shown are for the calendar year 2024.

IMAGE CREDITS | Thanks to **Blue Key Media** and **studioTart** for the images used throughout the interior of this report. Other images are used under license from Adobe Stock.



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01 Our Company

- A Letter From Our CEO
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A Letter From Our CEO

As Hawkins has continued to grow in profitability and number of branches and employees, we have also continued our efforts to impact our communities. This marks our sixth Environmental, Social, and Governance (ESG) report. This annual reflection showcases our commitment to transparency and celebrates the collective efforts that continue to move us forward.

At Hawkins, relationships are at the heart of everything we do. This allows us to connect our customers with our supplier partners, where we serve as a critical link in the supply chain. We are proud of our continued investment in the rural water system - through grants, apprenticeships and donations – to support ongoing efforts to ensure that everyone has continued access to safe and reliable water. Our efforts to support rural water communities are being noticed, recognized and applauded by the water industry – making the Hawkins service model desired in their communities.

This year alone - our chemicals treated an estimated **20.0 trillion** gallons of water across 30 states.

Our sustainability efforts remain focused on continuous improvements, waste and water management, workforce health and safety, and supply chain management where we continuously seek out innovation and opportunities for efficiency in our operations.



As we reflect on the past year, we remain deeply grateful for the unwavering support of our customers. Their trust and loyalty have been the bedrock of our success, allowing us to continually raise the bar in terms of product quality, service excellence, and sustainability standards. **We remain steadfast in our commitment to serving our customers and creating a brighter future for generations to come.**

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

Patrick H. Hawkins
Chief Executive Officer and President



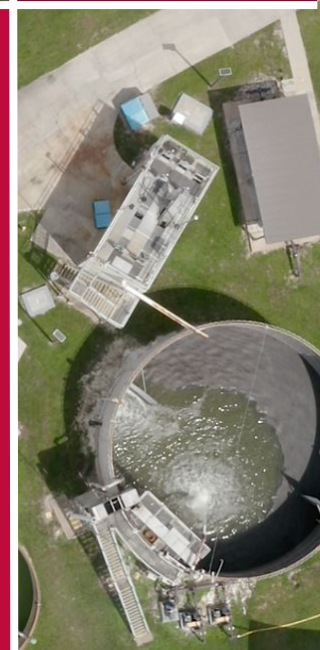
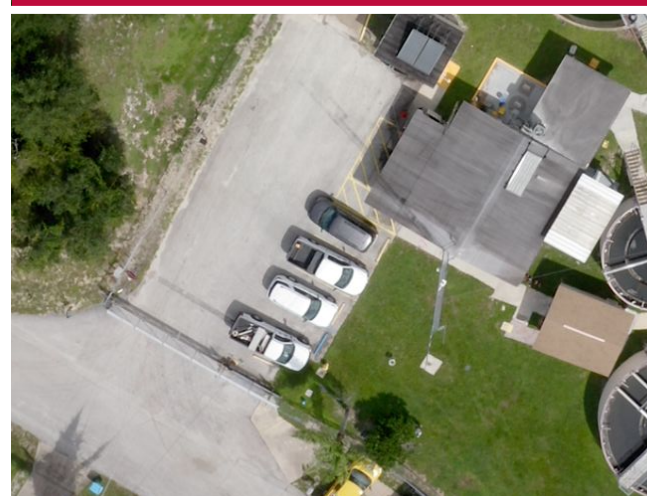
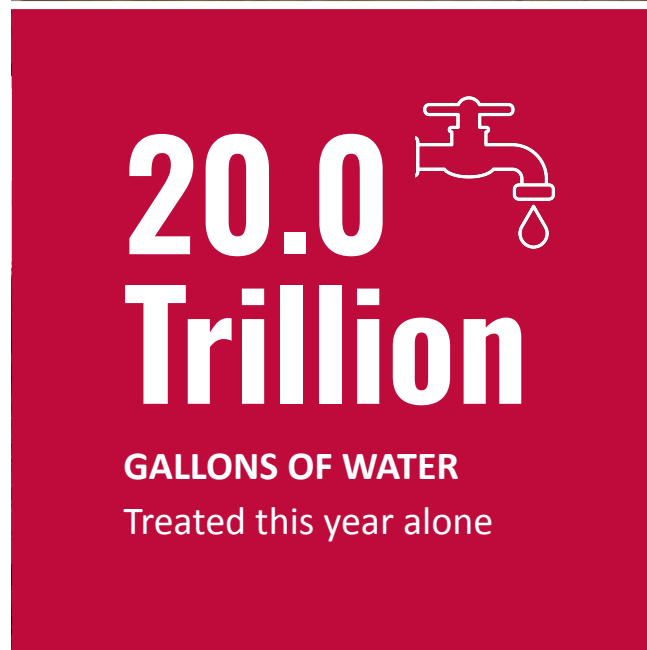
Delivery of Critical Products & Services

