



## Hudson Technologies Environmental Management Plan 2024

### Environmental Goals

- Reduce impact of Hudson's operations on the natural environment and local stakeholders, while complying with all local, state and federal regulations

### Stakeholders

- Local, State, and Federal Regulators
  - Maintain Compliance with all local, state and federal regulations that pertain to Hudson's business
- Employees
  - Hudson's #1 priority is that our employees have a safe and healthy workplace.
- Customers
  - Hudson makes sure to communicate the importance of refrigerant life cycle management, including the need for refrigerant reclamation to ensure refrigerants are not vented into the atmosphere.
  - Hudson makes public our environmental stance which includes prioritizing GHG reductions, clean water, energy usage, and waste.
- Shareholders
  - Hudson Technologies was established to reclaim refrigerant gas and to help HVAC systems run at optimal efficiency.
  - Hudson's shareholders and BOD are routinely briefed on actions we are taking to reduce the impact of our operations on the environment.

### Environmental Aspects and Impacts:

- GHG Emissions
  - Hudson Tech's Scope 1 and 2 emissions are generated through the use of grid power in operations and offices, the combustion of Natural Gas in operations and offices, the combustion of fuel in Hudson owned vehicles
  - Hudson Tech's Scope 3 emissions are generated through the transportation of product and supplies into and out of Hudson facilities, employee travel for business and commuting
- Water
  - Hudson Technologies uses water in operations and discharges it into the municipal supply
- Generation of Waste
  - Hudson technologies generates waste from regular operations, some of that waste is sent to landfills, some of it is recycled



- Procurement of Material
  - Optimally managing resources and looking out for environmentally friendly options of everyday products we procure.

#### Compliance Obligations

- IL, CA, NY, and GA local and state laws
- EPA 608 Regulations, OSHA, DOT, and FMCSA

#### Budget and Resources Needed

- Hudson is continuously working to identify specific changes that are necessary to our operations in order to reduce our impact in areas identified.
- Hudson evaluates the recommended changes to understand approximate costs and prepare the necessary budget
- Hudson has the personnel resources needed to implement changes or will use a 3<sup>rd</sup> party when appropriate.

#### Environmental Objectives and Action Plan

##### **1. Reduction in Scope 1, 2, and 3 GHG emissions by 25% by 2030**

- a. Create a list of actions that are needed to reduce our overall GHG emissions by 25% by 2030.
  - i. Sources of our GHG emissions and baselining (done in 2023)
  - ii. Research available alternatives to traditional energy and gas sources.
    1. Energy Efficiency measures
    2. Green Power Purchases to cover some of our Scope 1 Emissions
    3. Green Freight Options
    4. Packaging Options – reduction in pallet and shrink wrap usage
    5. Purchasing Options – Procurement has been directed to evaluate all environmentally friendly options available to us for every day purchases of products needed to operate.
  - iii. Stand up Sustainability Counsel with a volunteer representative from each of Hudson's production plants.

##### **2. Water Usage**

- a. Hudson has a target of a 25% reduction in water usage at our plants by 2030.
- b. Research options available to Hudson in order to reduce the amount of water used at plants:
  - i. Major Sources of water usage at Hudson Plants
    1. Refrigerant Cylinder cleaning and recertification
    2. Other industrial processes/Evaporation
- c. Research options and obtain quotes on technology available to capture and recycle water at our plants.



- i. Evaluate the cost/benefit of those options and create a budget
- ii. Demonstrate the efficiency of options, and if savings are available, take plan to management for approval.

### **3. Waste Generation**

- a. Hudson has a target of a 25% reduction in generated waste going to landfills by 2030
- b. Evaluate what the common waste streams from our plants are by end of 2024
- c. Create solutions for the excess waste streams, look for recycling opportunities for those streams.
- d. Educate the workforce on what items can be thrown away and what items need to be recycled.
- e. Find alternatives to landfilling certain items like wood pallets and shipping material.

### **4. Procurement**

- a. Create a detailed list of top 20 most purchased items by our plants by end of 2024
- b. Evaluate various vendors that offer “Greener” alternatives to products we buy most
- c. Compile data on difference in cost of using more environmentally friendly products at plants.
- d. Create a budget and have it approved so procurement can start to purchase different products

## **Roles and Responsibilities**

1. Director of Sustainability
  - a. Identify relevant environmental impacts and issues – baseline them
  - b. Develop Sustainability counsel with volunteer representatives from each of Hudson’s plants
  - c. Develop and communicate plans and training ideas to plant managers and HR
  - d. Deliver Status Reports to Management by end of 4<sup>th</sup> quarter each year
2. Plant Managers
  - a. Evaluate recommendations on reducing environmental impacts to see how recommendations will affect production, etc
  - b. Communicate to plant staff any changes adopted (signage etc)
  - c. Recommend staff to monitor and implement changes
3. Human Resources
  - a. Develop communication and training for employees
  - b. Come up with engagement activities and contests (recycling programs, community service, etc)
4. Marketing
  - a. Gather information on identified impacts and goals to reduce them, distribute information to stakeholders via website and marketing materials
  - b. Communicate progress made to stakeholders
5. Executive Management



- a. Review goals and plans to reach them
- b. Approve any necessary budget increases needed to execute plan
- c. Communicate support for goals and actions to employees and other stakeholders