



# 2024 Sustainability Report

Creating a cleaner, healthier, more sustainable world





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# A Letter from Our CEO



In 2024, H&V continued our evolution as we implemented transformation initiatives across the organization, streamlining our operations globally. This transformation capitalizes on our long history of success and will propel us into a promising future.

Throughout that process, we have remained committed to one of our core tenets:

sustainability. At H&V, that commitment – centered around our three pillars of People, Planet and Performance – encompasses everything we do, from easing our environmental impact and giving back to our communities to investing in our teams and responsibly creating value for our shareholders.

Our fourth sustainability report captures the progress we made in 2024 while also laying out a refined set of longer-term goals based on a detailed review of where we were and where we're heading. A few highlights from the year, which are explored in greater detail throughout the report, include:

- **H&V Became a Certified Evergreen Company** – After a thorough, data-focused assessment that included detailed survey input from H&V team members, we achieved Evergreen Certification from the Tugboat Institute. The certification – and its seven principles – will help guide H&V along a path of long-term success and sustained growth.

- **H&V Empowered Our People** – We made big strides in 2024 to accomplish priorities for our people. Those included launching our Enterprise Learning and Development Roadmap, which includes custom certification opportunities for employee development and a Management Development Program to equip our global leaders.
- **H&V Supported Responsible Environmental Stewardship** – Our manufacturing sites continue to invest in new technologies and processes that reduce our environmental footprint. These updates range from investments in solar energy to enhancing our water recycling capabilities.

These accomplishments, along with many others, come alongside the introduction of our revamped sustainability goals, which will guide H&V as we move forward. Those goals set achievable targets for investing in our people and communities, reducing greenhouse gas emissions and waste, optimizing our water usage, improving safety and more.

As always, our sustainability report provides a valuable look into the accomplishments we've made around our sustainability pillars. It also shows us where we can make even more improvements that will ensure the longevity and prosperity of H&V as we continue in our mission of creating a cleaner, healthier, more sustainable world.

A stylized, handwritten signature in black ink, appearing to read 'Josh Ayer'.

Josh Ayer  
Chief Executive Officer, Hollingsworth & Vose

# Sustainability Snapshot

In the last year, H&V reviewed and updated its sustainability goals together with broader transformation activities at the company. We are excited to announce these new goals that align with H&V's values and business strategy.

## Goals

PERFORMANCE	PEOPLE	PLANET
<ul style="list-style-type: none"><li>• Continue to innovate in product categories that improve air quality, protect human health and advance solutions such as electric vehicles and energy storage facilities.</li><li>• Focus R&amp;D efforts on longer-life products and process technologies to reduce energy and water usage.</li></ul>	<ul style="list-style-type: none"><li>• Foster a culture of inclusion and respect in response to the Evergreen Survey.</li><li>• Create a learning culture through in-classroom programming and virtual certification programs.</li><li>• Fund annual community engagement programs focused on strategic priority areas.</li><li>• Commitment to Safety: Total Recordable Incident Rate &lt; 1.1</li></ul>	<ul style="list-style-type: none"><li>• Greenhouse Gas Emissions: Reduce Scope 1 and 2 emissions by 25% by 2030.</li><li>• Waste: Reduce waste generated per unit of production by 30% by 2030.</li><li>• Water: Develop site-specific water management plans for each H&amp;V facility.</li></ul>



## 2024 SPOTLIGHT



**PERFORMANCE:** H&V's Energy and Battery Solutions are creating safer, more efficient and lower-carbon technologies for energy storage and solving critical sustainability challenges while improving capacity, reducing carbon footprint and cutting trace metal content.



**PEOPLE:** In 2024, H&V launched two new global employee resource groups: a wellness group that focuses on both physical and mental health and Next Gen Network, a community for career newcomers.



**PLANET:** Our Winchcombe, England-based facility achieved the ISO 50001 certification, supporting their efforts to continue improving their energy management system and energy efficiency priorities.



# About Hollingsworth & Vose

H&V is a global leader in filtration, battery separator and energy storage solutions. The company has been family-owned for seven generations with its headquarters in East Walpole, Massachusetts, USA, on the same river where the enterprise began nearly 300 years ago.

## Creating a Cleaner World

Today, we operate manufacturing and research and development facilities across the Americas, Europe, China and India. Our 13 manufacturing and nine research sites employ more than 2,200 people, including more than 40 PhDs on the research and development team.

Our innovative materials are used in almost every industry and impact almost every facet of contemporary life. H&V's advanced materials play a significant role in creating a cleaner environment by filtering air and

liquids, powering hybrid, start-stop and electric vehicles, and enhancing energy storage capabilities. H&V's filtration solutions are extensively employed in various environments such as clean rooms, hospitals, computers, commercial buildings, homes, vehicles and heavy-duty equipment, while our battery separator and energy storage products are crucial in steering the world toward a more sustainable future. Our ability to innovate in every area of the company allows us to continuously raise the standard for filtration and separator materials, as evidenced by our more than 280 patents and applications.



## H&V AT A GLANCE



### VISION:

Creating a Cleaner World.



### MISSION:

At H&V, our mission is a cleaner, healthier, more sustainable world. Our innovative solutions help create clean air, water and energy around the globe.



**VALUES:** Integrity, Commitment and Innovation.



### CULTURE:

We live our values daily, in every community and every interaction, treating our customers, partners and each other with dignity and respect. Our success depends on it.

## Sustainability at H&V

As a company focused on performance, H&V is committed to being a responsible steward for the planet. To achieve this, we invest in environmentally friendly manufacturing practices, sustainable growth and product innovation, while also adapting to the rapidly evolving business landscape.

Our executive leadership team and Board of Directors work together to ensure H&V remains dedicated to achieving our sustainability objectives. Frequent updates are provided to the Board regarding our operational processes, efficiency efforts and product development strategies.



## Our Sustainability Goals



**PLANET:** In 2024, we re-evaluated our environmental goals and have set updated targets grounded in quantitative data that better reflect H&V's ability to reduce environmental impact.

Our goals for 2030 against a 2024 baseline are:

- GHG Emissions: Reduce Scope 1 and 2 emissions by 25% by 2030.
- Waste: Reduce waste generated per unit of production by 30% by 2030.
- Water: Develop site-specific water management plans for each H&V facility.



**PEOPLE:** In 2024, we made notable progress toward achieving our people goals. We implemented new practices and initiatives to achieve the previously outlined people priorities and continued to make progress along our roadmap to foster an ambitious, educational and interactive workplace.

- Foster a culture of inclusion and respect in response to the Evergreen Survey.
- Create a learning culture through in-classroom programming and virtual certification programs.
- Fund annual community engagement programs focused on strategic priority areas.
- Safety: Total Recordable Incident Rate < 1.1



**PERFORMANCE:** Our sustainable business practices fuel growth that ensures long-term value.

- Continue to innovate in product categories that improve air quality, protect human health and advance solutions such as electric vehicles and energy storage facilities.
- Focus R&D efforts on longer-life products and process technologies to reduce energy and water usage.

