



FOODSERVICE EQUIPMENT

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Sustainability Policy

Hatco is committed to conducting business with integrity and excellence in all we do. This policy outlines our approach to understanding and managing our social and environmental impacts to meet the needs of our stakeholders and position our company for sustained success. By implementing this policy, Hatco aims to lead by example in responsible business practices, ensuring long-term success for our business, employee owners, and stakeholders.

Stakeholder Partnerships

Customers: Hatco prioritizes the safety and satisfaction of our customers by ensuring our products meet the highest industry standards in safety and quality. We adhere to stringent quality control measures, invest in continuous improvement, and maintain transparency in product labeling and compliance.

Employees: As a 100% employee-owned company, Hatco is committed to fostering a safe and healthy work environment for all employees. This includes strict adherence to workplace safety regulations, proactive health and wellness initiatives, and programs that promote employee well-being.

Suppliers: We work closely with suppliers to ensure responsible sourcing and ethical practices throughout our supply chain. This includes compliance with all applicable regulations, including environmental and labor laws.

Labor & Human Rights

Respect: Hatco is committed to fostering an inclusive and respectful work environment, built on mutual trust and respect, that empowers our employee owners to work together as a team, have fun, and keep learning.

Working Conditions: Hatco strives to provide the best possible working conditions, including a safe and healthy work environment, reasonable working hours, competitive benefit programs, good pay, fair treatment, equal opportunity for all employees, and compliance in all aspects with the United States' National Labor Relations Act.

Forced and Obligatory Labor: Hatco strictly prohibits the use of forced, bonded, or involuntary labor in any part of its operations, and is dedicated to upholding international standards that prevent any trafficking in persons. We ensure that all work is voluntary, that workers retain control over their personal documents and movement, and that employees are recruited and employed under legal and ethical conditions.

Disciplinary & Grievance Procedures: Hatco has established clear disciplinary and grievance procedures to address concerns regarding workplace conduct, performance, and disputes, and Employees are encouraged to report any grievances through the designated channels without fear of retaliation. All reported concerns will be taken seriously and investigated thoroughly. Disciplinary actions will be applied consistently and fairly, in accordance with company policies and applicable labor laws, ensuring due process for all employees.

Environmental Impacts

Minimizing Environmental Impacts: Hatco adheres to applicable international, national, state, and local environmental regulations and is committed to minimizing our environmental footprint through efficient use of energy, water, and material inputs. As part of this commitment, Hatco's "ECOization" program includes the development of environmentally friendly processes and products, while collaborating with customers and suppliers to achieve sustainability goals.

Hazardous & Restricted Substances: Hatco ensures compliance with applicable global environmental and health regulations regarding hazardous and restricted substances. We are committed to minimizing the use of hazardous and restricted materials in our products and manufacturing processes and ensuring ethical sourcing practices, including compliance with Conflict Mineral restrictions.

Materials & Waste: We are committed to effectively managing material inputs to minimize waste while promoting sustainable use and reclamation of materials used in our products and packaging.

Greenhouse Gas: Hatco is committed to minimizing the lifetime greenhouse gas (GHG) impact of our products and operations. We align with internationally recognized standards and applicable regulations regarding the measurement, disclosure, and reduction of embedded carbon, pursuing continuous improvement in energy efficiency and emissions reduction across our supply chain.

Ethical Business Practices

Integrity: We are committed to the highest level of integrity and expect the same from all business partners.

Ethical Trading: Hatco upholds fair and ethical trading practices across all aspects of our business. We strictly prohibit bribery, fraud, money laundering, corruption, and any other form of unethical business conduct. We comply with all applicable anti-bribery and anti-corruption laws, including the UK Bribery Act and the U.S. Foreign Corrupt Practices Act. All employees, suppliers, and business partners of Hatco are expected to conduct business with honesty, transparency, and fairness.

Whistleblower Protection: Hatco encourages employees and business partners to report unethical behavior without fear of retaliation. We provide secure channels for whistleblowers to report violations confidentially and commit to thoroughly investigating and addressing any concerns raised in good faith.

Taxation: Hatco does not tolerate tax evasion or the facilitation of tax evasion. We comply with all tax regulations and ensure accountability in all financial dealings.

Confidentiality & Information Security: Hatco respects and protects the confidentiality of customer, supplier, and employee data. We comply with all relevant data protection laws, including GDPR, ensuring that personal and business information is handled responsibly, securely, and transparently. Our commitment to information security includes implementing best practices for cybersecurity and restricting access to sensitive data to authorized personnel only.