



IC-Fluid Power, Inc.

Environmental Policy

IC-EP.06.12.2026v1.0

Revision History

Changes	Role	Approving Manager	Date
Initial Publication	President	Bernd Hunger	06.12.2026
Next Review	President	Bernd Hunger	06.12.2027

PART 1: INTRODUCTION

At IC-Fluid Power, Inc. (IC-Fluid Power), we connect US-based companies and professionals to hydraulic components through sourcing and distribution. We are committed to contributing to a cleaner, safer, and more sustainable world with the work that we do. We achieve this through environmental protection, environmental improvement, and legal compliance.

PART 2: PURPOSE

IC-Fluid Power, in collaboration with our manufacturing partners (see PART 5 for the complete list), are dedicated to making a positive impact on our direct community, customers, partners, and the environment around us. This document is written with the intention of candidacy and accountability of our commitment to a better future.

PART 3: ENVIRONMENTAL POLICY STATEMENT

We are committed to change through direct and specific actions that will positively affect the planet and those who inhabit it. Our **GOALS** (see PART 8) and **ACTIONS** (see PART 9) are formed in accordance with three main priorities: protecting the environment through conservation of natural resources, reduction of pollution, and contribution to sustainable practices.

While legal compliance is fundamental to our operations, we believe it only represents the starting point of our commitment. Protection alone is not enough. We are committed to continual improvement that enhances our workplace and strengthens our company's environmental impact.

PART 4: APPLICABILITY

This policy applies to IC-Fluid Power. It is of the utmost importance that our employees, leadership, and trusted partners commit to upholding our values and maintaining the same level of dedication.

PART 5: LIST OF SUPPLIERS

IC-Fluid Power operates as an authorized distributor of high-quality hydraulic components. IC-Fluid Power's primary list of suppliers includes Domin, Eckart, Hanchen, Hans Holland Hydraulik, Hunger Hydraulics USA, Hylatechnik, Hytorc Technologies, Jahns, Mark Light, ScanWill, Spradow, and Universal 1972. All internal, privately labeled manufacturers are included within the scope of this policy.

PART 6: ROLES

IC-Fluid Power's current leadership, Bernd Hunger (President), will oversee this document and is in charge of managing, reviewing, and updating this document annually.

PART 7: LEGAL COMPLIANCE

IC-Fluid Power holds the safety and betterment of our environment in the highest regard. This policy is our commitment to observing all federal, state, and local laws and regulations governing the protection of the environment.

PART 8: ENVIRONMENTAL GOALS

The following **GOALS** below detail IC-Fluid Power's top 3 environmental objectives for 2026-2027 for responsible environmental improvement and protection. PART 9 then details the **ACTIONS** we

will take to achieve these goals through our day-to-day operations and continuous improvement efforts.

1. Achieve consistent measurement and awareness of our environmental impact through comprehensive tracking of key sustainability indicators
2. Cultivate a workplace that upholds environmental responsibility and industry compliance through continuous learning and engagement
3. Attain meaningful reductions in our carbon footprint (Scope 2 emissions) by advancing energy efficiency methods

PART 9: ENVIRONMENTAL POLICIES AND ACTIONS

The following **ACTIONS** detail IC-Fluid Power's goals for responsible environmental protection, improvement, and compliance:

1. ENERGY CONSUMPTIONS AND GREENHOUSE GASES

IC-Fluid Power reduces greenhouse gases (GHGs) and energy use in its physical office and warehouse by:

- Operating an electric forklift to reduce fuel emissions daily
- Reinsulating facility and removing single-pane glass facades (completed in warehouse 2010, office 2015)
- Installing smart thermostats to optimize HVAC efficiency (completed in office 2025)
- Upgrading HVAC systems to more energy-efficient models (completed in office 2025)
- Prioritizing Energy Star-certified computers, printers, and fans for equipment purchases and upgrades as needed

As part of our 2026 sustainability goals, IC-Fluid Power plans to implement the following energy-efficiency measures:

- Install window films to enhance insulation and reduce HVAC load
- Track monthly energy usage and natural gas usage through utility bills
- Build employee awareness of sustainable practices with employee materials discussing daily operations and energy conservation practices

2. WASTE REDUCTION AND MATERIALS

IC-Fluid Power minimizes environmental impact through effective waste management and reduction by:

- Recycling hydraulic oil, metals, cardboard, paper, plastic, and glass
- Reusing crates, boxes, and dunnage (bubble wrap and foam) when appropriate; recycle otherwise
- Implementing dedicated and labeled recycling bins in office and warehouse areas
- Using paper-based dunnage whenever possible and foam only when required
- Incorporating recycled and recyclable materials into product packaging

As part of our 2026 sustainability goals, IC-Fluid Power plans to implement the following measures for waste and resource management:

- Begin to slowly shift toward electronic documentation over the next 3 years to reduce paper waste
- Build employee awareness of sustainable practices with employee materials discussing daily operations and waste reduction practices

3. CHEMICAL AND ACCIDENTAL POLLUTION

IC-Fluid Power ensures safe handling and disposal of hydraulic and chemical materials to prevent environmental contamination by:

- Addressing any oil spills or leaks in accordance with Ohio EPA reporting requirements (over 25 gallons)
- Maintaining a secure, designated chemical storage cabinet
- Disposing of chemicals properly in compliance with state and federal regulations
- Using a drop pan for oil drums to prevent minor leaks and floor contamination
- Having spill absorbents readily available near work areas

As part of our 2026 sustainability goals, IC-Fluid Power plans to implement the following measures for responsible chemical handling and pollution prevention:

- Improve employee warehouse safety by building a collection of resources on fluid power safety and emergency response
- Conduct monthly walkthroughs to identify and mitigate hydraulic or pneumatic leaks or chemical storage issues

4. WATER MANAGEMENT

IC-Fluid Power's core operations do not involve intensive water use. Water use is limited to general sanitation and safety.

As part of our 2026 sustainability goals, IC-Fluid Power plans to implement the following measures for responsible water management:

- Track monthly water usage through utility bills

PART 10: IMPLEMENTATION, MONITORING, AND REVIEW

IC-Fluid Power will implement its 2026 sustainability commitments through employee awareness materials, monthly facility walkthroughs, utility tracking, and targeted upgrades. All progress will be documented, as described in the **DOCUMENT LIST** (see PART 11). President Bernd Hunger reviews and updates this policy, as well as folder contents annually.

PART 11: DOCUMENT LIST

IC-Fluid Power will maintain key documents in a centralized company folder named ESG Policies for 2026 environmental efforts (found on the Drive in Shared > Company > ESG Policies). The documents can be found in the folders: ESG Policies, Environmental, and Shared Resources.

- IC Sustainability Tracking Log (Walkthrough Log)
- IC Sustainability Tracking Log (Energy, Gas, & Water Usage)
- IC Sustainability Tracking Log (Sustainability Task Tracking)
- IC New Employee Sustainability Onboarding
- IC Annual Sustainability Presentation