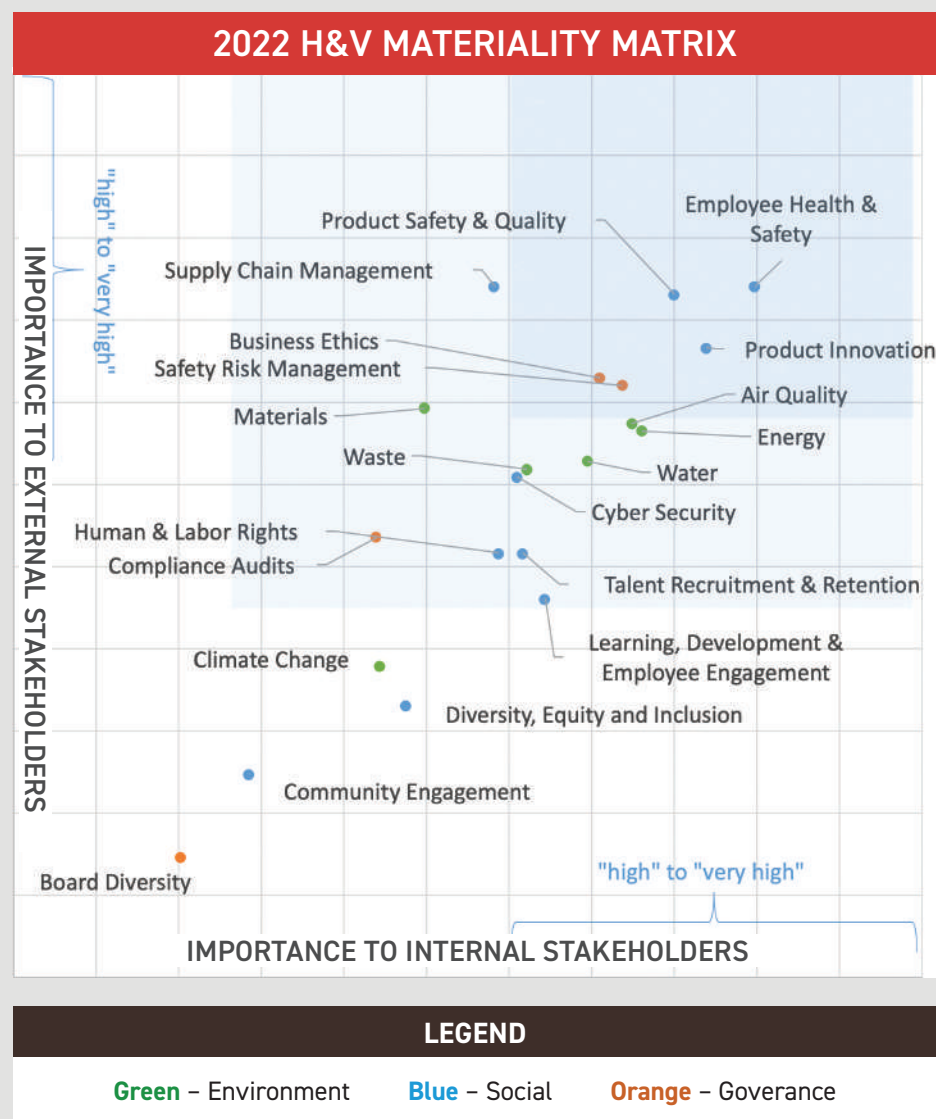


## H&V Materiality and Impact

During 2024, H&V continued to utilize our 2022 materiality assessment, which was conducted to gain insights into what our internal and external stakeholders deemed most important for creating sustainable value. These material topics serve as the foundation for our sustainability strategy and goal-setting categories.

The identified material topics include: product innovation; energy and water management; health and safety standards; business ethics; air quality control; product safety and quality assurance; safety risk management; waste management; supply chain management; cyber security; and employee engagement and development. Among these, the key areas of focus are product innovation and energy and water management.

Our sustainability strategy is driven by the material topics that resulted from this assessment, which we have identified and discussed in this report. Additionally, we have ranked the environmental, social and governmental topics in order of their importance to all our stakeholders.



# Performance

Maximizing performance is a big part of what we constantly strive for at H&V. Our goal is to create and tailor products that clean air and liquids, save energy and improve efficiency, all as a part of our mission of creating a cleaner world.

## PERFORMANCE GOALS

- Continue to innovate in product categories that improve air quality, protect human health and advance solutions such as electric vehicles and energy storage facilities.
- Focus R&D efforts on longer-life products and process technologies to reduce energy and water usage.



## Strategic Innovation

H&V has been committed to delivering inventive and efficient solutions to our valued customers since our founding. Our products enable sustainable outcomes for customers by improving air quality, protecting human health and advancing solutions such as electric vehicles and energy storage facilities. By consistently enhancing our products for optimal performance, durability and longevity, we have achieved significant year-on-year growth.



## Six Strategic Innovation Phases

Our approach to innovation can be broken down into the following steps:

- 1 Idea submission and scoping
- 2 Building the business case
- 3 Design validation
- 4 Product validation
- 5 Product launch
- 6 Post-launch review

To create a better future for our planet and future generations, we have continually developed higher sustainability standards within each step, influencing our choices related to materials, products and processes. These advancements will continue to be integrated into our business protocols, further advancing our sustainability benefits.



## Filtration Solutions

H&V's filtration product applications intersect key sustainability issues, including indoor air quality, human health and energy efficiency. High-efficiency filters, which remove particulate matter more effectively, tend to use more energy compared with low-efficiency filters. H&V products help customers navigate this balance by producing filter media technologies that have high filtration efficiency and low pressure drop, resulting in higher energy efficiency.

**AlphaPerm®:** AlphaPerm® IAQ is a proprietary line of charged synthetic material for residential and commercial HVAC applications. In addition to improving indoor air quality, these filters allow for low pressure drop, reducing airflow resistance in HVAC systems by 30%, which significantly cuts energy use. AlphaPerm® products also have superior lifespans, decreasing the changeout frequency and leading to lower labor costs and total costs of ownership.



## Energy and Battery Solutions

H&V's advancements in Energy and Battery Solutions produce safer, more efficient and lower-carbon technologies for energy storage. Through innovations in materials and manufacturing, we are improving battery performance, safety and sustainability.

**Energy Storage Systems:** H&V supplies critical components to the lead battery industry, a 100% recyclable battery that enables the storage and distribution of renewable energy and advances electric vehicle solutions. H&V helps solve critical sustainability challenges within this industry, including improving capacity, reducing carbon footprint and reducing trace metal content. The carbon footprint of AGM separators is largely dictated by the energy used in producing microglass fibers. Our proprietary technology is incredibly efficient and uses much less energy.

- **EnergyGlass™ and EnergyGuard® Technology:** H&V produces patented technologies for microglass and synthetic fibers in AGM separators that significantly reduce the carbon footprint of battery separators.
- **PowerFill™:** H&V's PowerFill™ technology improves electrolyte and conversion uniformity, which greatly assists large battery processing and enables larger capacity battery sizes



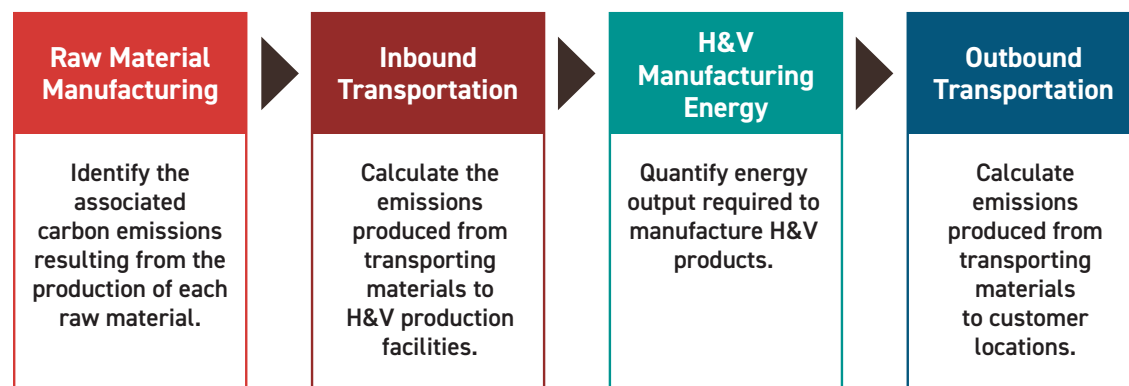
## Optimizing Indoor Air Quality and Energy Performance

Green Business Certification Inc. India, which independently recognizes excellence in green business industry, published a study on the performance of high-efficiency filtration technologies in real-world conditions. It revealed that three filter types using H&V's filter media products brought down indoor PM2.5 and PM10 levels by 85–95% – below the recommended threshold value despite outdoor levels in the “severe” range. These solutions also yielded 7–29% energy savings compared with existing filters, reducing operational costs and advancing sustainability goals.

