



Hydro Flask®

A HELEN OF TROY COMPANY

An update on our Corporate Responsibility Journey



This communication is intended to update our customers/consumers on Hydro Flask's sustainability/corporate responsibility progress.
For detailed environmental, social and governance-type disclosures, please refer to the Helen of Troy ESG report in this link: <https://www.helenoftroy.com/esg/>

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Good choices for very good reasons.

Hydro Flask was born in 2009 in the mountains of Bend, Oregon. The outdoors has always been at the forefront of our design, culture and our relationship with our consumers. But the outdoors is more than just the places that we play. It's also where future generations will continue to enrich their own lives. In 2017, we launched our Parks for All program to support the development, maintenance, restoration and equitable access of public green spaces so people everywhere can live healthier, happier and more fulfilled lives. A few years later we launched our Refill for Good initiative to eliminate single-use plastics and encourage consumers to make good choices for good reasons.

We understand that being a better brand means being a better supplier, partnering with our manufacturers with the aim of improving environmental impact management and advocating for diversity and inclusion in our organization and in the outdoors. Looking at ways to lessen the impact of direct operations, improve supply chain performance and social compliance practices, and help make everyone feel welcome in the outdoors, we've set out to be leaders in doing good where we can. We've made great strides in our environmental and social journey, but acknowledge that our adventure is nowhere near finished.

Good Gear

We design product to encourage the elimination of single-use plastic and drive waste reduction.

Good Work

We aim to reduce our impact on the planet and cultivate an inclusive culture.

Good For All

Hydro Flask is committed to being an advocate for the outdoors and for the people who embrace, protect and enjoy it.

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Good Gear

We have always believed Mother Nature is the best designer there is—simple and intentional. This is just one of the reasons we want to be a better company. It's why we are committed to supporting a circular economy.

Good for you. Good for the environment.

Sustainability is a journey—and one we're happy to be on. We're constantly working to improve the quality of our gear and lessen the impact it has on human health and the environment. For us, this means exploring how we can make our products part of the circular economy and build environmental guidance into our innovation and design processes.

Innovative Sealing Process

More than a decade ago, in late 2012, Hydro Flask pioneered an alternative sealing process for vacuum insulated bottles. We moved beyond (at that time what was) the industry standard vacuum sealing process on the exterior bottom of our products to a new process that eliminated lead from the sealing of our bottles. Even though this process was more complex—and more expensive—we chose this path because we had a higher standard, knowing lead is bad for our consumers, manufacturing partners and the environment.

Trade-In

We've continued to put a focus and investment on corporate responsibility initiatives. In March 2023, Hydro Flask launched our Trade-In program, a first-of-its kind stainless steel bottle trade-in and recycling program specifically designed to ensure old Hydro Flask products are recycled efficiently and properly.

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Good Gear, Cont.

We introduced our Designed for Good mark in 2021 to identify products that are designed with people and planet in mind, utilizing our Design for Environment Guidelines. These guidelines help us manage many types of material impacts and design tradeoffs during product development.

Right now, our immediate opportunities lie with gear such as slings and packs—items that are not required to meet stringent food safety requirements. We will continue tracking developments in recycled-content materials, but we can't tackle environmental issues by ourselves. We are working with our business partners and industry leaders to make strides through product design, innovation and materials.

Progress Highlights

- **Product to reduce waste.** Hydro Flask is most known for our stainless steel bottles. These trusted sidekicks make it easy for consumers to avoid single-use plastics. Since the company was started in 2009, we've put more than 50 million reusable bottles in the hands of our consumers, and we're not stopping anytime soon. Learn more about our materials [here](#).
- **Recyclable or recycled packaging.** We are on track to 100% recyclable or recycled packaging. In 2021, we began transitioning our bottles, tumblers and mugs to packaging that no longer uses single-use plastic bags. We are more than 90 percent of the way there, and through this initiative we have already reduced the equivalent of over 13 million single-use plastic bottles.¹ But we're not stopping there. Learn more about our progress and plans [here](#).

- **Putting plastic waste to good use.** Our first recycled-content product debuts in 2022. The Slingback Bottle Pack is crafted of 100 percent recycled polyester body, air mesh and ripstop lining.