Hawkins has been serving customers for more than 85 years. Our dedicated team has industry expertise along with deep product and regulatory knowledge. Our team supplies high quality ingredients and products that are essential for the industrial, agricultural, and pharmaceutical sectors.

Our materials are critical for treating drinking water, creating health and nutritional products, and growing food. We provide products that directly service water for 45 million people, primarily in rural areas, across 30 states in the USA.

We see the challenges our partners in the rural water community face to provide clean and compliant drinking water, given expanding variables coming from the source water, aging infrastructure and ever-evolving regulations on contaminants.

In the face of this and other obstacles our customers face, we are proud to provide critical products and services across the country. Our chemicals treat an estimated 20.0 trillion gallons of water across 30 states last year. In addition to quality products, we create value for our customers through superb customer service and support.



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Our strategically located facilities and fleet of nearly **500 trucks** form a critical supply chain link – ensuring essential products reach our customers in **46 states**.



Essential Products & Partners

Our products are essential to maintaining human and animal health—providing clean drinking water for people and livestock, pharmaceutical products and dietary supplements and other essential manufacturing. Our products play a critical role in many essential services throughout the country.

We play a critical role in the supply chain by taking bulk products from our supplies and customizing them to meet our customer's needs by repackaging, diluting, blending or other formulations. We then deliver those products to our customers where they need them through our own dedicated fleet of nearly 500 trucks or by third party carriers.

Global supply chains can be unpredictable, however Hawkins' fulfillment of customer needs is steadfast. The majority of our products are sourced within the United States. Our long-standing, trusted partner relationships with suppliers have provided us with a resilient and reliable supply chain. Our investments in storage and infrastructure allows us to safely continue to provide consistent, high-quality products to our customers, every day of the year.

SAFE, RESPONSIBLE, AND NECESSARY

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—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 Mission, Our Customers

At Hawkins, we strive to create 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 for the environment. Our customers' satisfaction is key to our success.

We care greatly for the communities we serve and invest in the success of the neighborhoods in which our customers and employees live and work. We do all of this while maximizing long-term value for our shareholders.

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. We are proud to play an essential role in fulfilling these essential needs for millions of people year after year.

The products and services we provide help to support the sustainability of our customers, through increased operations efficiencies, pollution reductions, health benefits and more.

Our customers are our most important partners, and we consistently strive to meet their evolving needs. We serve diverse industries through our different business units. In all of these areas, our commitment to putting our customers first is unwavering.



87

YEARS IN BUSINESS
Founded in 1938



64



**LOCATIONS ACROSS
THE U.S.**
Headquarters in
Roseville, MN



1,150+

**EMPLOYEES
NATIONWIDE**



5 Years in a Row



Named One of
**AMERICA'S MOST
RESPONSIBLE COMPANIES**
BY NEWSWEEK



Security, Preparedness & Cyber

Hawkins is quick to respond in an emergency. We are prepared 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 at 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.



Homeland
Security



CYBERSECURITY
& INFRASTRUCTURE
SECURITY AGENCY



OUR CYBER SECURITY GOALS

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



02 Our Sustainability Progress

- Our Commitment to Sustainability
- Reducing Greenhouse Gas Emissions

Our Commitment to Sustainability

Sustainability is incorporated into the work we do in a variety of ways. From minimizing waste throughout the supply chain, reducing water consumption, and increasing conservation efforts to incorporating environmental risk mitigation efforts into our operations.

For all of our initiatives related to sustainability, we are continuously looking for ways to increase efficiencies in our operations and to reduce our impact. Our products contribute to our customers' sustainability goals.

