

*Corporate
Responsibility*

HUBERT®



my experience...

"Throughout the Hubert organization, we are committed to good stewardship of the environment and our community. We must conduct our core business in a sustainable manner, from providing excellent service and cost savings, to sourcing and shipping an extensive selection of products. We embrace our responsibility to help others and protect our environment for the sake of our employees, customers, their families, and future generations."

- Bart Kohler, President



Resources and Climate

From hundreds of tons of recyclables we collect to the 3,840 panel solar roof overhead, we're dedicated to becoming more energy and environmentally efficient.

Hubert's headquarters in Harrison, Ohio achieved LEED Certification in 2014. Leadership in Energy and Environmental Design (LEED) certification from the U.S. Green Building Council recognizes improved environmental performance through design, construction, operations and maintenance solutions. The facility also earned the ENERGY STAR in 2013 by meeting performance indicators for water use, energy use and greenhouse gas emissions as established by the U.S. Environmental Protection Agency.

Our dedication to preservation of resources and climate also includes:

- LED lighting in our warehouse, parking lot and exterior fixtures, which has reduced our kilowatts per day energy consumption by more than 50 percent.
- 100 percent recyclable corrugated shipping cartons along with recycled paper for inner pack.
- Diverting 80 percent of our waste from landfills. Hubert recycles an average of 160 tons of corrugated cardboard and 22 tons of shrink film, annually. Aluminum cans and plastic bottles are provided to local organizations. Employees recycle paper from both the office and their homes with our paper collection program.



Our Corporate Responsibility

The Hubert Company is committed to corporate responsibility. We conduct ourselves in a manner that respects people as well as our environment. Our sustainability strategy addresses six key areas:

Resources and Climate

Sourcing

Marketing

Logistics

Employees

Society





Sourcing

A Greener Assortment



Our commitment to the environment includes an assortment of eco-friendly and sustainable packaging products that maximize use of renewable, recycled or compostable materials. In order to earn our eco-friendly logo, products must meet at least one of the following criteria:

- The product is made from an annually renewable resource such as corn, potatoes, wheat or rice.
- The product is made from post-consumer recycled or post-industrial recycled materials.
- The product itself is easily recycled.
- The product itself may be easily composted, providing a soil conditioner.
- The product itself is biodegradable and will degrade naturally.
- The product itself is oxo biodegradable, which will degrade when triggered by heat, UV sunlight and mechanical stress.

ENERGY STAR Equipment



Hubert proactively sources many ENERGY STAR foodservice equipment products, which are designed to use less energy and save money. These items include commercial dishwashers, fryers, griddles, holding cabinets, ice machines, ovens, refrigerators, freezers and steam cookers. We identify all ENERGY STAR items in our catalogs and on the web with the recognizable ENERGY STAR logo.

Quantity Purchasing

Negotiating purchases of entire container loads of product results in cost savings to our customers, reduces fuel and energy costs, and reduces our environmental impact. Hubert warehouses more than 32,000 products to make this possible.



Marketing

We work diligently to deliver targeted advertising that delivers the most effective results with responsible use of resources. Our catalog printer holds certifications from the world's three leading forest management programs: The Forest Stewardship Council® (FSC), Sustainable Forestry Initiative® (SFI), and the Programme for the Endorsement of Forest Certification (PEFC). These certifications require rigorous auditing of purchasing and control systems.

Logistics



Responsible Transportation

Many of Hubert's transportation providers participate in the U.S. EPA SmartWay program to promote cleaner shipping initiatives. SmartWay partners use fuel-efficiency, emission control technologies, policies and strategies to reduce greenhouse gas emissions.

C-TPAT Certification



This joint government-business initiative builds cooperative relationships that strengthen overall supply chain and border security. The Customs-Trade Partnership Against Terrorism (C-TPAT) is a voluntary program that includes procedures, physical and personnel security, access controls, handling of packing manifests and employee education and training. Meanwhile, reduced physical inspections and escalated priority means our products get to product faster while using less energy and resources in the transportation process.

Sustainable Shipping



Our participation in carbon-neutral shipping programs supports reforestation and renewable energy. CO₂ produced in the shipment of Hubert products is calculated and offset by projects that reduce or remove carbon in the atmosphere.



my experience...

