



Working together, we create a positive impact, and enrich the lives of others.

Corporate Social Responsibility Statement

As a 100% employee owned company, we collectively defined our corporate identity by establishing the following statement to describe who we are when we are at our best:

“Working together, we create a positive impact, and enrich the lives of others.”

“Working together” means that Harcros is committed to providing equal opportunity and treating our internal and external stakeholders with dignity and respect. Our employee handbook outlines the principles upon which we operate including the following statements: “The Company does not discriminate in employment opportunities or practices on the basis of race, creed, color, religion, sex, sexual orientation, gender identity, national origin, ancestry, age, disability, marital status, pregnancy status, citizenship status, genetic information, military or veteran status, or any other status protected by law,” and “The Company does not condone discrimination, harassment, or unfair treatment of any kind.”

“We create a positive impact” means that Harcros is committed to managing all our activities to provide a high level of protection to the environment and, prioritize the health and safety of our employees, customers, and the community. We will comply with all the legal requirements and codes of practice where we operate. As a minimum, we support the principles of the global Chemical Industry’s “Responsible Care” program and we are committed to adhering to the tenets of “Responsible Distribution” as defined by the National Association of Chemical Distributors. The chemistries that we supply to our customers support essential industries such as Household, Industrial, and Institutional Cleaning, Water Treatment, Agriculture, and Food Production. In our product development efforts, we favor green, environmentally friendly alternatives which we promote into these and other industries.

“Enrich the lives of others” includes our employee owners, our customers, our suppliers, the communities where we reside, and the greater global community. We demonstrate our commitment to all employee owners by structuring our employee ownership model with equal share distribution, by providing living wages, and by maintaining a generous and robust benefits package. We work fairly and ethically with our customers and suppliers, understanding that it is important to our communities that we conduct our business in a sustainable manner. Harcros shows its commitment to our local and global communities by annually providing substantial monetary support to charitable organizations in the areas of medical care, nutrition, housing, education and security of the environment.

Mark W. Hamilton
President and CEO - Harcros Chemicals, Inc.