CONTINUOUS EVALUATION AND IMPROVEMENTS

At Hawkins, our overall approach to sustainability involves continuous evaluation and improvement. This may entail more efficient fleet management, reduced energy consumption in operations through technology upgrades, or retrofitting light fixtures or equipment. We continually keep a pulse on areas for improvement within our entire supply chain.





Reducing Greenhouse Gas Emissions

We strive to receive and deliver our products as efficiently as possible. With convenient river access at several of our manufacturing locations, we receive critical material in large quantities by barge. Many other materials come in by rail, utilizing every major national railroad. While we have recently begun shipping some finished products to customers by rail, most of our products must be delivered to our customers by truck.

As the electric vehicle infrastructure and technology grows, we will continue to evaluate the potential to convert fleet vehicles, while still ensuring that we are able to service our customers every day of the year.

SCOPE 1 AND 2 GREENHOUSE GAS (GHG) EMISSIONS

2024: decreased by 22.3% to 33,419 tons

2023: decreased by 1% to 43,023 tons

2022: Decreased by 2.4% to 43,386 tons

2021: Estimated Scope 1 and 2 GHG emissions were 44,458 tons of CO₂e

Miles driven by our delivery fleet decreased by 3.46% in 2024 (8,116,527 miles vs. 8,407,689 in 2023) and our Scope 1 + Scope 2 emissions were also reduced significantly.



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03 Our People, Our Culture

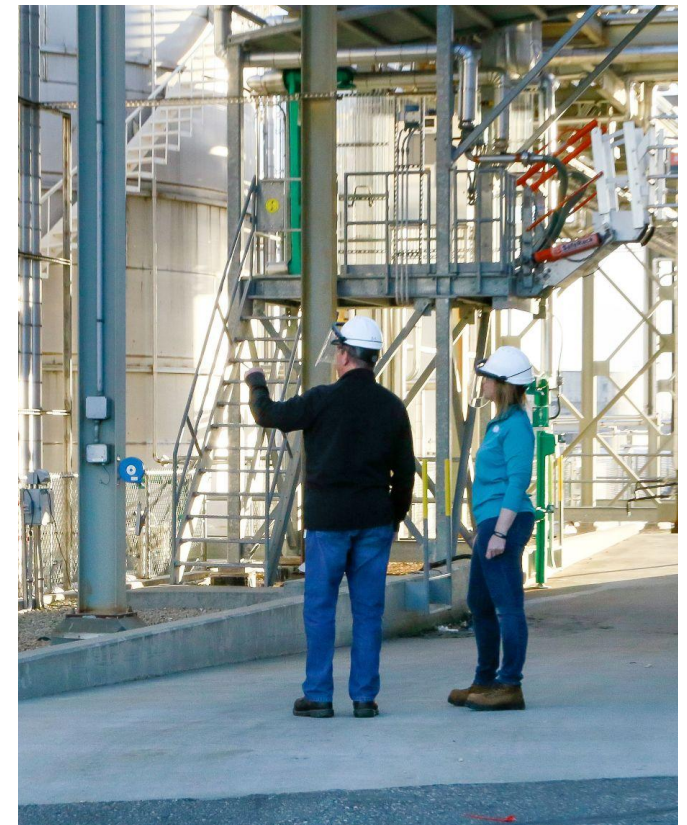
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Our Essential Workforce

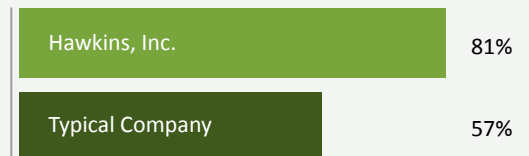
The most important relationships we have — and the core of our business — is our **strong and reliant workforce**. Our dedicated and committed employees ensure that we are able to safely and efficiently deliver our quality products to our customers when, where and how they need them — throughout the country, every day of the year.

Working at Hawkins is cooperative and dynamic. We embrace a culture that fosters professional development and goal achievement for all employees—prioritizing a strong and empowered workforce that is equipped to consistently meet our customers evolving needs. Because of that, 2025 marks the 5th consecutive year that Hawkins has been recognized as one of America's Most Responsible Companies by Newsweek.

We embrace a culture that fosters professional development and goal achievement for all employees.



HAWKINS IS 'GREAT PLACE TO WORK'-CERTIFIED™



81% of employees at Hawkins, Inc. say it's a great place to work compared to 57% at a typical U.S.-based company.

