

To: All Dehnco Employees
From: Jeff Dehnert
RE: **Our Environmental Commitments**
Date: January 30, 2025

Dehnco Equipment & Supply Co., Inc. (Dehnco), is committed to running its business responsibly and sustainably, considering our full impact on the environment and working to improve our performance on specific topics like energy consumption and GHG emissions, water consumption and discharge, air pollution and waste management, and product life cycles.

As you know, we endeavor to encourage and pursue partnerships that are aligned with our aims to reduce any negative effect on the environment and planet caused by our products and services. Here are a few recent goals we have set in our Environmental Policy.

Dehnco's Energy and Carbon Goals:

- Our goal is to reduce our Scope 1 and 2 greenhouse gases by 30% by 2030.
- We have made Dehnco's commitment to Net Zero by 2050 public through the [SME Climate Hub](#).

We are committed to reducing the impact of our physical building footprint on the local environment by:

- Reducing energy consumption in the building with smart thermometers.
- Reducing energy through our LED lighting and motion sensors.
- Pursuing cleaner sources for electricity and/or participating in a Power Purchasing Agreement (as available).
- Continuing our engagements only with manufacturers who share our values and partake in environmentally sound manufacturing practices.

Dehnco's Waste Reduction Goals:

- Be 95% paperless business by 2027
- Provide recycling for paper and plastic, with recycling to increase to 50% of our waste by 2027
- Increasing our reuse of cutlery, plates, and containers in the kitchen to 0 usage of paper cups, plastic forks, or plastic/paper plate by 2027.

We will accomplish our waste reduction goals by:

- Minimizing our printing

- Providing recycling opportunities for paper, plastic, aluminum, and glass products to minimize waste
- Not purchasing paper plates, forks, paper cups, plastic cutlery, etc. Everything should be washed and reused.

Dehnco's Water Reduction and Water Conservation Goals:

- Mitigating Storm Water Run off
- Reducing our office water usage by 1728 gallons a year by 2027/144 gallons a month, or one gallon less used by each employee each day (EPA Energy Star data estimates each employee uses a median of 13 gallons a day). Running water more mindfully should do it.

We will lower our water usage and conserve water by:

- The use of permeable gardens around building and property to capture storm water to reuse
- Ensuring taps and toilets in our offices are "low-flow" models
- Only turning on water as necessary for personal hygiene and in the kitchen.

Ownership has the responsibility to inform employees, review, and apply these action items. We will have a yearly Sustainability Review with the Executive Team to understand any practices that are currently in place, any new actions that have been added, and to improve our policy as needed.

Regards,

Jeff A. Dehnert
President/CEO

Revision Date: 01/30/2025