- **Innovation to drive inclusivity.**

When a business approached Hydro Flask asking if we could create a Hydro Flask with a tactile Braille message we immediately said, "Yes." We're experts at color, engraving and screen printing and jumped at the chance to create this special bottle, even though we had never done anything like it. Working closely with our printers, after multiple trials and tests, we delivered our first Braille product, a 16 oz Wide Mouth Bottle with Flex Sip Lid.



Hydration bottle for the non-profit organization Foundation Fighting Blindness, whose mission is to find treatments and cures for blinding diseases. The bottles, which will be used for fundraising, feature the line "Together, we're winning" in Braille. Funds raised support research that will provide preventions, treatments and cures for people affected by blinding retinal diseases. [Click here](#) to learn more.

¹ Assuming the average 16.9 oz single-use plastic water bottle weighs approximately 9.3 grams, as reported by the Beverage Marketing Corporation.

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Good Work

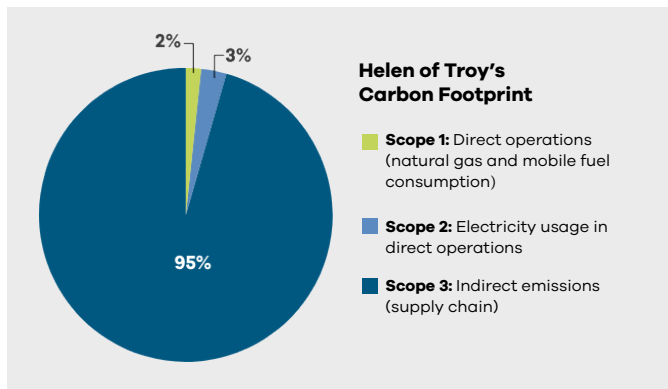
Through our operations, supply chain and employees, Hydro Flask is committed to reducing our environmental impact and cultivating an inclusive culture.

CLIMATE ACTION

As a founding member of the [Outdoor Industry Association's \(OIA\) Climate Action Corps](#), we work with companies across the outdoor industry to rise to the challenge of climate change and measure, plan, reduce and share our progress.

In partnership with our parent company Helen of Troy, Hydro Flask is committed to measuring greenhouse gas (GHG) emissions from business activities, planning programs and policies to manage and reduce emissions, and [sharing progress annually](#).

We use data to inform our actions.



For Helen of Troy's full Environmental, Social and Governance Report, [click here](#)

We use this information to guide action and take responsibility for our business impact. The GHG emissions from our direct operations only make up a small percentage of our emissions. Consumer washing of Hydro Flask products make up a portion of our products' life cycle impacts. We encourage our consumers to make thoughtful choices when washing and cleaning their Hydro Flask products. Our supply chain, including the materials used in our products, make up the most significant portion of our carbon footprint. This is something we can influence by working with manufacturers and exploring new materials, and continuing to innovate our products.

In line with the standards of the Science Based Targets initiative, we are actively working toward the following commitments set by our parent company Helen of Troy.

- Reduce Scope 1 and Scope 2 GHG emissions by 46.2 percent by fiscal 2030, based on a fiscal 2020 baseline, including all emissions from direct operations.
- Collaborate closely with third-party manufacturers to drive emissions reductions in supply chain by 42 percent by fiscal 2030, based on a fiscal 2021 baseline. We are currently developing a pilot emissions-reduction program with one of our key suppliers in 2022, with the expectation to take learnings from that and expand to other suppliers in the future.

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Good Work, Cont.

SUPPLY CHAIN PARTNERS

Hydro Flask works with different supply chain partners to promote high manufacturing standards thorough established best practices in the industry addressing environmental management and human well-being.

We review third-party manufacturing partners in our supply chain regularly for performance, as defined in our parent company, [Helen of Troy's, Supplier Code of Conduct](#). Just as we hold ourselves accountable, we hold these partners accountable to environmental and social performance targets through corrective action plans where needed.

In addition to monitoring compliance to our standards and working with our manufacturing partners toward our GHG targets, we utilize multi-stakeholder tools. These tools allow us to work harmoniously with our suppliers while measuring and tracking their environmental and social impact in areas such as water use, emissions, human rights, ethical labor standards and climate.

To inform our manufacturers about their environmental performance we use the Higg Facility Environmental Module (FEM) assessment tool.