"By offering our customers eco-friendly products, Hubert helps the business community to be environmentally responsible."

*- Patti Chesney
VP of Merchandising*



my experience...

"It is rewarding to work for a company that has created the right culture, where everyone has the freedom and support to succeed and excel. The culture, along with the company's willingness to reinvent itself and improve performance, is the driving force that has made the last 20 years challenging and enjoyable."

— Tim Lansing
VP of Operations

Employees

Equal Employment Opportunity and Affirmative Action Policy

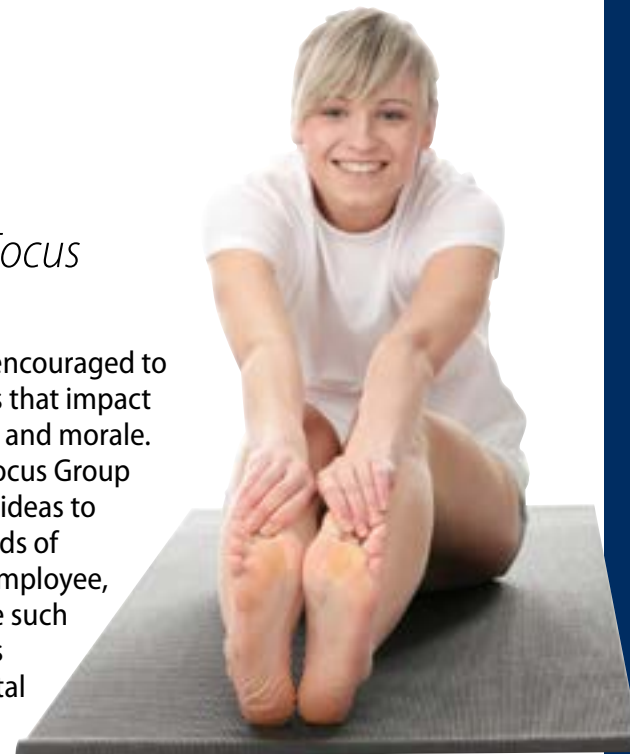
It has long been and continues to be the policy of the Hubert Company, LLC to promote equal employment opportunities through a positive, continuing program of specific practices designed to ensure the full realization of equal employment opportunities without regard to race, color, religion, sex, gender identity or sexual orientation, national origin, age, marital status, genetic information, disability or veteran status as required by law.

Worker Safety & Wellness

Employees are our most valuable assets and we value their health and happiness. Our Employee Wellness Program offers health screenings and ongoing education and programs, such as yoga. Hubert has also been a tobacco-free workplace since 1990.

Work-Life Focus Group

Employees are encouraged to contribute ideas that impact workplace spirit and morale. The Work-Life Focus Group considers these ideas to balance the needs of employer and employee, spurring change such as a casual dress code and parental leave.



Individual Volunteer Time

Individual Volunteer Time gives employees time and opportunities to contribute to the community. Employees are compensated while participating in company-organized activities or volunteering with their preferred 501(c)(3) designated organization.

Society

The Volunteer Leadership Council



A committee of eight employees promotes the spirit of volunteerism and provides opportunities for employees to use Individual Volunteer Time. The Council maintains ongoing community partnerships while continuously offering new ways to volunteer.

People Working Cooperatively

Since 2001, more than 100 employees have provided labor for annual home repair events for People Working Cooperatively. This important mission ensures our neighbors have a safe and sound home where they may continue to live independently.

Hoxworth Blood Drive

Thousands of Hubert employees have donated more than 1,000 pints of blood through our annual blood drive. Since we first partnered in 1981, Hoxworth has provided lifesaving blood to more than 3,000 patients in Ohio, Kentucky and Indiana.

Holiday Families

At the end of each year, Hubert partners with our neighbors at William Henry Harrison Junior High School to help dozens of families in need. Our employees collect gifts, non-perishable food and household supplies to brighten their holidays.

American Cancer Society Relay for Life

This fun-filled overnight event celebrates survival while raising money for cancer research and programs. Hubert employees have raised funds and participated in this event since 2002.



People Working Cooperatively



Holiday Families



Relay for Life Event



Hubert Company • 9555 Dry Fork Road • Harrison, OH 45030-1994
Toll Free: 1-800-543-7374 Fax: 1-800-527-0128
www.hubert.com