

Document Reference:	HAR_CSRP001
Document Title:	Environmental Policy Statement
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ENVIRONMENTAL POLICY STATEMENT

At Harrington and companies (HIPCO), we are committed to operating in a manner that meets or exceeds applicable environmental regulations, reducing our environmental and climate-related impacts, and contributing to the long-term sustainability of our business.

Harrington's enterprise-wide environmental strategy, goals and quantifiable targets are established and overseen by senior-level corporate executives and reviewed by our Executive Leadership Team Safety Committee. The process for developing our strategy, goals and targets involves engagement with associates from across the enterprise, including our Human Resources, Contracting, Purchasing, and Real Estate departments, and third-party environmental service providers.

We believe that ongoing measurement, assessment and transparency of our environmental initiatives are essential and will lead to improved performance over time. Our environmental strategy, goals and targets are focused in the following areas:

- Addressing our enterprise-wide, climate-related impacts through reductions in greenhouse gas emissions.
- Building robust compliance programs to meet regulatory requirements applicable to our business operations.
- Conserving natural resources by seeking reductions in energy use, water use and solid waste.
- Encouraging more recycling throughout our enterprise and the use of recycled materials in the products we purchase and sell.
- Minimizing the use of raw materials in our products and packaging.
- Seeking feasible alternatives for materials of concern in the procurement of our products.
- Employing sustainability standards in the construction of our facilities.

To achieve our goals and meet our targets, we collaborate with various internal and external stakeholders. This may include:

- Employees: Raising awareness of their opportunities to reduce their environmental impacts both at work and beyond.
- Customers: Providing products that are better for the environment and offering ways for them to reduce their impact when they procure their products from Harrington/PumpMan.
- Suppliers: Collaborating to reduce the environmental footprint of the products we purchase and sell.
- Government: Monitoring environmental policy and legislation.
- Environmental Service Providers: Engaging with experts and seeking their counsel on environmental issues, goal setting, measurement and innovative approaches to reducing our footprint

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Environmental Compliance Policy

As a market leader in high-purity, filtration, and flow solutions, Harrington is committed to operating in a manner that meets or exceeds environmental laws and regulations. We expect all of our associates to understand and comply with Harrington/PumpMan's Environmental Compliance Policy as it applies to their job functions. Our Leadership is committed to providing the resources to implement this Environmental Compliance Policy. We believe innovative thinking and collaboration will lead to stronger environmental performance and will lessen our impact on the communities where we live and do business. Harrington/PumpMan is committed to:

- Complying with all federal, state and local environmental laws and regulations applicable to operations and facilities.
- Communicating this Environmental Compliance Policy and our commitment to environmental stewardship to all associates.
- Developing programs and processes to ensure compliance with identified environmental regulatory requirements and to minimize our impact on the environment and natural resources.
- Setting goals to attain environmental compliance excellence through continuous improvement of our environmental programs.
- Periodically and systematically reviewing environmental risk and priorities set to ensure regulatory obligations are being met or exceeded.
- Providing appropriate training and resources to ensure regulatory requirements are properly implemented to protect our associates and the environment.
- Holding associates accountable for the implementation of environmental programs and related processes as well as their own actions.
- Cooperating with regulatory agencies to show our commitment to resolving compliance inquiries in an expeditious manner and ensuring that any deviations from applicable regulatory requirements are promptly corrected.
- Proactively engaging with stakeholders, lawmakers and regulators to advocate for sound environmental policy or regulation that may impact our business.
- Seeking ways to proactively reduce environmental risk through the use of sustainable products, technologies and practices as we strive to minimize our environmental footprint.

Harrington expects its vendors and other 3rd party providers to share this same commitment to environmental compliance and the environment and pursues means to vet and select vendors and suppliers based on these principles.

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Water Consumption Responsibility

At Harrington, we believe we have a responsibility to help transform the health of our planet. We also strive to operate in a sustainable and environmentally responsible manner as we deliver on our mission and strategic objectives through a commitment to embedding sustainability throughout our operational footprint. While Harrington is not a large consumer of water, we recognize the link between water use and climate change. We have several programs in place to manage water-related risks and govern our water usage beyond regulatory compliance.

Harrington's primary business dependency on water exists across our physical footprint of retail locations, distribution centers and field offices for the provision of fire sprinklers as well as water, sanitation, and hygiene services, in recognition of the United Nations(UN) General Assembly's Human Right to Water and Sanitation. As a warehousing distribution and logistics focused enterprise, our business impact on water outside these dependencies is negligible.