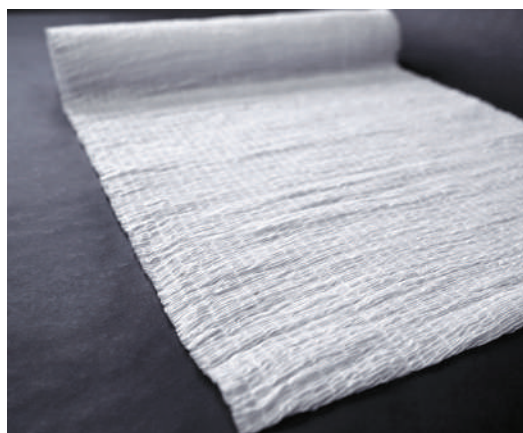
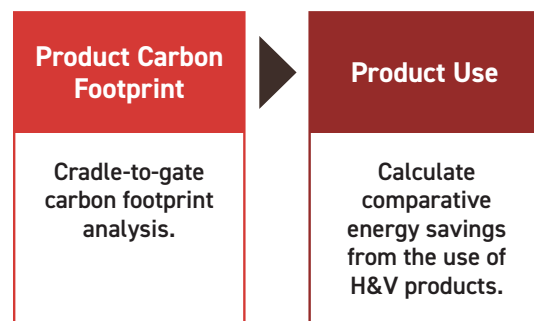
## Product Footprints and Handprints

Product Carbon Footprint Cradle-to-Gate analyses calculate comparative energy savings from the use of H&V products. In 2024, we continued to make headway in our products' carbon impact analysis by leveraging the knowledge and data from previous tests and increasing research and development efforts to further reduce our products' impact. We will keep our customers informed as we continue to make progress in decreasing our products' environmental impacts.

### H&V Product Footprints and Handprints



### H&V Approach to Carbon Handprinting



## LoCEL-H2 Project

In 2024, H&V continued to provide technical support and separator products to the European Union Horizon project LoCEL-H2. The four-year project develops and distributes a combined battery and electrolyser using advanced lead batteries and green hydrogen production to deliver a new source of clean, reliable and sustainable energy storage for off-grid communities in Africa. This product allows families and communities to replace polluting fuels, like wood, charcoal and kerosene, that cause increased health risks and premature death. H&V is part of a large team of experts across manufacturing, academia and national laboratories who are focused on integration, microgrids and renewables.



## Responsible Growth

### Our Tugboat Evergreen Certification

A program of the Tugboat Institute, Certified Evergreen companies are private, profitable, market-leading organizations that prioritize long-term success and sustained growth – characteristics that translate well into a strong sustainability strategy. After a rigorous, data-focused assessment, and with input from employees, we achieved this objective in 2024.

A significant factor in our certification was the preexistence and practice of similar commitments across H&V. This will enhance our Evergreen commitment and simplify the incorporation of its principles across our operations.



- People First
- Purpose
- Perseverance
- Profit
- Private
- Paced Growth
- Pragmatic Innovation



### H&V's Commitment to the UNGC & UN SDGs

In 2022, H&V joined the United Nations Global Compact to express our alignment with its 10 principles on human rights, labor, environment and anti-corruption. We also articulated our commitment to support the UN's Sustainable Development Goals – a set of objectives aimed at creating a more sustainable world for everyone. We have identified six priority topics that align with specific SDGs to guide our sustainability efforts:

#### Goal 3: Good Health and Well-being

Find further information in the Environmental Health and Safety section on page 18.

#### Goal 5: Gender Equality

Find further information in the Women at H&V section on page 16.

## SUSTAINABLE DEVELOPMENT GOALS



#### Goal 6: Clean Water and Sanitation

Find further information in the Water & Wastewater and Strategic Innovation sections on page 23 and 8.

#### Goal 9: Industry, Innovation and Infrastructure

Find further information in the Strategic Innovation section on page 8.

#### Goal 12: Responsible Consumption and Production

Find further information in the H&V Approach to Carbon Handprinting section on page 10.

#### Goal 13: Climate Action

Find further information in the Energy and Greenhouse Gas Emissions section on page 21.

## Ethical Business

The success of our organization is grounded in our unwavering dedication to upholding ethical standards and conducting ourselves with integrity. To ensure our employees adhere to these principles, H&V has developed several codes and policies that provide guidance on ethical behavior:

- Employee Code of Ethics
- Supplier Code of Conduct
- Anti-Harassment and Discrimination Policy
- Human Rights, No Unlawful Trafficking in Persons and Modern Slavery Statement
- Conflict Minerals Policy
- H&V Global Data Privacy Policy

These codes and policies are regularly assessed and updated to respond to emerging challenges, helping us maintain the highest standards of ethical behavior across our entire organization.

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**In 2024, H&V implemented a Workplace Violence Policy that reinforces H&V's zero tolerance policy for workplace violence and duty to provide a safe working environment.**

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H&V has an ethics hotline and online reporting tool that is available 24 hours, seven days a week. This hotline is run by a third party and allows reports to remain anonymous.

H&V has a training program on the Workplace Code of Ethics that covers its entire workforce globally. It is an updated program that is offered every other year and included in our onboarding training program.

## Data Privacy and Cybersecurity

Maintaining data privacy and the confidentiality of sensitive information is essential to H&V's operations. Our company safeguards data belonging to employees, clients and partners, including proprietary business content. As global data breach risks continue to rise, H&V collaborates with its suppliers and vendors to enhance data privacy, confidentiality and cybersecurity standards.

We also provide ongoing training to employees to sharpen their skills in identifying and managing email attachments, recognizing phishing attempts and applying advanced security practices in their daily work.



## Cyber Strength

To strengthen our preparedness, H&V has implemented an incident response plan for effective containment, investigation and remediation in the event of a cyber incident. This effort reflects our commitment to continuous improvement in managing evolving threats and regulatory expectations.



# People

H&V knows that our dedicated workforce and close-knit community have made us a global industry leader. As such, we are committed to supporting our employees in both their professional and personal lives – because we understand that *winning hearts and minds* is essential to lasting success.

In 2024, H&V achieved nearly all the people priorities set out in our previous report, including the launch of our Enterprise Learning and Development Roadmap, which laid the foundation for leadership, performance management and inclusion and belonging. Through this roadmap, we will continue our progress in creating an enriching, safe and inclusive work environment where employees have a strong sense of belonging and professional potential.

## OUR 2025 FOCUS AREAS



**Strengthening Internal Communication**

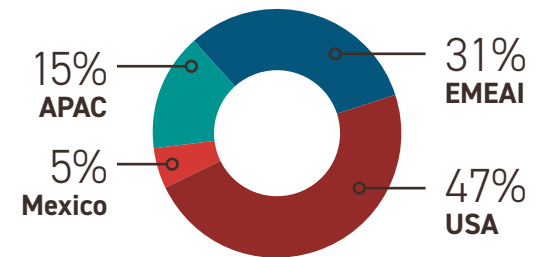


**Investing in Employee Growth and Development**



**Recognizing and Rewarding Performance**

## 2024 GEOGRAPHICAL EMPLOYEE DISTRIBUTION



## Employee Growth and Development

At H&V, we involve employees in their growth, putting them at the center of their experience. We guarantee that every employee will have the chance to develop and apply their personal and professional skill sets during their time at H&V and beyond.



### Training and Development

In 2024, we launched global learning and development as a people-first agenda. We are proud to share that we have created over 35 custom certification programs via LinkedIn Learning. We have 150 global graduates of one or more certifications, a testament to our commitment to employee growth and development.

In addition, we have established a Management Development Program. This program is designed to empower and equip our global people leaders with the skills and knowledge they need to lead effectively. In its first year, 170 global people leaders graduated, each of whom plays a crucial role in our company's success.

For 2025, we have continued with our people-first strategy and have brought three programs to the classroom:

- **7 Habits for Managers** – helping people leaders become more effective on behalf of their teams.
- **Front Line Supervisor Program** – developing new crew leaders and superintendents into people leaders.
- **Advanced Management Development Program** – enriching people leaders with essential topics like building trust, developing others and navigating difficult conversations.

### Global Associates Program

Our Global Associate Development Program, a three-year rotational initiative designed to attract high-potential early career talent, cultivates transformative professionals and future leaders. Each participant is paired with a senior mentor to assist in their professional development through varied development experiences across different sites. In 2024, the Global Associates program expanded into China, Germany and Mexico, while in the United States, we prioritized placing existing associates into strong roles that will enable each individual to reach their full potential.



*The 4 Walls Initiative focuses on optimizing mill operations by identifying opportunities for innovation and efficiency within the facility. A key aspect of this initiative is enhancing workforce capabilities by advancing employees' skills and bridging operational knowledge gaps.*

## Recognizing Performance

The H&V Performance Management Program is a key part of our commitment to employees' professional growth. It consists of annual goal setting, a mid-year check-in to ensure relevant goals and the H&V Performance Competencies for Manager of Others and Individual Contributors. The year-end review, which includes an employee self-evaluation and a manager evaluation, is a valuable opportunity for feedback and growth. We emphasize that a career discussion is essential to progressive performance management, underscoring our belief in our employees' potential and the value they bring to H&V.

