



Hunter Amenities

ESG Policy

**GLOBAL ENVIRONMENTAL, SOCIAL
& GOVERNANCE POLICY**

Purpose:

The purpose of this ESG policy is to provide a framework for Hunter to align its business activities with broader societal and environmental goals, enhance stakeholder trust and confidence, and drive long-term value creation. By integrating ESG considerations into our strategic planning and operations, we can mitigate risks, identify opportunities for innovation and growth, and contribute to a more sustainable and inclusive economy.

Policy:

1. Introduction

At Hunter Amenities we continue to be committed to operating in a sustainable and environmentally responsible manner for over 40 years. As manufacturers of premium personal care products with locations across the globe, we remain committed to our responsibility to minimize our environmental footprint, conserve natural resources, and contribute positively to the communities in which we operate. The following Environmental, Social and Governance policy outlines our commitment to sustainable practices and continuous improvement in environmental stewardship.

2. Environmental Commitment

Resource Efficiency

We will continue to strive to minimize resource consumption throughout our operations, including waste, water, energy, packaging, and materials. This involves:

- Implementing efficient production processes,
- Improving resource efficiency, by promoting recycling and reuse initiatives
- Optimizing packaging design to reduce material usage, utilize PCR material and biodegradable materials for the packaging as required
- Reducing waste generation
- Identifying and managing Hunter Amenities Environmental, Social and Governance ("ESG") related risks and opportunities

Energy management

We are committed to reducing our greenhouse gas emissions and increasing our use of renewable energy sources to power our facilities and equipment. We will participate in green energy programs to reduce our carbon footprint. Endeavour to measure Scope 1 and Scope 2 carbon emissions annually and implement strategies to reduce them.

Waste management

We aim to minimize waste generation and maximize waste diversion from landfills. This includes implementing waste reduction measures in our production processes and promoting recycling programs. Additionally, we participate in material exchanges and partner with suppliers that prioritize sustainable packaging materials.

Water management

We will continue to prioritize water efficiency across all facets of our business by implementing water-saving measures in our manufacturing processes, offices, and facilities. Through regular assessments and equipment upgrades, we will continue to minimize water consumption, optimize usage efficiency, and reduce wastage.

Pollution Prevention

We prioritize the use of safe and environmentally friendly ingredients in our products. We conduct thorough assessments of raw materials to ensure compliance with environmental regulations and minimize the use of harmful chemicals. Furthermore, we responsibly manage hazardous materials.

Product Sustainability

Ingredient Sourcing: We are committed to sourcing sustainable and ethically produced ingredients for our personal care products. We prioritize suppliers who adhere to responsible sourcing practices, including fair labor practices, health and safety, and environmental protection. For our raw materials we prioritize sourcing of sustainable raw materials, local sourcing, no animal testing, and cruelty free ingredients.

Product Design: We will strive to design products that are environmentally friendly throughout their lifecycle. This includes using biodegradable and recyclable materials in product packaging, minimizing the use of harmful ingredients, and ensuring our packaging is designed to minimize environmental impact while maintaining a luxurious experience.

Product Testing: The safety of new products is ensured through a series of assessments. Hunter performs microbiological tests, safety assessment, physicochemical stability tests, creation of Material Safety Data Sheets to ensure quality, safety, and documentation objectives.

3. Social Responsibility

Labor Practices: We will continue to uphold fair labor practices and respect the rights and wellbeing of all employees throughout our supply chain. We provide safe working conditions, fair wages, and opportunities for professional development and advancement. We prohibit forced labor, child labor, and discrimination of any kind.

Community Support: We will continue to be committed to supporting the communities in which we operate through philanthropic initiatives and volunteer efforts. We will invest in programs that promote environmental education, conservation, and community development, contributing to the well-being of both people and the planet.

Supplier Engagement: We will continue to engage with our suppliers to promote responsible sourcing practices and ethical standards. We prioritize suppliers who adhere to labor and environmental regulations, support diversity and inclusion, and demonstrate a commitment to social responsibility.

4. Governance Excellence

Ethical Business Practices: We will continue to conduct business with integrity, transparency, and honesty, adhering to the highest ethical standards. We prohibit bribery, corruption, and conflicts of interest in all aspects of our operations and maintain robust internal controls to ensure compliance with applicable laws and regulations.

Board and Executive Diversity: We will continue to promote diversity and inclusion within our board of directors and senior leadership team. We value diverse perspectives, experiences, and backgrounds, recognizing that diversity enhances decision-making, fosters innovation, and drives business performance.

Stakeholder Collaboration: We believe in engaging with our stakeholders, including hotel partners, employees, customers, suppliers, and regulators, to promote sustainability and social responsibility. We seek input from stakeholders and work together with them to identify opportunities for improvement by understanding their perspectives, addressing their concerns, building trust and transparency which empowers us to address ESG challenges.

5. Continuous Improvement

Performance Monitoring: We will continue to regularly monitor and evaluate our ESG performance using key performance indicators (KPIs) and metrics. This includes tracking resource consumption, waste generation, greenhouse gas emissions, and other relevant indicators to measure progress towards our sustainability goals. Identify areas for improvement, and take corrective actions as needed to continuously enhance our performance

Continuous Learning: We continue to be committed to learning and adapting to emerging ESG trends, technologies, and best practices. We will stay informed about advancements in sustainability and incorporate new knowledge into our operations to continuously create shared value for society and the environment .

6. Compliance and Accountability

Legal Compliance: We will continue to comply with all applicable environmental laws, regulations, and standards as per locally applicable laws in the regions/countries we operate. This includes requirements related to environmental protection, waste management, product safety, and labor practices.

Accountability: We will continue to hold ourselves accountable for achieving our sustainability goals and targets. Our leadership team provides oversight and support for sustainability initiatives, and employees at all levels are responsible for integrating sustainability into their daily activities and decision-making processes.

7. Communication and Transparency

Stakeholder Communication: We will continue to communicate openly and transparently about our ESG efforts with stakeholders, including hotel and retail partners, employees, customers, suppliers, and the public. This includes providing regular updates on our sustainability performance, initiatives, and progress towards goals through various communication channels.

Reporting: We will prepare and publish an annual sustainability report to disclose our environmental performance, social impacts, and progress towards sustainability goals. This report will adhere to recognized reporting frameworks and standards thereby providing stakeholders with comprehensive information about our sustainability efforts.

Certification: We will broaden our pursuit of certifications like ISO 22716 (GMP for cosmetics), ISO 14001 (Environmental Management System), ISO 45001, Ecovadis and other reporting frameworks.

8. Conclusion

At Hunter Amenities, ESG is integral to our culture, business strategy and operations. We are committed to producing premium personal care products in a manner that respects the environment, supports communities, and promotes a sustainable future for generations to come. Through collaboration, innovation, and continuous improvement, we will strive to minimize our environmental footprint and maximize our positive social impact, demonstrating our commitment to sustainability leadership in the personal care product industry.

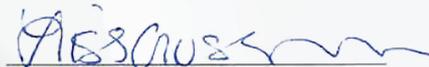
In keeping with our assertions, we expect compliance with the intent of this policy.

Dave Lemon



CEO Hunters Amenities

Lisa Gosselin



VP, People, Culture & Sustainability