Originally developed for the apparel industry, Hydro Flask was an early hard goods adopter of the Higg FEM with the verification element. The purpose of the tool is to inform manufacturers, brands, and retailers about environmental performance of their individual facilities, empowering them to scale sustainability improvements. It provides a clear picture of environmental impact while identifying opportunities for improvement.

Hydro Flask first piloted the tool in 2017, having our strategic suppliers conduct self-assessments of their practices for tracking and managing environmental impacts. In 2018, we took it a step further by having assessments verified by an independent third-party to check the work, build knowledge of the factories, and raise the bar for performance.

We knew we all had a lot of learning and work to do—we did several refreshers starting with the basics of climate change and why it is important to measure and reduce our impact. The factory scores were low, but over time, with trainings and the support of our Asia-based team, we're happy to report we've seen significant improvement. Over the first three years, we have seen an average improvement of 94 percent in verified factory FEM scores.

With this standardization and alignment in partnership with third-party manufacturers, we're building trust and quality while shifting the expectations of true supplier management and engagement.

This work offers visibility into our global supply chain and allows us to identify and implement opportunities that advance our business toward greater social and environmental performance.

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Good Work, Cont.

DIVERSITY, EQUITY AND INCLUSION

Hydro Flask is committed to cultivating an inclusive culture and driving toward a more diverse team.

There is a history of systemic exclusion of people of color from the outdoors as well as in the industry. Women were left behind. The [LGBTQIA2S+](#) community was ignored. Sizeism existed, and unfortunately, still does. Most, if not all, marginalized groups have not been represented and often, not welcomed in the industry.

While great efforts and strides have been made to increase participation of women, people of color and other groups historically excluded from power and access, they are still overlooked. Hydro Flask has a responsibility to drive change and address this within our own organization and staff as well as with our external partners.

We aim to be allies in this work, and we welcome and value everyone's differences. Hydro Flask is striving for a more diverse team, and while we are actively engaging on fulfilling our stance, we are not there yet. We must do more. We know this will take time, and we are putting in the much-needed work—listening to underrepresented communities, taking their lead, changing our practices, learning from our mistakes, and changing our practices again.

One of the ways we're striving to have greater representation is through our employee-led Diversity, Equity & Inclusion Steering Committee. This group works closely with our Human Resources and Corporate Responsibility teams to provide input and drive improvements in activities focused on employee recruitment, education and volunteerism.

We have targeted programs that aim to make our hiring practices more equitable and inclusive, including using tools to improve our job descriptions, and processes to objectively and impartially measure candidate potential by eliminating variables associated with unconscious human bias. Additionally, we've tapped Historically Black Colleges and Universities (HBCU) alumni across our teams to build direct relationships with HBCU and professional associations comprised of people from underrepresented groups to support our recruitment efforts. Finally, we are working hard to foster a work environment where everyone can engage, thrive, contribute, and grow to their fullest potential.

We require unconscious-bias training for all Hydro Flask employees at all levels as an absolute baseline, and go beyond that by prioritizing activities that unite, educate and act against any form of discrimination, exclusion or bias. We encourage and facilitate continued education, hosting forums that allow for open dialogue including listening sessions and discussion groups, lunch-and-learns with expert speakers and discussion channels for current events. No topic is off limits. We cover anything from what is our role in driving societal change and addressing systemic racism, to when, why and how to use gender pronouns.

Beyond our internal commitment and work, we have a responsibility to drive broader industry changes. We can and do contribute to those shared objectives through our giving and external communications work.

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Good Work, Cont.

INVESTING IN THE PEOPLE OF HYDRO FLASK

Our people are amazing. They drive us. Lead us. They make Hydro Flask and the outdoors better. We want to be better for them—in the office, throughout their career, and outside. We encourage all our employees to take a breath to enjoy the outdoors and celebrate our achievements together.

Hydro Flask is fortunate to have employees who support and inspire our overall efforts to reduce our climate impact. Within our offices we offer composting and recycling as well as a bike-to-work employee program. We're always humbled and inspired by our team's participation and passion.



We support our employees' adventures, whether that means hitting a trail for the first time with coworkers or contributing to a cause that inspires them. Hydro Flask employees are offered two full days of paid volunteer time-off to donate their skills to community service and the organizations that matter most to them. Their participation each year overwhelms and humbles us.