At H&V, we recognize that meaningful rewards and recognition are essential to fostering employee engagement, driving performance and ensuring long-term development. As we strengthen our rewards programs, our Organizational Capability Review process plays a critical role in identifying the skills, leadership potential and operational efficiencies necessary to drive future excellence.

By acknowledging employee contributions through structured awards and interactive recognition platforms, we create an environment where efforts are valued and achievements are celebrated. In 2025, we are reviving the historical President Award and



creating a Mill Excellence Award – honoring our past successes while inspiring future excellence. Additionally, the upcoming launch of the Achievers Interactive Online Platform will empower both leadership and peers to recognize outstanding performance in real time.

Looking ahead to 2025 and beyond, we will expand our recognition initiatives by integrating milestone awards, spot awards, safety champion awards and star

performer awards into the HiFive platform. This expansion will further strengthen our ability to motivate and retain top talent. By celebrating achievements and fostering a culture of appreciation, we win the hearts and minds of our employees – creating a workplace where they feel truly valued. Recognition not only reinforces a culture of appreciation but also inspires continuous growth, aligning with our broader commitment to employee development and organizational success.



## Inclusion and Belonging

Diverse perspectives and inclusive workplaces are crucial for H&V's success. Having a diverse workforce allows us to approach challenges from different angles, leading to innovative and creative product designs and development. These initiatives also help us create a more inclusive and welcoming workplace that benefits from the talents, perspectives and experiences of all employees.

### Evergreen Certified Employee Survey

In 2024, we replaced our Global Engagement Survey with the Evergreen Certified Employee Survey, which covers seven guiding principles. In our inaugural survey year, H&V earned the Evergreen certification, highlighting our commitment to putting people first. Read more about Evergreen on page 11.

### Women in the Global Battery Industry group

The Women in the Global Battery Industry group comprises over 200 women leading battery initiatives worldwide. Among them, 10 women from H&V are members, with one serving as the subcommittee chair.



Women in the  
Global Battery Industry  
SUSTAINING SPONSOR

### Employee Resource Groups

H&V launched two new global employee resource groups in 2024, Wellness and the NextGen Network.

#### H&V'S WELLNESS GROUP

Last year, H&V's Corvallis site developed a Wellness Team, a group of employees who voluntarily create, schedule and cheerlead local activities each year to bring team members together and create community impact. In 2025, H&V will have a company-wide wellness resource group for those interested in physical and mental wellness. It will be a virtual group that meets with guest speakers and resources.

#### NEXTGEN NETWORK GROUP

NextGen is a resource group for career newcomers and a support system for career development and navigating systems and programs for the first time. It is also an opportunity for mentoring.



### WOMEN AT H&V GROUP

Our Women at H&V ERG took the initiative to organize and host several engaging events throughout the year, promoting their initiatives and fostering a sense of community. H&V is also a member in the Women in Manufacturing industry association, which provides external resources to our employees. Throughout last year, local plants hosted numerous events to celebrate women at H&V, including Women's Day events, lunch and learns and external speakers.

### Internal Inclusion and Belonging Resources

We offer a range of internal resources, courses and opportunities to help our employees grow personally and professionally. In 2024, H&V implemented a Courageous Inclusion program. Our 2025 program will focus on "Leading at the Speed of Trust."

## Employee Support

### Benefits at H&V

At H&V, we prioritize the well-being and financial security of our employees by offering a comprehensive, rich benefits package that supports their health, work-life balance and professional growth. We continuously review our offerings to ensure our employees and their families receive exceptional support, flexibility and resources that promote long-term success.

Our program includes robust health and medical benefits, providing employees with access to quality care, preventive services and wellness support to help them maintain a healthy lifestyle and peace of mind.



### BENEFITS PACKAGE



**Maternity and parental leave** to support growing families.



**Flexible work arrangements** to accommodate individual needs.



**Preventive care incentive programs** that encourage proactive health management.



**Wellness initiatives** designed to promote physical, mental and emotional well-being.



**Comprehensive well-being and mental health resources** to ensure ongoing support.



**Employee Assistance Program** for confidential guidance and professional assistance.



**Short-term disability, long-term disability and life insurance** to provide financial security and protection for employees and their families in unforeseen circumstances.

At H&V, we believe a healthy, supported and engaged workforce is the foundation of our success. Our benefits reflect our commitment to fostering a culture of care, balance and excellence, ensuring every employee feels valued and empowered to thrive.

## Environmental Health and Safety

Our company is committed to rigorous protocols and transparent communication to protect the welfare of all employees, particularly those working on the plant floor. We take a proactive approach to Environmental Health and Safety and offer best-in-class programs. Our employees, customers and communities look up to us to set high EH&S standards at every H&V site.



### WORKPLACE INJURY PREVENTION:

In the event of an incident, we undertake prompt investigations to determine the cause and if the site followed best practices. The relevant

location is accountable for developing a documented and auditable process to address the issue, and we communicate the results across our H&V sites.

In 2024, our Corvallis site hired a part-time physical therapist to help develop ergonomic stress models for specific job tasks to reduce the risk of injury and strain. In partnership with operators, this program is part of the site's collaborative safety culture.



### SAFESTART:

In 2024, H&V continued to successfully implement the employee-led safety program known as Safestart at the Floyd facility. The year commenced with a SafeStart Flex module that emphasized the importance of addressing complacency in

high-risk situations. As a result, the Floyd facility celebrated its third consecutive year of decreasing the overall TRIR.



### SERIOUS INJURY POTENTIAL:

Each quarter, manufacturing sites conduct thorough reviews of their prevention plans with H&V Health and Safety experts. These identify potential risks based on the serious injuries experienced in the past year and take measures to prevent them from recurring.

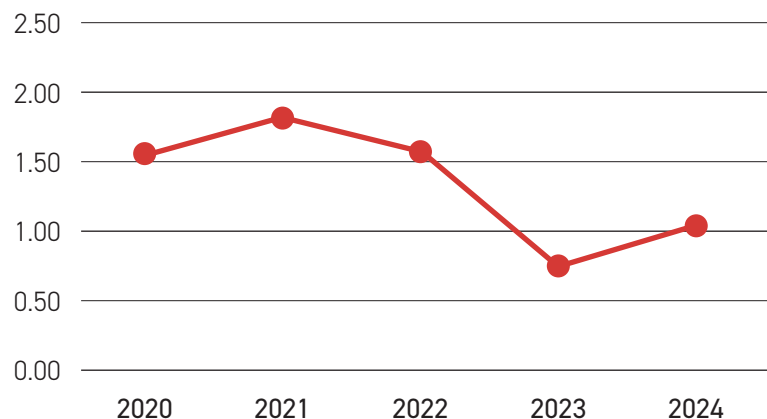


### HAZARDOUS MATERIAL PRECAUTIONS:

We are committed to reducing the use of hazardous materials through research and innovation to reduce employee exposure. However, the handling of these materials is sometimes necessary to achieve peak product performance. We use both the National Institutes of Health Substances of Concern Database and our own internal data to identify and prioritize the elimination of any Substances of Concern.

**ISO Certification** is a standard for safe and healthy workplaces. Four H&V sites hold ISO 45001 certification for workplace safety and health; Suzhou, Hatzfeld, Kentmere and Winchcombe hold ISO 14001 certification for environmental management. We are pursuing certification for more sites.

H&V SAFETY TRENDLINE - TRIR



### TOTAL INCIDENT RATES 2024

RECORDABLE INJURIES | 27

LOST TIME INJURIES | 13



## Community Commitment

H&V is privileged to be part of communities around the globe. Our philanthropy and employee volunteerism are aligned with four strategic focus areas:

- 1 **Education**
- 2 **First responders and emergency services**
- 3 **Local environmental organizations**
- 4 **Health and wellness**

Being a good neighbor requires us to be an active and engaged participant in the communities where we operate. We take steps to understand the needs of our local communities and build long-lasting relationships.

Each year, we have the privilege of supporting organizations and causes that align with our values through monetary donations, time and building community relationships. Below are some examples of how H&V has supported and given back to the communities where we work.



