

UN Global Compact

Progress report HMTX

Period: April 2021-April 2022

General Statement Harlan Stone

07th April 2022

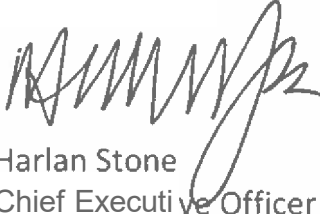
Norwalk

To Our Stakeholders:

I am pleased to confirm that HMTX reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

A handwritten signature in black ink, appearing to read 'Harlan Stone', is written over the printed name and title.

Harlan Stone
Chief Executive Officer

General Actions on 10 Principles

Human Rights

1. Businesses should support and respect the protection of internationally proclaimed human rights.

HMTX puts people first. Due to the BES 6001 program, we have the code of conduct where we state we as HMTX but also our suppliers have to respect human rights.

2. Make sure that they are not complicit in human rights abuses.

We ask our Board and our suppliers to discuss the code of conduct every year and confirm the compliance with it.

Labour

3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
4. The elimination of all forms of forced and compulsory labour.
5. The abolition of child labour.
6. The elimination of discrimination in respect of employment and occupation.

All those points are covered by the Code of Conduct. HMTX also has a Just label for HMTX. This label is all about social justice. We are improving point where we can.

Environment

7. Businesses should support a precautionary approach to environmental challenges.

HMTX only works with factories which comply conform EN14041 environmental management system.

Our products are Reach compliant and we test on indoor air. We don't use ingredients which are harmful for human being and the environment.

We have EPD's for our products here we are showing the CO2 emissions per square meter. At the moment for some products we are working on Green House Gas Emissions. HMTX is working with other flooring companies on recycling and circular economy. We are working on collection and searching for recycling option for our floors.

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8. Undertake initiatives to promote greater environmental responsibility.
 1. The 43rd annual Norwalk Oyster Festival was held at Veteran's Memorial Park in Norwalk on September 10th, 11th and 12th. This is an all-volunteer festival that benefits the Norwalk Seaport Association, along with many other local organizations.

HMTX has been volunteering at the festival welcoming gates for the last few years. This year's participants included: Mary Dyer, Cate French, Rick Taylor, and Urban Mulvehill. Even the recently retired Mark Seymour showed up to volunteer some of his newly acquired free time.

Funds raised from the Oyster Festival allow the Seaport Association to continue its many educational programs, including, stewardship for the 1868 Sheffield Island Lighthouse, as well as the Norwalk Islands habitat restoration projects with the U.S. Fish & Wildlife Service.

2. For the fifth consecutive year, HMTX sponsored a local cleanup event for the International Coastal Cleanup day with Save the Sound on September 18th at Jennings Beach in Fairfield, CT.

The morning cleanup boasted 40 volunteers, 30 registered from the public and 10 representing HMTX, five employees (Rick Taylor, Steve Christoforidis, Mary Dyer, Kyle Herman and Urban Mulvehill) 1 retiree (Mark Seymour), and four family members or friends, two of which were kids.

In just over two hours the group collected over 119 lbs. of trash (not including the bike they found).

"It was great to see children of family and friends participating in the cleanup. Educating our young (and old) on the effects of ocean pollution and providing an example of volunteering is just as important as the actual cleanup results. Thank you to Annalisa at Save the Sound for being our mentor and a special thanks to all of the volunteers who gave of their time for a great cause." Said HMTX Director of Training, Rick Taylor.

In Europe we donate to UNICEF

9. Encourage the development and diffusion of environmentally friendly technologies.
 - Teknoflor Naturescapes offers Red List Free and PVC-free flooring.
 - Most Towers have eliminated the need for antimicrobials. Alternatives are in the Product Innovation and testing phase, for example, with chitosan replacing OIT-antimicrobials.
 - We offer Cradle-to-Cradle certified products compatible with C2C adhesives as well.
 - We are in the process of Petal Certification under the Living Building Challenge with the International Living Future Institute. We are seeking as a long-term strategy the eventual gathering of embodied carbon data for all or most of our products, with the intention of reducing or offsetting the carbon.
 - Winner of GreenStep Award.

Anti-Corruption

10. Businesses should work against corruption in all its forms, including extortion and bribery.

Expanding our Supplier Code of Conduct. BES 6001 is already used at Aspecta.

HMTX always is transparent about there products:

- Just Label: social justice label that reflects a company's commitment to equity & equality
- Declare Labels - nutrition label that discloses and screens material ingredients against red lists. First Declare labels made available in multiple languages. First Declare label issued for a rigid core / multilayer modular flooring product (Aspecta Ten). First Declare labels with Embodied Carbon data issued for hard-surface flooring products.
- HPD® - Health Product Declaration that discloses and screens material ingredients against priority-hazard lists First HPD issued for a rigid core / multilayer modular flooring product (Aspecta Ten).

HMTX supports the organization below:

- International Living Future Institute (ILFI)
- LeaderHealth Product Declaration Collaborative (HPDC) –
 - www.hpd-collaborative.org
- Educator Sponsor mindful MATERIALS (mM) www.mindfulmaterials.com
 - -Trendsetter Sponsor Products have high visibility in mM Library due to robustness of sustainability information Chair
 - -Portal Working Group, Member
 - Content Working Group, Member - Steering Group (Arthur Clarke)
- Charity Giving Captain Planet.
- Working on a Community Engagement Narrative with Rick Taylor as part of our JUST label.

Measurements of outcome

Recycling:

Working with ERFMI and other flooring companies on recycling.
We as a company are working on collection of waste (post and pre consumer).
We are now working with customers a practical solution for collection.

GHG emissions:

AI calculations are done this year.
Next year we will work on compensation

Sustainable Design

A new product is developed. It is called RSP and stands for Resilient Sustainable Plank. It is made of one polymer and is easy to recycle. Introduction on the market will follow soon.

House upon the Hill

The new headquarter is going to be ready this year. It is going to be certified by LBC.
See link here:

<https://hmtx.global/blog/2021/08/03/the-living-building-challenge-and-the-new-hmtx-world-headquarters/>

<https://www.youtube.com/watch?v=GdNJKX28tPk>

More info:

<https://hmtx.global/sustainability/>