We encourage people to be leaders in the community and the outdoor industry. That's why we invest in training and development programs for them to help expand their technical, professional and interpersonal skills as well as provide resources to enhance their total well-being. This includes, but is not limited to, learning and development opportunities as part of our Helen of Troy Academy, financial advice, tuition reimbursement, employee stock purchase plan, occupational health and safety programs, wellness programs and product discounts.

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Good for All

Hydro Flask is committed to being an advocate for the outdoors and for the people who embrace, protect and enjoy it. We're working to preserve the outdoors and helping communities experience nature for the good of themselves and for the good of all.

PARKS FOR ALL

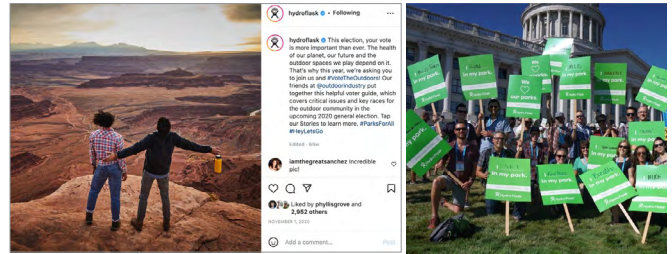
Creating happier, healthier and more fulfilled lives outdoors.



We believe in giving. It's part of our values—it's part of who we are. In 2017, we combined our love for the outdoors and giving to create Parks for All. Our Parks For All program supports nonprofit organizations focused on building, maintaining, restoring and providing more equitable access to parks. To date, we've donated more than \$3.1 million dollars in support of the parks that help us all feel happier, healthier and more fulfilled. Learn more about our [Parks for All](#) program here.



In 2020, we were honored to be awarded the National Park Trust APEX Award, an award that recognizes the extraordinary contributions to enhance the awareness and appreciation for our nation's parks, public lands and waters. It was the first time in the history of the award that the National Park Trust bestowed this honor to an organization, rather than an individual, recognizing Hydro Flask's innovative and impactful Parks For All giving program.



SUPPORT AND ADVOCACY

Hydro Flask is a longtime advocate for parks and the outdoors.

Monetary and in-kind donations and putting boots on the ground are all important ways we can support the outdoors and our community. But we also have a powerful voice—to help our fans and our elected officials understand the importance of funding and protection for outdoor resources as well as equitable access to the outdoors.

For years, our leadership team has participated in the OIA Capital Summit. They lobby to promote the outdoors and ask elected officials to support public lands and to take real action on climate change.

We engaged our adventurous, outdoor-loving consumers to Vote the Outdoors in 2020 and back legislation that supports outdoor recreation nationally, like the Great American Outdoors Act, which passed into law in 2020 and secured long-term funding for the Land and Water Conservation Fund. We've also supported the Parks, Jobs and Equity Act. Locally, we supported the River Democracy Act of 2021, which will protect the Oregon rivers and waterways that provide our home state with clean drinking water, amazing recreation opportunities and critical habitat for wildlife.

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Good for All, cont.

REFILL FOR GOOD

Good changes for good reasons.

By 2050 there will be more plastic in the oceans by weight than there are fish.² #RefillForGood is our rally cry to encourage people to make the switch and do our part for the planet. Hydro Flask gear can replace single-use plastics like plastic water bottles and to-go containers.

Taking plastic out of our oceans.

We are humbled to be official partners with the Surfrider Foundation. Our 2021 - 2022 partnership with the Surfrider Foundation equates to 7,600 pounds of trash removed from our coasts. The dedicated Surfrider chapter network removed at least 170,000 pounds of plastic and other trash from our beaches and waterways in 2021 alone. With Hydro Flask's support, Surfrider's Plastic Pollution Initiative experts and grassroots activists are advancing our shared mission to protect clean water and healthy beaches from the local to the federal level. The data collected by volunteers at beach cleanups around the country helps Surfrider staff and volunteers advocate for policies and legislation that reduce commonly identified pollutants from the source. Learn about our partnership benefiting Surfrider's mission in celebration of our #RefillForGood campaign [here](#).³

Turning surfing into change.

As the official water bottle and drinkware partner of the World Surf League, we help eliminate single-use plastic bottles and products at its events. Learn more [here](#).