### Building Computer Labs

In 2024, the Mysore team supported six government schools with basic infrastructure such as chairs, tables, benches, smart classrooms and computers. Additionally, we established Hollingsworth & Vose Computer Labs in two schools, each equipped with three computers. We also awarded one-time scholarships to 15 students.

### Supporting Local Youth Centers

The West Groton team continued its relationship with United Way with multiple activities throughout the year. For example, a group of H&V volunteers participated in the United Way Day of Caring in September by building a haunted house for their after-school program at "The Club: Lunenburg Teen Center."



### Science, Engineering and Art Day

In May, the Corvallis site participated in the 11th annual Science, Engineering and Art Day where local students can explore science, technology and art exhibits while enjoying a Corvallis Knights baseball game. The event drew 3,500 participants from 36 different schools and six different Oregon counties.

### Local Environmental Conservation

The new apprentices at H&V's Hatzfeld, Germany, location participated in a collaborative nature project with NaBu. Participants gained valuable insights into the regional ecosystem and contributed to the construction of a barefoot path designed to promote sensory engagement with nature.



# Planet

At H&V, we recognize the connection between our operations and the natural environment and continuously strive to reduce the impacts through innovative problem solving. These initiatives lead to increased efficiencies and cost savings by using natural resources more effectively. This year, we reassessed our environmental goals based on current progress, planned initiatives and operational feasibility.

## GOALS

- **Emissions Reduction Goal:** Reduce Scope 1 and 2 emissions by 25% by 2030.
- **Water Goal:** Develop site-specific water management plans for each H&V facility.
- **Waste Goal:** Reduce waste sent to landfill per unit of production by 30% by 2030.



In 2024, our Winchcombe facility achieved the ISO 50001 certification, supporting their efforts to continue improving their energy management system and energy efficiency priorities.



## Solar Power

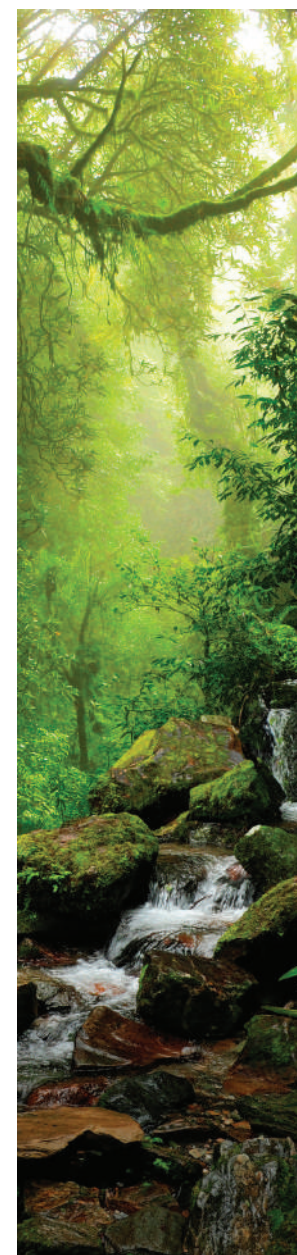
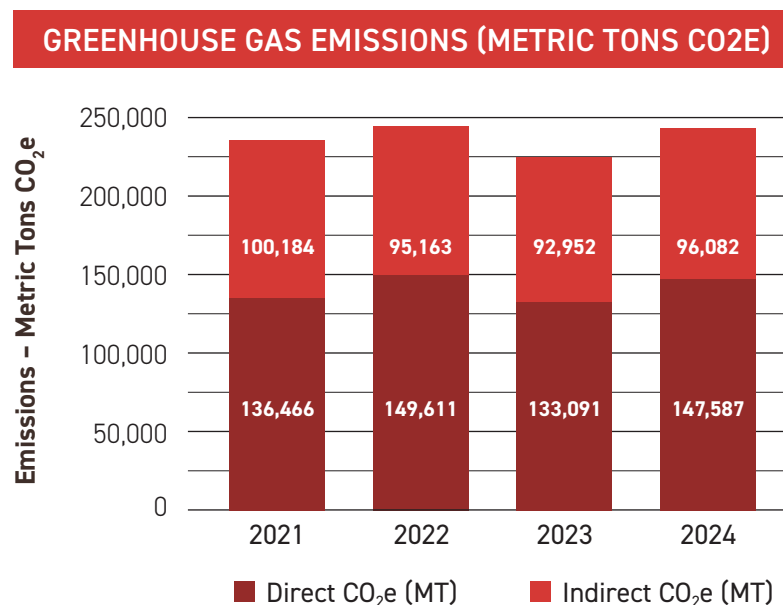
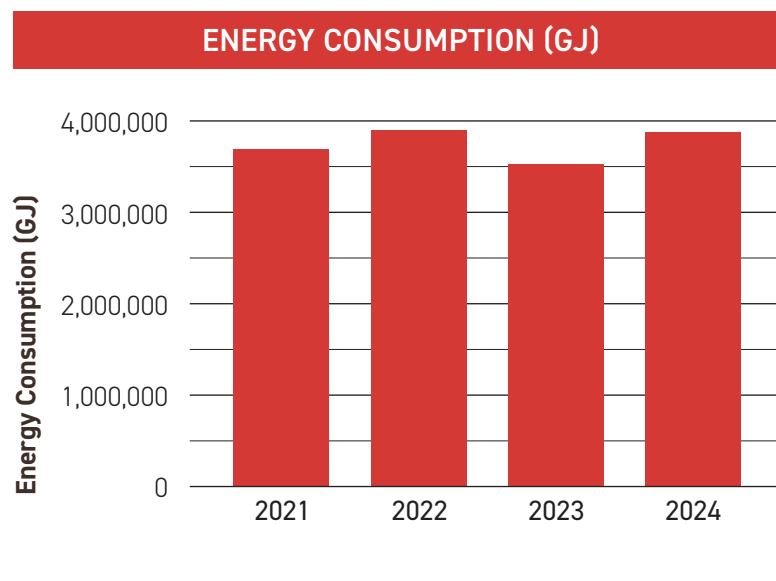
Our facility in Mysore, India, recently signed a solar power purchase agreement with a local solar energy developer. This PPA is expected to provide enough renewable electricity to cover between 90-100% of the plant's electricity requirements annually.

## Energy and Greenhouse Gas Emissions

Through the process of resetting our emissions reduction goal, we decided to consolidate our energy use and emissions reduction goals. This decision stems from the inherent relationship between the strategies aimed at decreasing energy use and those focused on lowering emissions. By aligning these goals, we will improve our capability to measure and track progress effectively.

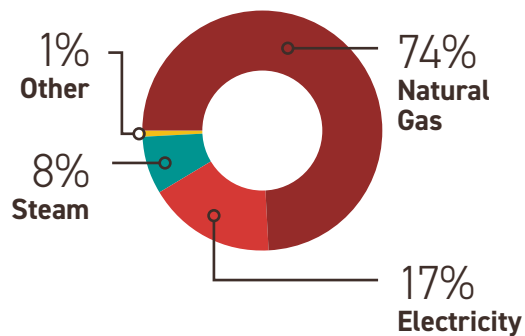
We developed a concrete pathway to achieving these reductions. Building on our Renewable Energy Roadmap, H&V will continue to install renewable energy on-site as well as invest in power purchase agreements and renewable energy credits where practical. We have also committed to continuing energy efficiency efforts across all our manufacturing facilities and mapped projected energy and emissions reductions stemming from initiatives within H&V's research and development pipeline.

*Historical data from 2021 through 2023 has been updated due to a change in collection methodology as well as increased data transparency. The changes were necessary to improve the accuracy and comprehensiveness of the data collected and ensure consistent methodology across sites going forward.*





## 2024 ENERGY USE (BY FUEL)



## Renewable Energy

Three of our sites generate renewable solar and/or hydro energy: East Walpole, MA; Easton, NY; and Greenwich, NY. Our total renewable generation was 3,323 MWh in 2024. The total renewable energy generation decreased 11% in 2024 compared to 2023. The decrease in renewable energy can mainly be attributed to a reduction in hydroelectricity in New York, which we are actively investing in to increase capacity over time.