Source: Great Place to Work® 2021 U.S. National Employee Engagement Study.

Employee Benefits

Our commitment to our employees includes 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 parental leave. Employees can also 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 support our employees with competitive wages — all of our employees make \$20 or more per hour.

HAWKINS OFFERS

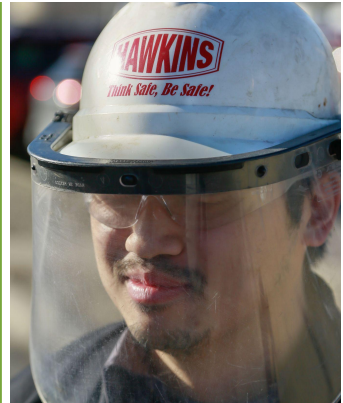
- Medical Insurance
- Dental Insurance
- Life Insurance
- Disability Coverage
- Employee Assistance Program
- 401(K) with 5% Employer Match
- Tuition Reimbursement
- Maternity and Paternity Leave
- Employee Stock Purchase Plan




\$20/hr
MINIMUM HOURLY WAGE

\$95k
MEDIAN
EMPLOYEE PAY


5%
401K MATCH




23:1
CEO PAY RATIO

7yrs
AVERAGE
EMPLOYEE
TENURE



15yrs
AVERAGE
EXECUTIVE
TENURE

Employee Training & Development

We believe that by empowering, training and developing our employees, they are empowered and better able to serve the dynamic needs of our customers. We have core competencies required for our teams 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. Our goal is to continue to develop our employees and when possible, promote from within.

Our commitment to cultivate a positive and empowering company culture for our employees has contributed significantly to company growth both organically and through acquisitions.

We have also developed robust internal audits for ensure compliance with the rigorous requirements of our industry. The audits not only help ensure compliance, they serve as important training tools to refresh training and continuously improve our process to ensure our safe supply of critical products to our customers.



Employee Health & Safety

At Hawkins, safety is everyone's job. We ensure our employees have a thorough understanding of health and safety measures throughout each step of our manufacturing and distribution processes and within all business functions.

We focus on assessing, adjusting and implementing new or enhanced policies and procedures to ensure a safer work environment. We continue to assess and improve items such as fall protection opportunities, tank overflow protections, and advancements in already state-of-the-art safety measures, to ensure the well-being of our workforce.

We have well-established Risk Management Plans addressing site-specific risks, and continue to encourage improvements to our Health and Safety program.

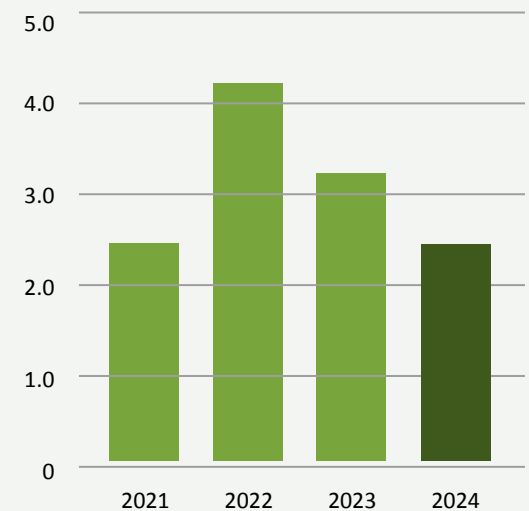
We encourage our employees to be actively engaged in our safety committees, training opportunities, facility audits, incident investigations, and initiatives supported by trade groups, such as the Alliance for Chemical Distribution, the Chlorine Institute and the Council for Responsible Nutrition.

We are in full compliance with all applicable health, safety and environmental laws and regulations, and conduct business in a manner that protects the health and safety of our employees and customers, as well as the members of our communities.

THIRD THURSDAY

Our “**Third Thursday at Three**” program is a mandatory monthly safety training at all of our production facilities. During this training, plant operations are shut down and training is dedicated to a special topic. This message is then reinforced by on-site team safety discussions, specific to the location and area of business.

TOTAL RECORDABLE INCIDENT RATE (TRIR) OVER 4 YEARS



Human Rights & Labor Practices

Hawkins firmly committed to fair and ethical labor laws and practices. We have always worked with suppliers, both domestic and abroad, who share our values. While most of our products are sourced domestically, we audit international suppliers for product quality and safety and 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, and we are committed to fair and ethical labor practices.