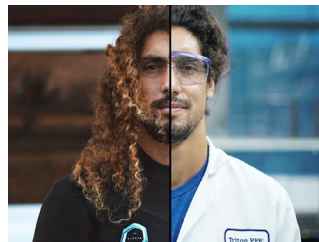


Find a refill.

Our partnership with [Tap](#) in 2021 made it easier for people to find a water refill station anywhere. Throughout the world, we drew attention to refillable water stations—encouraging people to carry their gear or reusable water bottle with them and avoid single-use plastics. Through the app, people can also track their water consumption, which helps lead to healthier habits and lifestyle. Refill metrics show the equivalency of how many single-use plastic water bottles have been avoided.

Engagement with purpose.

In 2021, Hydro Flask began partnering with Free the Ocean, an interactive website that poses questions for consumers about the ocean while engaging individuals to help remove single-use plastics from the ocean. With each question answered, Free the Ocean funds the removal of one piece of plastic from the ocean and coastlines.



#RefillForGood Advocates and Activism.

In 2019, Hydro Flask formed its Refill for Good Advocate team, a group of scientists, activists, athletes and thought leaders in the environmental space with an emphasis on elimination of single-use plastics. Hydro Flask helps support individuals such as [Cliff Kapon](#) who are working toward conservation and change.

²<https://www.weforum.org/press/2016/01/more-plastic-than-fish-in-the-ocean-by-2050-report-offers-blueprint-for-change>

³<https://www.surfrider.org/coastal-blog/entry/reducing-plastic-pollution-one-refill-at-a-time-with-new-hydro-flask-collaboration>

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Good for All, cont.

OUTDOORS FOR ALL

We understand it takes action and work to make the outdoor industry a more inclusive place where people of color, the LGBTQIA2S+ community, people with disabilities, those of all body types and sizes, and other historically marginalized groups of people can feel comfortable and welcomed. We know we have work ahead of us to diversify our internal teams. Learn more [here](#).

We also have work to do to provide meaningful representation in outdoor sports themselves. We have a responsibility to drive broader industry changes and create a more inclusive outdoor industry. It is our responsibility to contribute and make a difference in the world of inclusion by doing the internal work to drive change, individually and organizationally, as well as through our communications.

In 2015, we elevated inclusivity as one of our core company values. Our intention was inclusivity, but we didn't really understand what being inclusive meant. Through years of education and training, personal and team epiphanies, and a commitment to learning about the history of exclusion in outdoors spaces and the outdoor industry, we have made some progress. We still make mistakes and we continue to learn.

We've had great partners on our learning journey. We've partnered with experts in equity and social justice, including Allyship in Action, in learning the why's and how's around being more inclusive, and to educate and challenge us to do better both inside and outside the organization. Learn about [Allyship in Action](#).

Ambassador Diversity

Since Hydro Flask started tracking diversity within our ambassador team, we've grown the representation of Black, Indigenous and people of color (BIPOC) from below 17 percent to 30 percent. In addition, 10 percent of Hydro Flask ambassadors represent the LGBTQIA2S+ community, and we've made a conscious effort to include ambassadors from identity groups that have been historically excluded from the outdoors. We also understand how essential it is to be body positive and celebrate different skill levels and abilities. We're proud of the work we've done and are eager for the work ahead of us. Meet our ambassadors and learn more about the work they are doing [here](#).

Intentional Support

Where our money goes matters. It makes a statement and a difference. We started to consider where our grant money was going and how much was going to organizations well-positioned to make positive change for outdoor equity. We are tracking where our grant money goes so we can hold ourselves accountable and support organizations led by BIPOC, LGBTQIA2S+ people, people with disabilities and others systemically excluded from our outdoors spaces that are making a positive change for outdoor equity.

More than 75 percent of our 2022 grantee nonprofits are led by people of color and/or other historically marginalized and underrepresented communities, including women, LGBTQIA2S+ and people with disabilities. Learn more about our grantees and the work they are doing [here](#).

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Good for All, cont.

Partnerships

Hydro Flask has invested in partnerships with organizations whose missions focus on driving outdoor equity and inclusion. Together, we can inspire and create real change.

Inspiring connections and leadership.