The UN Sustainable Development Goals (SDGs) serve as an important guide for this policy and Harrington's corporate social responsibility (CSR) roadmap. The SDGs that inform our Water Policy and align with our business impacts include:

- Goal 12: Responsible Consumption and Production.
- Goal 13: Climate Action.
- Goal 15: Life on Land.

Harrington proscribes to the UN Global Compact's tenants of the precautionary approach; environmental responsibility and the development and diffusion of environmentally friendly technologies further influence our water stewardship strategy.

Air Pollution, Emissions, and Greenhouse Gasses

As part of our approach to eliminating air pollution, we evaluate the potential impact of our emissions on the communities where we operate. We use these insights as we consider whether to advance appropriate capital projects and initiatives even as we work with regulatory agencies to assess and address potential air quality issues.

Our approach to air quality management includes:

- Understanding the composition and extent of our emissions.
- Meeting or exceeding environmental regulations.
- Reducing air emissions to minimize potential impacts on local communities.

Harrington supports public and private sector strategies and efforts to achieve significant reductions in air pollution and greenhouse gas (GHG) emissions through planning, design, partnership, and action.

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Harrington is committed to:

- Establishing clear and reasonable targets and time frames for the reduction of GHG emissions.
- Establishing sustainable, long-term strategic business development roadmaps that target the reduction of GHG emissions.
- Improving energy efficiency and reducing GHG emissions produced by facilities and operations over their entire life cycles by making cost-effective use of existing and emerging technologies. The technology improvements should cover all sectors and include both brick and mortar and transportation systems and emission sources.
- Researching and implementing new technologies, operations processes, and materials to conserve resources to further improve energy efficiency and reduce GHG emissions.
- Encouraging and facilitating the use of lower GHG emitting energy-generating sources while accounting for the hazards, exposures, risks, and consequences of any energy source.

Supporting incentives for the short-term development and implementation of high-efficiency and low- or zero-GHG emitting technologies and cost-effective carbon capture and storage of emissions from large stationary sources that cannot easily be replaced or relocated.

Establishing market-based incentives and values for GHG emission reductions to stimulate investment in GHG reduction technologies among our supply bases.

Prioritizing renewable energy providers for electricity requirements for our brick-and-mortar facilities.

Investing in EnergyStar rated HVAC equipment and appliances within our facilities.

Investing in converting all lighting within our facilities to LED.

Investing in converting, wherever feasible, our powered industrial trucks and delivery vehicles to hybrid or electric models.

Establishing resources and guidelines to support our supply bases in establishing processes and methodologies specifically aimed at reducing air pollution.

Supporting Corporate Average Fuel Economy (CAFE) regulations that reduce GHG emissions from mobile sources.

Materials, Chemical, and Waste

The Statement outlines Harrington's commitment to sustainable and responsible practices in the management of materials, chemicals, and waste throughout our operations.

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This Statement aims to minimize our environmental impact, promote resource efficiency, and prioritize the safe handling and disposal of waste and hazardous substances, which includes -

- Sustainable Materials Management: We will continuously work towards a sustainable materials management system, prioritizing the use of environmentally responsible and recyclable materials wherever feasible. We strive to reduce the overall consumption of materials through efficiency measures and explore opportunities for circular economy practices.
- Responsible Chemical Management: We seek to ensure that all chemicals used in our processes and products are safe for both human health and the environment. We work to ensure that hazardous substances are identified, managed, and handled according to applicable regulations and best practices.
- Waste Minimization and Recycling: We are committed to minimizing waste generation by working to implement waste reduction measures and promoting recycling initiatives such as minimizing waste generation and actively promote reducing, reusing, and recycling waste in all of our offices, proscribing the use of plastic in our offices by utilizing reusable crockery, and operating a paperless business process to minimizing waste generation.
- Hazardous Waste Disposal: We aim to ensure that any hazardous waste produced as part of our operations is managed and disposed of in compliance with relevant laws and regulations. We prioritize safe and responsible disposal methods, ensuring minimal impact on the environment and surrounding communities.
- Communication And Education: Harrington will communicate this Statement to employees, contractors, customers, shareholders, suppliers, community and other stakeholders. The Company endeavors to promote best practices to ensure continuous improvement and enhanced performance.