

HUBER'S SUSTAINABILITY STRATEGY OBJECTIVES FOR 2018-2022

Our drive to improve today for a better tomorrow goes beyond our products. Huber's approach to sustainability encompasses the health, safety and well-being of our employees, support for philanthropic causes, and responsible stewardship of the environment, all while maintaining our economic performance. The Huber Principle of Environmental, Health & Safety (EH&S) Sustainability is the driver behind our Sustainability Strategy, which considers the Triple Bottom Line (TBL) dimensions of People, Planet & Profit in how we operate.



PEOPLE

Be an admired company and an excellent place to work.

- Sustain a top decile ranking for employee engagement and safety culture
- Attain a goal of Zero High Energy Occupational and Process Safety Incidents
- Increase female hiring and promotion rate by 30%
- Fill 80% of open Management positions through internal promotions



PLANET

Operate in a way that minimizes our environmental footprint.

- Reduce energy and water use intensity and CO₂ emissions by a minimum of 10%
- Increase alternative energy to >30% of our energy use portfolio
- Achieve a Zero waste to landfill objective at 90% of plant sites
- Conduct sustainability assessments for all new major capital projects and new products
- Assess sustainability performance for 100% of Top Tier Supply Chain partners



PROFIT

Deliver customer value and corporate financial strength.

- Deploy >50% of Capital spending to projects with Triple Bottom Line benefits
- Innovate to sustain 12%+ of total revenue from new products
- Deliver Total Shareholder Return that exceeds the S&P 400 (Industrials), with steady reliable dividends
- Invest 1% of our operating net income in philanthropy and community volunteerism through the Huber Helps initiative.