In 2020, we formed a valuable partnership with Outdoor Afro, an organization that celebrates and inspires Black connections and leadership in nature. As part of this partnership, we engaged our fans on social media, as well as our internal team, to participate in the Juneteenth reflection hosted by Outdoor Afro.

Creating mobility and awareness.

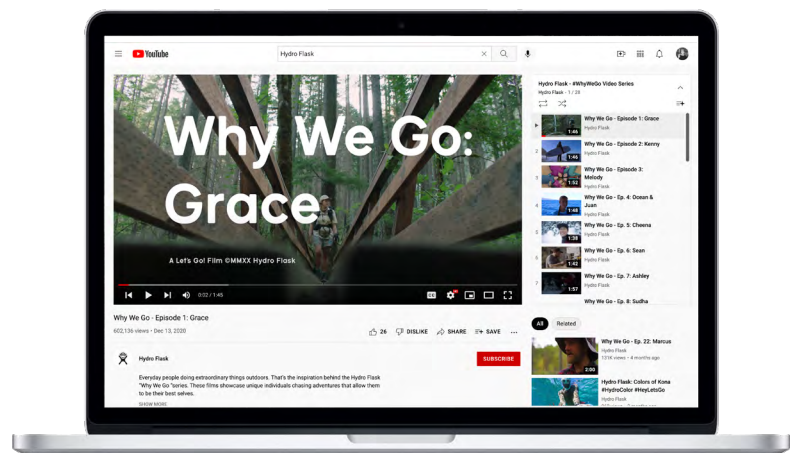
Our very own ambassador, [Vasu Sojitra](#), introduced us to ROMP, an organization that works to ensure access to high-quality prosthetic care for underserved amputees in the United States and Latin America. Vasu and ROMP athletes were recently featured in a Hydro Flask sponsored film about climbing Cotopaxi, a 19,347 ft (5,897 m) volcano in Ecuador, to raise funds and awareness.

Making the outdoors an inclusive place.

Hydro Flask partnered with Hydro Flask ambassador, celebrated environmentalist, drag queen and community organizer Pattie Gonia to live out our shared commitment to make the outdoors a more inclusive place. In our 2021 Giving Tuesday campaign, our partnership with Pattie and other like-minded outdoor brands raised \$500,000 for organizations with missions aiming to get more BIPOC, LGBTQIA2S+ and lower income people outdoors.

Why We Go

Everyday people doing extraordinary things outdoors. That's the inspiration behind the Hydro Flask "Why We Go" video series. Over the course of a year, Hydro Flask's Why We Go films have featured individuals from diverse backgrounds chasing adventures that allow them to be the best version of themselves. We believe in the importance of telling the stories of people of all races, genders, sexual orientations, bodies and abilities. [Visit Why We Go.](#)



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Materials Deep Dive

GOOD CHOICES MAKE GOOD GEAR

We make thoughtful, beautifully designed gear that moves people. We keep it strikingly simple. From product innovation to color leadership, simplicity drives all.

We guarantee everything we make.

Hydro Flask gear is created to last a lifetime of adventures. Our Let's Go™ Promise guarantees our products. All the gear we make has an impact on people and the planet. We know focusing on durability means you keep your products longer and we don't make more than we have to. We take extra care in selecting high performance materials that will withstand any adventure, hike and climb.



Know how it's made.

We want to empower our fans with information to make good choices. Hydro Flask bottles, cups and tumblers are composed of high-quality food-grade 18/8 stainless steel. We love stainless steel, not only for its durability and corrosion resistance but also because steel is one of the most recycled materials on the planet.⁴ Once produced, steel can be continually recycled into new steel products, providing a sustainable market for our stainless steel vessels to be recycled and remade again and again.

We continue to identify opportunities for improvement.

Our goal is to work with recycled content and recyclable materials whenever we can. For our soft-goods products made from textiles, we've started to integrate recycled fabrics. Our first recycled-content product is the Slingback Bottle Pack, crafted with 100% recycled polyester body, air mesh and ripstop lining.



Using food-contact hard plastics made from recycled content is more challenging, as we are steadfast in our commitment to ensuring our lids are BPA-free. We have not found a recycled plastic material that meets our stringent testing standards. The mechanical recycling streams may have tiny contaminants in them, which we are not willing to risk. Hydro Flask has started to explore chemically recycled plastics, which, while carrying a lower environmental benefit than mechanically recycled plastic, still provide a benefit. Most important, we can ensure the purity needed for food-contact uses. Our Research and Advanced Development team is exploring these options and we continue to monitor and engage with industry partners to identify food grade materials that meet our performance guarantee. We'll continue to support circular-design principles by investing in this work around recycled materials.