OUR COMMITMENT TO FAIR AND ETHICAL LABOR

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

Ethical Business Commitment & 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.

Employees are encouraged to report any violation of our Code of Business Conduct and Ethics, 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 the 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>



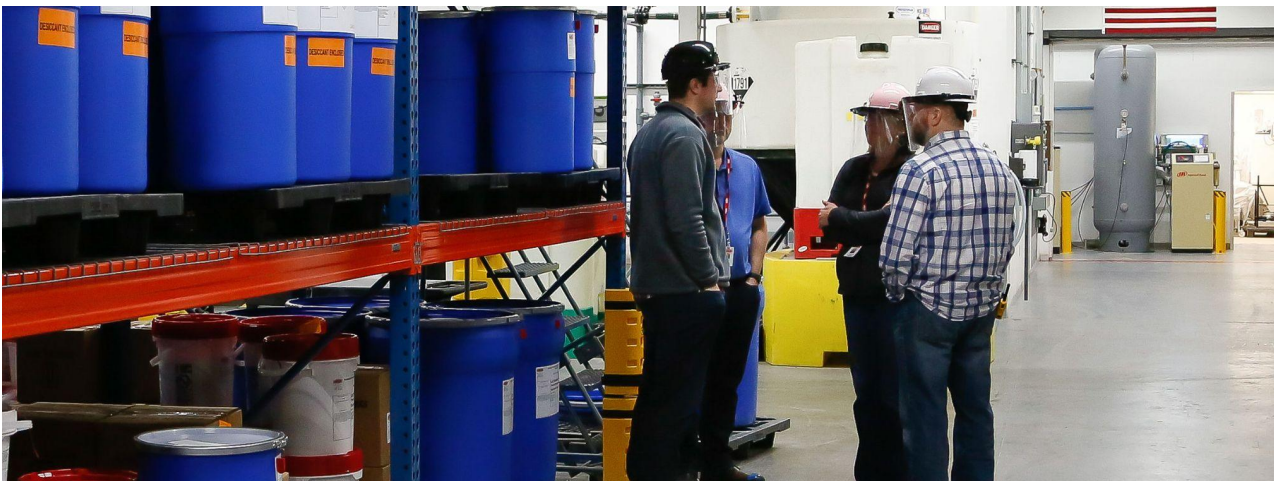
All Hawkins employees are

governed by our **CODE OF BUSINESS**

CONDUCT AND ETHICS, which is

available at:

<https://www.hawkinsinc.com/wp-content/uploads/2015/06/Hawkins-Code-of-Conduct.pdf>





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04 Investing in the Heart of America

- Supporting Apprenticeships in a Challenged Workforce

Supporting Apprenticeships in a Challenged Workforce

Water operators, especially in rural areas, are retiring and qualified replacements are hard to find. Hawkins is committed to training and developing the next generation of water operators and supporting apprenticeship at the state level.

The Hawkins, Inc. Apprenticeship Scholarship supports training new water and wastewater operators in rural communities serving populations of 2,500 or less. Investing in a strong workforce adds stability to the national infrastructure. The work that these positions perform is essential to the country's health and safety.

This program leverages the broader support of the [National Rural Water Association \(NRWA\)](#) Apprenticeship Program through the [State Rural Water Affiliates \(SRWA\)](#) and their utility members. This funding and on-the-job training brings essential resources to smaller utility systems that may not be able to participate in apprenticeship without this support. The ten \$3,000 scholarships are available to utility systems meeting the eligibility requirements on behalf of an existing or future apprentice. The funding for this program is renewable and ongoing.