**Winchcombe Ecology Initiatives:** Our team at the Winchcombe site is actively working on various aspects of an environmental management plan. The woodlands surrounding our mill are part of a Woodland Management Plan that is overseen by Forestry England. We understand the importance of woodlands in absorbing noise, pollution and carbon dioxide, as well as in screening buildings, releasing oxygen and reducing flooding. By managing the woodlands sustainably, we are creating a habitat that is beneficial for both wildlife and people. As part of our initiatives, H&V is developing a Vision Statement and Management Objectives.



## 2024 Renewable Energy Generation Capacity by Site



GREENWICH HYDRO

**1,250 kW**

EASTON HYDRO – LOWER MILL

**955 kW**

EAST WALPOLE SOLAR

**590 kW**

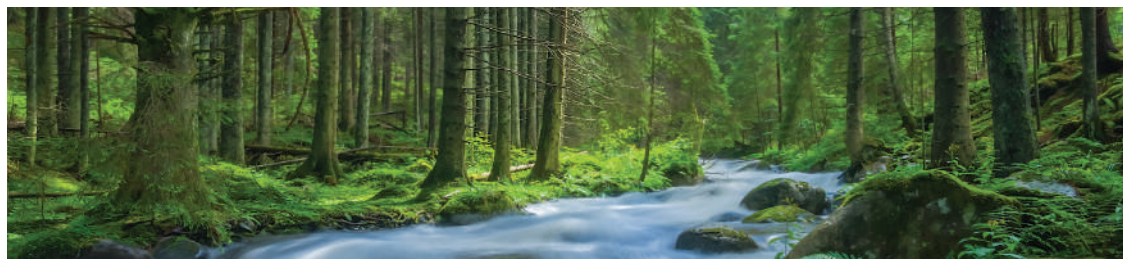
EASTON SOLAR

**1,660 kW**

## Water and Wastewater

At H&V, we prioritize monitoring our water usage and disposal practices closely. Since water is a critical component of our operations, it is essential to manage this resource efficiently and responsibly.

We obtain process water from several sources: approximately 43% from surface water bodies; 29% from groundwater; and 21% is purchased from municipal supplies. In 2024, H&V facilities discharged 9,257,839 cubic meters of treated process wastewater, which represents an increase compared to 2023. Approximately 91% of treated wastewater discharges were to surface waters, while nearly 9% were discharged to public or private sewers; less than 1% were disposed via on-site irrigation. Wastewater discharge intensity (i.e. the volume of wastewater discharged per metric ton of product produced) decreased 8.8% from the previous year.



### Water Management Plans

In 2024, H&V committed to developing water management plans at our manufacturing facilities. This is a formalization of our previous commitments to responsible water stewardship focusing on facility-specific processes and regional water management priorities.

We reviewed our preliminary water risk assessment conducted in 2021 using the Aqueduct Water Tool from the World Resources Institute to identify and evaluate which H&V sites are in water-stressed or drought-prone regions of the world.

Sites found to be located in areas with medium to high water risk include Hatzfeld (Germany), Suzhou (China), Winchcombe (UK), Apizaco (Mexico) and Mysore (India). This will be a key consideration for water management plans at these sites.

Each water management plan will contain four main components along with additional site-specific elements:

- 1 **Conducting an initial audit**
- 2 **Implementation of site-specific efficiency best practices**
- 3 **Strategies to improve water quality**
- 4 **Monitoring for continuous improvement**

Our facility in Apizaco, Mexico, upgraded their water recycling capabilities through investments in treated water storage, pumping and conveyance. They were able to increase their water reuse by over 30% in 2024, reducing both water withdrawals and wastewater discharges.

## Waste Management

As H&V continues to expand its product lines, we are committed to remaining proactive in eliminating waste from our operations and achieving our sustainability objectives. In 2024, H&V further increased data transparency in its alternative use streams. This allowed us to better understand our waste streams and identify the most effective strategies for making progress toward our goals. In reviewing this data, we have updated our goal to represent a 30% reduction in waste sent to landfill per unit of production by 2030.

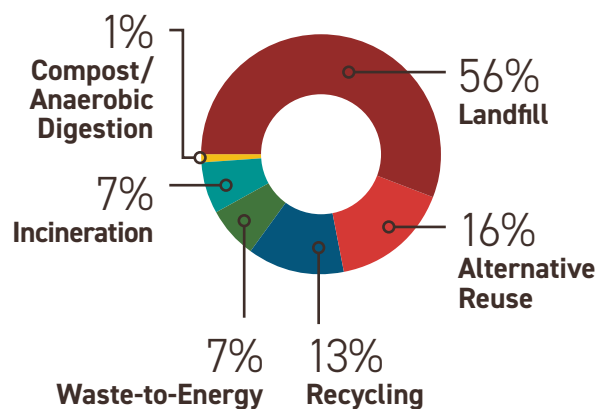
In 2024, H&V sent over 18,600 metric tonnes of waste to landfill; 36% of H&V's waste was either recycled, reused offsite or converted into energy.

Four of our plants are currently zero waste to landfill: Hatzfeld, Kentmere, Mysore and Suzhou.



We are currently working on reducing our waste footprint through both source reduction efforts and improving our landfill diversion rate. For example, our East Walpole site developed a rebroke system, which will rework byproducts into finished goods and significantly reduce waste at the site.

### 2024 WASTE PROFILE



## Reducing and Reusing

In 2024, our Hawkinsville, Georgia, facility developed an onsite glass reuse program. By installing a glass pulverizer and updating our manufacturing process, we created a cullet recovery system that reintroduces glass cullet, reducing our raw material usage and waste disposed to landfills. Based on initial implementation, this process is estimated to reduce our waste diverted to landfill by over 2,500 tons annually.



## Product Stewardship

H&V takes the concept of product stewardship seriously. We approach this matter in two ways. First, we strategically select the materials that we use in our products, making sure they are safe for employees and the environment. Second, we educate our employees on how to handle these materials responsibly, minimizing any potential negative impact on the environment.

### Restriction of Hazardous Substances (RoHS)

H&V products are widely used in various industries, including electronics. The increasing disposal of electrical and electronic equipment has raised concerns globally due to the presence of hazardous materials such as lead, mercury and cadmium. In response to these risks, the EU, China and other jurisdictions have implemented RoHS regulations to restrict the use of these hazardous materials in electronics production.

H&V has ensured that our products are RoHS compliant since the legislation was first enacted by the European Union, and we regularly demonstrate compliance through validation programs that cross-check our raw materials against RoHS requirements and other environmental regulations.



### Substances of Concern (SOC)

H&V's commitment to reduce hazardous chemicals provided for the creation of a Chemical Safety Officer with the primary goal of creating a global Chemical Management Plan for bringing in safer chemicals, avoiding the use of SOC's wherever possible and improving the health and safety of our workplaces and our customers' workplaces. These decisions follow the internal standard we first established in 2018 to serve as a guidepost for the use of SOC's. We will continue efforts to eliminate them or find safer alternatives through training and ongoing support of Product Stewardship programs.



## H&V PlusZero™ Product Line

In 2024, H&V introduced PlusZero™ high-performance filtration products manufactured from source materials that do not utilize PFAS, enabling products that are high-quality, reliable and cost-effective without sacrificing environmental responsibility. PlusZero™ filtration media helps our customers support commitments to a healthier and more sustainable future without compromising performance requirements.

## Responsible Supply Chain

At H&V, we hold our suppliers to the same high standards and expect them to conduct their activities in accordance with the guidelines outlined in our Supplier Code of Conduct. Our Supplier Code of Conduct sets out our business practices and the standards we adhere to regarding integrity and compliance on a wide range of topics, including anti-bribery, anti-corruption, conflicts of interest, environmental protection and human rights. Our Global Sourcing Policy further reinforces our commitment to upholding these principles.



## Supplier Engagement

In 2024, we updated our supplier engagement process to better support H&V's sustainability efforts and those of our suppliers. We now include specific sustainability questions in all RFQs and RFPs, and our terms and conditions include a clause stating that suppliers shall use environmentally friendly products and processes when economically and technically feasible. Additionally, H&V is working with EcoVadis to proactively analyze and monitor the sustainability performance of our suppliers.



## Sustainable Forestry

Around 50% of H&V's products contain cellulose, and responsible forest management is critical to the sustainability of our value chain. The Forest Stewardship Council is a global leader in accrediting responsible forest management. As a responsible company processing forestry products, H&V holds a multi-site Chain of Custody Certificate. This certificate demonstrates H&V's commitment to the responsible use of forest resources by our suppliers and stakeholders and ensures the same standards for sourcing of forestry resources at all H&V sites manufacturing FSC Mix Specialty Paper.