⁴<https://www.ssina.com/value-propositions/sustainability/>

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Packaging Case Study

Introducing Fully Recyclable, Plastic-Free Packaging

Hydro Flask makes gear to help eliminate single-use products and waste. We want our packaging to be a true reflection of our commitment. We're working to eliminate plastic, ensuring our packaging is recyclable or contains recycled content

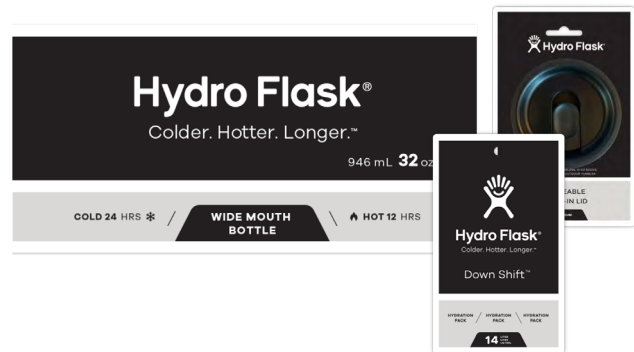
STEP 1:

Working to Eliminate Single-Use Plastics Packing

We've redesigned our product packing. In 2020 we began a comprehensive evaluation of our product packing (how items arrive to you and retailers), identifying opportunities to enhance the materials used and the changes necessary to ensure its recyclability.

Our priority was to eliminate single-use plastic bags and unnecessary materials in our direct-to-consumer and retailer packing for our stainless steel products. Eliminating plastics from our product packing wasn't an easy change. It took many design iterations to finally have a plastic-free, fully recyclable solution that also met our high standards for product protection.

In Fall 2020 we began to roll out our new packing, and now more than 90 percent of our stainless steel products use it. In our first year, we reduced our use of virgin plastic by the equivalent of more than 13 million single-use water bottles.⁵



On our journey to eliminating single-use plastics in our packing, there are still two areas to address: accessories and packs and bags, which present their own unique challenges. While our accessories provide flexibility for your gear, they aren't as adaptable in distribution centers. These smaller items, often with multiple components, would use significantly more material and take more volume in shipping (thus increasing GHG emissions from transportation) if they were in a box. Packs and bags present additional challenges related to moisture management in fabrics during shipment. A definitive solution in our industry has yet to be found, so as an interim step, we are actively working to transition to recycled-content poly bags. We are partnering with others through our membership in the

MEMBER OF



[Sustainable Packaging Coalition](#), the leading voice on sustainable packaging, which drives packaging improvements through education, collaboration and action.

⁵ Assuming the average 16.9 oz single-use plastic water bottle weighs approximately 9.3 grams, as reported by the Beverage Marketing Corporation.

We are providing the above information to our product consumers. Unless the context indicates otherwise, the terms "the company", "we", "us", and "our" refer to Hydro Flask. For more information regarding Helen of Troy's environmental, social, and governance approach and performance, including information regarding Helen of Troy's forward-looking statements, please see Helen of Troy's Environmental, Social, and Governance Report (ESG Report) available at www.helenoftray.com/esg.

Packaging Case Study, cont.

STEP 2:

Creating Recyclable and Recycled Packaging

Our redesigned packaging (the tags and nifty product wraps on the actual product), makes its debut in Spring 2022. This new iteration is certified by the [Forest Stewardship Council](#), includes 80-100 percent recycled content, and uses paper packaging from well-managed forests. It eliminates foil stamps, varnishes and finishes that present recycling challenges. It is fully recyclable, and still contains all the information we want to communicate.

By the close of 2022 we aim for all Hydro Flask primary packaging to be Forest Stewardship Council certified and carry the How2Recycle label. These partners help provide independent assessment and assurance while working toward our collective goals to protect forests and improve recycling streams. The How2Recycle label takes the guesswork out of how to recycle and dispose of our packaging in the United States and Canada.