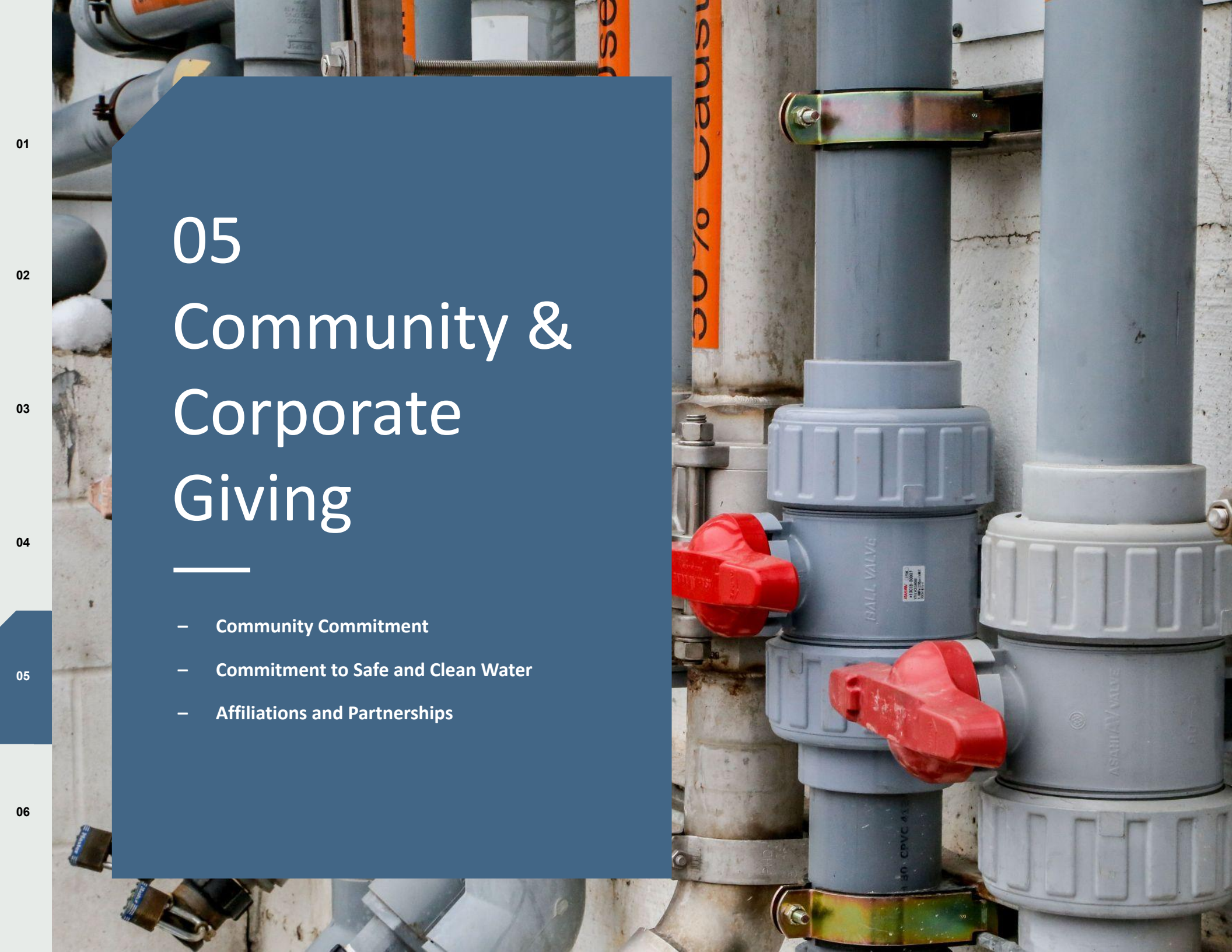
“Hawkins is honored to support these apprenticeships for critical water and wastewater professional roles. These jobs provide stable, promising careers that serve their communities and make a difference in everyday lives.”

Doug Lange, Vice President
Hawkins' Water Treatment Group



2025 HAWKINS SCHOLARSHIP WINNERS

- *City of Athol Idaho (Idaho Rural Water Association)*
- *Halstad Municipal Utilities (Minnesota Rural Water Association)*
- *City of Butler (Alliance of Indiana Rural Water)*
- *Pural Water Specialty Co., Inc. (Hawaii Rural Water Association)*
- *Sherburne Fire District #1 (Vermont Rural Water Association)*
- *Village of Deer Creek (Illinois Rural Water Association)*
- *City of New Rockford (North Dakota Rural Water Association)*
- *Tropic (Rural Water Association of Utah)*
- *Town of North Liberty Utilities (Alliance of Indiana Rural Water)*
- *Waiki'i Ranch Water (Hawaii Rural Water Association)*



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05 Community & Corporate Giving

- Community Commitment
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Community Commitment

Hawkins continues to be inspired to give back to the communities where we live and work by supporting efforts that enhance quality of life, support community and enhance public health. We provide financial support to a variety of organizations and encourage employee giving by providing an employer match for their contributions.

