

Hughes-Peters
8000 Technology Blvd
Huber Heights, Ohio 45424
Phone (937) 235-7100
Fax (937) 235-7111



Distributor of _____
Electronic Components

Hughes-Peters' Environmental Policy

As an ESOP company, we recognize the importance of thinking in long-term sustainability and our employees have a vested interest in maintaining a clean and safe work environment. In addition to meeting statutory and regulatory requirements, we are committed to minimizing our environmental impact. This policy's objective isn't to obtain a standard or certificate, rather to sustain the workplace and surrounding environment for generations to come. Hughes-Peters' pollution prevention activities include:

1. **Compliance:** We will comply with all relevant environmental laws, regulations, and standards applicable to our operations.
2. **Resource Conservation:** We will strive to reduce the consumption of natural resources, such as energy and water, in our daily operations. This includes implementing energy-efficient lighting, using online resources (e.g. Microsoft Teams and Zoom) to decrease travel, the use of energy saving modes on company computers and monitors, combining business trips when travel is necessary, and water conservation measures in our facilities. We have also eliminated using packing peanuts since expanded polystyrene is harmful to the environment.
3. **Waste Reduction:** We will minimize waste generation by promoting waste reduction, recycling, and responsible disposal practices. This includes the responsible disposal of electronic waste (e-waste) through certified recycling partners.
4. **Transportation and Logistics:** We will optimize our transportation and logistics operations to reduce emissions and fuel consumption. We will explore alternative transportation options and promote efficient routing and packing. We will use fully electric WAVE vehicles in our warehouse.
5. **Continuous Improvement:** We are committed to setting measurable environmental objectives and targets, regularly reviewing our environmental performance, and taking corrective actions when necessary. We will strive for continual improvement in our environmental performance.
6. **Transparency:** We will communicate our environmental initiatives and progress to our customers, suppliers, employees, and stakeholders through reports and updates, as needed.

By adhering to these steps, we intend to keep our pollution to a minimum while still meeting our business needs. As a distributor and assembler, our business operations impact the environment less than traditional manufacturing does, yet we continue to implement environmentally conscious business practices. And we prefer our valued business partners to join us in our commitment to environmental responsibility.

Hughes-Peters
October 26, 2023