Partnering with the Forest Stewardship Council and [How2Recycle](#) has enabled us to reach these packaging milestones and be close to our 100 percent recycled or recyclable goal.



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HELEN OF TROY SUPPLIER CODE OF CONDUCT

Promoting Ethical Conduct

We adhere to a high standard of ethical behavior on all fronts, and expect that our suppliers do the same. Our suppliers must conduct business in a legal and ethical manner. Suppliers must comply with all local and national laws and regulations of the jurisdictions in which they are doing business. Where industry practices exceed legal requirements, preference will be given to suppliers who meet such industry practices. Our suppliers must refrain from offering or accepting bribes or kickbacks in any form directly or indirectly to or from our representatives, government officials, or third parties in connection with us or our products.

Freely Chosen Labor

All of our supplier's employees must be employed of their own volition, and by their own choice. Our suppliers must never use forced labor, whether in the form of prison, indentured, slave, bonded or any other form of compulsory labor.

Proactive Non-Discrimination

We are opposed to any form of workplace discrimination, and require that our supplier partners do the same. Our suppliers must not subject any person to any discrimination in employment, including in hiring, salary, benefits, advancement, discipline, termination or retirement on the basis of race, color, sex, age, religion, creed, national origin, disability, genetic information, uniform service member status or other protected characteristics as established by law.

Freedom of Association and Collective Bargaining

We believe in the freedom of employees to associate or organize as they see fit, and require that our supplier partners do the same. Our suppliers must recognize and respect the right of employees to associate, organize and bargain collectively in a lawful and peaceful manner without penalty or interference. Our suppliers must not interfere with, obstruct or prevent or penalize such legitimate activities.

Protecting Foreign Migrant Workers

We are opposed to all forms of human trafficking, and require the same of our supplier partners. To assure prevention of human trafficking, and ensure fair treatment of foreign migrant workers, they should be treated equally with that of local workers except where specified by law. Our suppliers are expected to have a written policy regarding their treatment of foreign migrant workers and keep proper documentation, including, at a minimum, the requirements of fair treatment, payment of employment eligibility fees, payment of transportation costs, repatriation and any requirements under country law. Our suppliers are expected to effectively communicate in migrant worker's local language its migrant worker policy to its migrant worker employees so that they are aware of their rights.

No Tolerance for-Child Labor

We are opposed to all forms of child labor, and require our suppliers to do the same. Our suppliers must only employ people who (a) meet the local legal minimum age for employment; (b) meet the age for completing compulsory education in the country of manufacture; or (c) are at least 16 years old, whichever is higher.

Preventing Harassment or Abuse

We are staunchly opposed to any form of workplace harassment or abuse, and require our suppliers to do the same. Our suppliers must treat all employees with respect and provide work environments that are free of physical, sexual, psychological and verbal harassment and abuse, retribution for grievances, and corporal punishment. Suppliers shall have effective, confidential grievance mechanisms, to ensure that workers can raise issues without intimidation or fear of retaliation.

Fairness in Wages and Benefits

We pay our employees fair and legal wages, and require that our supplier partners do the same. Our suppliers must pay each employee at least the legal wage and applicable premium rate for overtime, and must provide all legally mandated benefits. Supplier must also provide employees with a clear written accounting for every pay period and must not deduct or withhold wages or benefits for disciplinary infractions.

Reasonable Hours of Work

We actively promote humane work hours. Our suppliers must comply with applicable laws and regulations regarding work hours and must operate in a manner that promotes humane and productive hours of work and working conditions. A minimum of one day of rest for every seven-day period is required.

Promoting Health and Safety

We mandate a safe and healthy work environment, and require that our supplier partners do the same. Our suppliers must provide safe work environments, complying with applicable laws and regulations regarding working conditions, including any housing and cafeteria requirements, and must provide a safe and healthy working environment to avoid work-related injuries and illnesses and promote the general health of employees.

Environmental Responsibility

We actively work toward minimizing our impact on the environment, and require that our suppliers do the same. Our suppliers must comply with applicable environmental protection laws, must maintain a written environmental policy, and must implement a system to minimize or eliminate negative impacts of its practices on the environment. We actively work with our suppliers to reduce excessive packaging and to use recycled and low-impact materials, with the goal of on-going investigation and iterative improvement.



Hydro Flask®

A HELEN OF TROY COMPANY