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 in the event of an emergency. During emergencies, the **American Red Cross** frequently mobilizes in communities where our employees are located, responding to disasters like wildfires, hurricanes, flooding, and tornadoes. We contribute to their efforts by providing bleach for flood clean-ups, hard-surface disinfection, and drinking water purification. Bleach ranks among the most frequently distributed items by the American Red Cross in the aftermath of disasters.



WATER CONSERVATION



HEALTH, SAFETY & DISASTER RELIEF



ENVIRONMENTAL STEWARDSHIP



EDUCATION

OUR KEY DONATION PARTNERS INCLUDE THESE AND MORE:

- YMCA
- Hire Heroes USA
- American Red Cross
- Wounded Warrior Project
- The Trust for Public Lands
- American Rivers
- Randy Shaver Cancer Research & Community Fund



Commitment to Safe & Clean Water

Our commitment to the YMCA has long been a core partnership in our corporate giving.

While we provide products to maintain clean swimming pools, it's the YMCA's commitment to swimming education that we are incredibly proud to support.

Our investment supports the *YMCA Safety Around Water* program, which teaches children what they need to do to stay safe around pools, lakes and rivers. They learn not only personal water safety techniques, but also how to respond when they see someone else in need around water. The program has a special focus on children in low-income, immigrant and minority backgrounds as studies have shown these are still the most vulnerable groups in terms of water safety.



“Safe water is core to who we are as a business. Supporting the YMCA to provide swimming lessons is a natural fit for Hawkins.”

Doug Lange, Vice President
Water Treatment Group, Hawkins, Inc.

Affiliations & Partnerships

Hawkins ensures responsible distribution of our products, and supports research and education throughout our community and industry.

We were founding members of the **Alliance for Chemical Distribution** and an early adopter of its tenets of *Responsible Distribution* more than 30 years ago.

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
- Alliance for Chemical Distribution
- American Water Works Association
- Council for Responsible Nutrition
- American Meat Science Association
- National Rural Water Association





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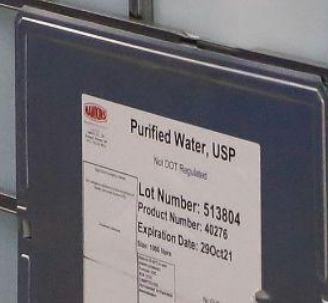
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06 ESG Metrics

— 2024 Summary



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 the calendar year 2024.

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 = 23,458
	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	Hawkins Discussion
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 = 16.77 SOx = 2.73 VOCs = 7.51 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) 225,955 2) 34.4% 3) 0.10% 4) 0.10%
Water Management	RT-CH-140a.1	(1) Total water withdrawn (2) total water consumed, percentage of each in regions with 2) High or 3) Extremely High Baseline Water Stress	Thousand cubic meters (m3), Percentage	1) 4,141,14 2) High = 0.2% 3) Extremely High = 0.00%
	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	Hawkins Discussion

TOPIC	SASB CODE	ACCOUNTING METRIC	UNIT OF MEASURE	RESPONSE
Hazardous Waste Management	RT-CH-150a.1	1) Amount of hazardous waste generated, 2) percentage recycled	Metric Ton percentage	1) 70.19 metric tons 2) 0% Recycled By closely tracking inventory, recovering, blending and repurposing 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: Community Commitment (pg 22) ; Commitment to Safe & Clean Water (pg 23)
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) 2.44 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: Employee Health & Safety (pg 16) ; Human Rights & Labor Practices (pg 17)
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 Chemical	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) 70.95%* 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 0.45% of our annual revenue is derived from Substances of Very High Concern (SVHC).

TOPIC	SASB CODE	ACCOUNTING METRIC	UNIT OF MEASURE	RESPONSE
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.
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	<p>PSIC - 48 PSTIR – 5.09 PSISR – 21.11</p> <p>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.</p>
	RT-CH-540a.2	Number of transport incidents	Number	7 DOT Recordable collisions; 8,116,527 miles traveled

FOR QUESTIONS OR COMMENTS, CONTACT

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