



COMMITTED TO INCLUSION



Our People Come First

Hydrite is a company of people collectively driven to provide sustainable ideas and solutions that ensure customer, employee and partner success. Diversity and inclusion enhance our ability to provide creative solutions for our customers. We strive to foster belonging and empowerment at work.

We are committed to hiring and developing the most qualified individuals who bring the skills, experience, and expertise necessary to drive our success. Our goal is to build a strong team where exceptional performance is the standard. We also believe that fostering an environment that allows us to attract and retain top talent from various backgrounds, ensuring we remain competitive and innovative.

Women in Leadership

Hydrite is proud to introduce Women RISE, a strategic initiative dedicated to empowering and advancing women across Hydrite. Women RISE—Representing Inclusivity, Success, and Empowerment—is designed to cultivate leadership, accelerate professional growth, advance our talent pipeline, and enhance collaboration and innovation across our organization. We are equipping women with the tools to excel—driving both individual and company success. We encourage all employees to get involved as a member, mentor, or ally.



WOMEN RISE
Representing Inclusivity,
Success, & Empowerment

Our Objective: Attract, Engage, Develop & Retain Top Talent

Hydrite has a formal succession planning goal of having diverse replacement candidates for key leadership positions. We require diverse representation of candidate slates from our external partners and our internal recruiting efforts. We develop our employees through various initiatives to drive "the right results, the right way" integrating our company building blocks into all we do.

Hydrite Helps to Enrich & Cultivate our Community

It is our privilege to invest back in the communities in which we do business through the Richard and Marie Honkamp Family Foundation and our Hydrite Helps program. Hydrite invests an average of approximately \$1,000,000 annually in our communities, ranking in the top corporate charitable contributors in Wisconsin. Hydrite Helps empowers our employees to volunteer extensively to improve local childhood development, urban education, basic community needs, and the environment. Local nonprofits we partner with provide employees opportunities to impact disadvantaged, diverse populations.

MOVING OUR COMMITMENT FORWARD

- Unconscious Bias Training
- Ethics Training
- Focus on Hiring Diverse Talent
- University Partnerships
- Mentoring Women Leaders
- Community Partnerships
- Focus on Urban Education
- Succession Planning
- Commitment to Hydrite Helps
- External Benchmarking