# Closing Comments



H&V's fourth Sustainability Report finds us refining our approach to sustainability across the company while remaining committed to our foundational tenets of People, Planet and Performance. In 2024, team members across H&V improved the sustainability performance of our company through innovative R&D advancements, reductions to the environmental impact of our manufacturing processes and investments in the welfare of our employees and communities. Along with our recent enterprise-wide transformation efforts, we have also updated our sustainability goals to better align with our values and our business strategy. Those goals establish practical and meaningful targets around everything from reducing greenhouse gas emissions to improving the performance of our products and investing in the growth and development of our employees. We are on a clear path to achieve all of this as we strive for a cleaner, healthier, more sustainable world.

Kelly Emery  
Sustainability Senior Manager



# Appendix

## Global Reporting Initiative Content Index

Hollingsworth & Vose has reported the information cited in this GRI content index for the period from January 1, 2024, to December 31, 2024, with reference to the GRI Standards.

INDICATOR NAME	INDICATOR NUMBER	2024 RESPONSE
<b>GRI UNIVERSAL STANDARDS 2024</b>		
<b>GRI 2: General Disclosures 2024</b>		
<b>Organizational details</b>	2-1	Hollingsworth & Vose Company: East Walpole, MA USA PP. 5 About This Report
<b>Entities included in the organization's sustainability reporting</b>	2-2	Hollingsworth & Vose includes all entities and locations in the reporting scope.
<b>Reporting period, frequency and contact point</b>	2-3	<b>Reporting period:</b> January 1, 2024 – December 31, 2024 <b>Frequency:</b> Annual <b>Contact Point:</b> Sustainability@hovo.com <i>Kelly Emery, Senior Manager, Sustainability</i>
<b>Restatements of information</b>	2-4	Historical emissions data from 2021 through 2024 has been updated due to a change in collection methodology as well as an increase in data transparency. The changes were necessary to improve the accuracy and comprehensiveness of the data collected and ensure consistent methodology across sites going forward. The changes had a minimal impact on the overall emissions totals and only caused slight increases or decreases at various H&V sites.
<b>External assurance</b>	2-5	This report has not been externally assured.
<b>Activities, value chain and other business relationships</b>	2-6	PP. 5 About Hollingsworth and Vose PP. 26 Planet > Responsible Supply Chain
<b>Employees</b>	2-7	PP. 5 About Hollingsworth and Vose > H&V at a Glance PP. 14 People > Employee Growth and Development
<b>Workers who are not employees</b>	2-8	This information is currently not available.
<b>Governance structure and composition</b>	2-9	PP. 6 About Hollingsworth and Vose > Sustainability at H&V
<b>Nomination and selection of the highest governance body</b>	2-10	The highest governance body's nomination and selection is led by H&V's Nominating and Governance Committee, guided by one of our board members. H&V's Board of Directors includes both independent and family-member board members.
<b>Chair of the highest governance body</b>	2-11	The Board Chair is H&V's highest governance body chair. H&V's leadership structure supports the Board's role in oversight of the Company. The Board Chair is not a senior executive of the company.

INDICATOR NAME	INDICATOR NUMBER	2024 RESPONSE
Role of the highest governance body in overseeing the management of impacts	2-12	PP. 6 About Hollingsworth and Vose > Sustainability at H&V
Delegation of responsibility for managing impacts	2-13	PP. 6 About Hollingsworth and Vose > Sustainability at H&V
Role of the highest governance body in sustainability reporting	2-14	PP. 6 About Hollingsworth and Vose > Sustainability at H&V
Conflicts of interest	2-15	PP. 12 Performance > Ethical Business
Communication of critical concerns	2-16	This information remains confidential.
Collective knowledge of the highest governance body	2-17	This information remains confidential.
Evaluation of the performance of the highest governance body	2-18	This information remains confidential.
Remuneration policies	2-19	This information remains confidential.
Process to determine remuneration	2-20	This information remains confidential.
Annual total compensation ratio	2-21	This information remains confidential.
Statement on sustainable development strategy	2-22	PP. 8 About Hollingsworth & Vose > Performance > Strategic Innovation
Policy commitments	2-23	PP. 12 Performance > Ethical Business
Embedding policy commitments	2-24	PP. 12 Performance > Ethical Business
Processes to remediate negative impacts	2-25	PP. 12 Performance > Ethical Business
Mechanisms for seeking advice and raising concerns	2-26	PP. 12 Performance > Ethical Business
Compliance with laws and regulations	2-27	PP. 12 Performance > Ethical Business
Membership associations	2-28	<p>H&amp;V is a member of the following associations:</p> <p><b>General:</b> EDANA (European Nonwovens Association), INDA (North American Nonwovens Association), Associated Industries of Massachusetts, Women in Manufacturing, Manufacturers' Alliance, Tugboat Institute</p> <p><b>Battery:</b> BCI (Battery Council International), WGBI (Women in the Global Battery Industry), CBI (Consortium for Battery Innovation), EuroBat (Association of European Automotive and Industrial Battery Manufacturers)</p> <p><b>Filtration:</b> WFC (World Filtration Congress), AFS (American Filtration and Separation Society), NAFA (National Air Filtration Association), WFI (World Filtration Institute), CCCS (Chinese Contamination Control Society), CSICE (Chinese Society for Internal Combustion Engines)"</p>
Approach to stakeholder engagement	2-29	PP. 7 About Hollingsworth & Vose > Sustainability at H&V > H&V Materiality and Impact In 2022, H&V conducted a formal Materiality Assessment including internal and external stakeholder interviews and an online survey to internal and external stakeholders.
Collective bargaining agreements	2-30	H&V covers a portion of our employees by collective bargaining agreements.

INDICATOR NAME	INDICATOR NUMBER	2024 RESPONSE
<b>GRI 3: Material Topics 2024</b>		
<b>Process to determine material topics</b>	3-1	PP. 7 About Hollingsworth & Vose > Sustainability at H&V > H&V Materiality and Impact In 2022 H&V conducted a formal Materiality Assessment including internal and external stakeholder interviews, an online survey to internal and external stakeholders and a materiality assessment.
<b>List of material topics</b>	3-2	PP. 7 About Hollingsworth & Vose > Sustainability at H&V > H&V Materiality and Impact
<b>Indirect Economic Impacts</b>		
<b>Management of material topics</b>	3-3	PP. 7 About Hollingsworth & Vose > Sustainability at H&V > H&V Materiality and Impact
<b>Infrastructure investments and services supported</b>	203-1	This information remains confidential.
<b>Significant Indirect economic impacts</b>	203-2	PP. 5 About Hollingsworth & Vose PP. 19 People > Community Commitment
<b>Procurement Practices</b>		
<b>Management of material topics</b>	3-3	PP. 7 About Hollingsworth & Vose > Sustainability at H&V > H&V Materiality and Impact
<b>Proportion of spending on local suppliers</b>	204-1	PP. 26 Planet > Responsible Supply Chain
<b>Anti-Corruption</b>		
<b>Management of material topics</b>	3-3	PP. 7 About Hollingsworth & Vose > Sustainability at H&V > H&V Materiality and Impact
<b>Operations assessed for risks related to corruption</b>	205-1	This process is not currently applicable for H&V.
<b>Communication and training about anti-corruption policies and procedures</b>	205-2	PP. 12 Performance > Ethical Business
<b>Confirmed incidents of corruption and actions taken</b>	205-3	There have been no incidents of corruption during the reporting year.
<b>Anti-Competitive Behavior</b>		
<b>Management of material topics</b>	3-3	PP. 7 About Hollingsworth & Vose > Sustainability at H&V > H&V Materiality and Impact
<b>Legal actions for anti-competitive behavior, anti-trust and monopoly practices</b>	206-1	There have been no legal actions for anti-competitive behavior, antitrust and monopoly practices during the reporting year.
<b>Materials: Materials &amp; Product Innovation</b>		
<b>Management of material topics</b>	3-3	PP. 7 About Hollingsworth & Vose > Sustainability at H&V > H&V Materiality and Impact
<b>Materials used by weight or volume</b>	301-1	H&V currently does not report data on materials used by weight or volume. For more information about our materials, see PP. 25 - 26.
<b>Reclaimed products and their packaging materials</b>	301-3	This process is not currently applicable for H&V.



INDICATOR NAME	INDICATOR NUMBER	2024 RESPONSE
<b>Energy</b>		
Management of material topics	3-3	PP. 5 About Hollingsworth & Vose > Sustainability at H&V PP. 21-22 Planet > Energy and Greenhouse Gas Emissions
Energy consumption within the organization	302-1	<p>Energy consumption was calculated in accordance with the Greenhouse Gas Protocol and disclosed in accordance with GRI 302-1.</p> <ul style="list-style-type: none"> <li>• 2024 Total Fuel Consumption within the organization from non-renewable sources (GJ), including fuel types used. (Natural Gas, Diesel, Kerosene, Propane, Fuel Oil #6): 2,737,935.33 GJ</li> <li>• Total kWh Electricity Consumption (grid + renewable): 182,691,170.73 kWh</li> <li>• Total kWh Steam Consumption: 83,323,683.01 kWh</li> <li>• Total Energy Consumption (GJ) within the organization [Non-renewable fuel consumed: natural gas, diesel, propane, kerosene + electricity (includes renewable), heating, cooling and steam purchased for consumption: 3,846,328.16 GJ</li> </ul> <p>PP. 21-22 Planet &gt; Energy and GHG Emissions</p>
Energy intensity	302-3	PP. 21 Planet > Energy and Greenhouse Gas Emissions
Reduction of energy consumption	302-4	<p>PP. 21 Planet &gt; Energy and Greenhouse Gas Emissions &gt; Energy Reduction and Efficiency Improvement projects</p> <p>PP. 22 Planet &gt; Energy and Greenhouse Gas Emissions &gt; Renewable Energy</p>
Reductions in energy requirements of products and services	302-5	PP. 10 Performance > Strategic Innovation > Product Footprints & Handprints
<b>Water and Effluents</b>		
Management of material topics	3-3	PP. 23 Planet > Water & Wastewater
Interactions with water as a shared resource	303-1	PP. 23 Planet > Water & Wastewater
Management of water discharge-related impacts	303-2	PP. 23 Planet > Water & Wastewater
Water discharge	303-4	PP. 23 Planet > Water & Wastewater
Water consumption	303-5	PP. 23 Planet > Water & Wastewater




INDICATOR NAME	INDICATOR NUMBER	2024 RESPONSE
<b>Emissions: Energy, Climate Change and Product Innovation</b>		
Management of material topics	3-3	PP. 21 Planet > Energy and Greenhouse Gas Emissions
Direct (Scope 1) GHG Emissions	305-1	PP. 21 Planet > Energy and Greenhouse Gas Emissions > GHG Emissions
Energy Indirect (Scope 2) GHG Emission	305-2	PP. 21 Planet > Energy and Greenhouse Gas Emissions > GHG Emissions
Other Indirect (Scope 3) GHG Emissions	305-3	Not disclosed at this time.
GHG Emissions Intensity	305-4	PP. 21 Planet > Energy and Greenhouse Gas Emissions > GHG Emissions
Reduction of GHG Emissions	305-5	H&V has established the goal of reducing absolute Scope 1 & 2 GHG emissions by 25% by 2030. PP. 21 Planet > Energy and Greenhouse Gas Emissions > Emissions Reduction PP. 22 Planet > Energy and Greenhouse Gas Emissions > Renewable Energy
<b>Waste</b>		
Management of material topics	3-3	PP. 24 Planet > Waste Management
Management of significant waste-related impacts	306-2	H&V has established the goal of reducing waste per unit of production by 30% by 2030. Developing waste reduction strategies across our global businesses has been deemed necessary. PP. 24 Planet > Waste
<b>Supplier Environmental Assessment: Climate Change</b>		
Management of material topics (308)	3-3	PP. 26 Planet > Responsible Supply Chain
New suppliers that were screened using environmental criteria	308-1	PP. 26 Planet > Responsible Supply Chain
<b>Employment: Talent Recruitment and Retention</b>		
Management of material topics	3-3	PP. 17 People > Employee Support
New employee hires and employee turnover	401-1	This information remains confidential.
Benefits provided to full-time employees that are not provided to temporary or part-time employees	401-2	PP. 17 People > Employee Support
Parental leave	401-3	PP. 17 People > Employee Support
<b>Labor/Management Relations: Employee Health and Safety</b>		
Management of material topics	3-3	PP. 18 People > Environmental Health and Safety
Minimum notice periods regarding operational changes	402-1	This process is not currently applicable for H&V.

INDICATOR NAME	INDICATOR NUMBER	2024 RESPONSE
<b>Occupational Health and Safety: Employee Health and Safety</b>		
Management of material topics	3-3	PP. 18 People > Environmental Health and Safety
Occupational health and safety management system	403-1	PP. 18 People > Environmental Health and Safety
Hazard identification, risk assessment and incident investigation	403-2	PP. 18 People > Environmental Health and Safety
Occupational health services	403-3	PP. 18 People > Environmental Health and Safety
Worker participation, consultation and communication on occupational health and safety	403-4	PP. 18 People > Environmental Health and Safety
Worker training on occupational health and safety	403-5	PP. 18 People > Environmental Health and Safety
Promotion of worker health	403-6	PP. 18 People > Environmental Health and Safety
Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	403-7	PP. 18 People > Environmental Health and Safety
Workers covered by an occupational health and safety management system	403-8	PP. 18 People > Environmental Health and Safety
Work-related injuries	403-9	PP. 18 People > Environmental Health and Safety
<b>Training and Education: Recruitment and Retention</b>		
Management of material topics	3-3	PP. 14 People > Employee Growth and Development
Average hours of training per year per employee	404-1	This information is not tracked at H&V. Further information regarding our training courses can be found in the follow report section: PP. 14 People > Employee Growth and Development PP. 16 People > Inclusion and Belonging PP. 18 People > Environmental Health and Safety
Programs for upgrading employee skills and transition assistance programs	404-2	PP. 14 People > Employee Growth and Development
Percentage of employees receiving regular performance and career development reviews	404-3	At H&V, all of our employees receive annual performance reviews and access to career development opportunities. PP. 15 People > Recognizing Performance



INDICATOR NAME	INDICATOR NUMBER	2024 RESPONSE
<b>Diversity and Equal Opportunity: DEI</b>		
Management of material topics	3-3	PP. 16 People > Inclusion and Belonging
Diversity of governance bodies and employees	405-1	PP. 16 People > Inclusion and Belonging
<b>Non-discrimination: DEI</b>		
Management of material topics	3-3	PP. 12 Performance > Ethical Business
Incidents of discrimination and corrective actions taken	406-1	There have been no incidents of discrimination during the reporting year.
<b>Child Labor: DEI</b>		
Management of material topics	3-3	PP. 12 Performance > Ethical Business
Operations and suppliers at significant risk for incidents of child labor	408-1	PP. 12 Performance > Ethical Business > Supplier Code of Conduct PP. 12 Performance > Ethical Business > Human Rights, No Unlawful Trafficking in Persons & Modern Slavery Statement PP. 26 Planet > Supply Chain > Responsible Supply Chain
<b>Forced or Compulsory Labor: DEI</b>		
Management of material topics	3-3	PP. 12 Performance > Ethical Business
Operations and suppliers at significant risk for incidents of forced or compulsory labor	409-1	PP. 12 Performance > Ethical Business > Supplier Code of Conduct PP. 12 Performance > Ethical Business > Human Rights, No Unlawful Trafficking in Persons & Modern Slavery Statement PP. 26 Planet > Supply Chain > Responsible Supply Chain
<b>Local Communities: DEI</b>		
Management of material topics	3-3	PP. 19 People > Community Commitment
Operations with local community engagement, impact assessments and development programs	413-1	PP. 19 People > Community Commitment
<b>Supplier Social Assessment: DEI</b>		
Management of material topics	3-3	PP. 26 Planet > Responsible Supply Chain
New suppliers that were screened using social criteria	414-1	PP. 26 Planet > Responsible Supply Chain





This report covers January 1, 2024, through December 31, 2024. It was prepared in alignment with the Global Reporting Initiative Standards 2021 (see Appendix) and addresses material aspects of our operations.

## Credits

### **PUBLISHER**

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Kelly Emery, Sustainability Senior Manager

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