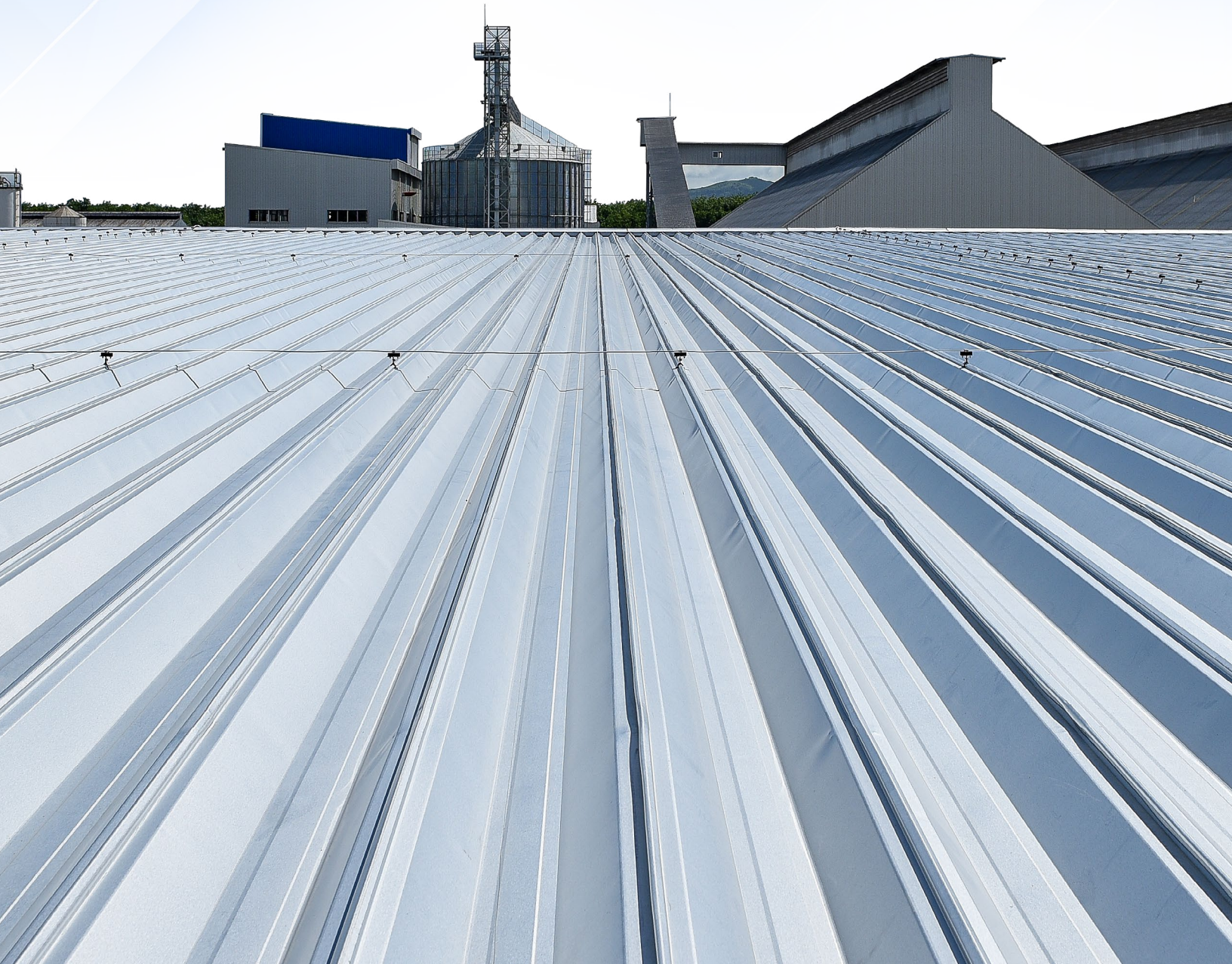


# ***THE RESPONSIBLE CHOICE***

2024 SUSTAINABILITY REPORT



# 2024 SUSTAINABILITY REPORT



## A NOTE FROM OUR LEADERSHIP

ROSANA CHAIDEZ, PRESIDENT & CEO

Among its core values, the Handy Distribution legacy was built with great respect for the environment.

Today, in our 133rd year of operation, our commitment to environmental excellence has evolved to a more holistic approach to sustainability. This goes beyond recycling and energy conservation, encompassing all aspects of the environment: circular economy, ecosystem health, climate health, social health and equity, and human health.

In the following pages, you'll see our dedication to these pillars of sustainable practice demonstrated through initiatives that prevent pollution, promote recycled content and less packaging waste, reduce our carbon footprint, partner with other responsible manufacturers, and invest resources for the benefit of our local and regional communities. For example, in 2023 we were hard at work installing motion sensor lighting in all of our branches and warehouses, transforming warehouse aisles to a narrower layout, and creating a new safety team to execute a Safety Awareness campaign in 2024.

Sustainability benefits the environment, but it also makes good business sense. Reducing waste, enhancing efficiency, and creating a more positive and healthy workplace impact our bottom line and our ability to create a great place to work, stay, and play. Handy Distribution works tirelessly to maintain profitability for a sustainable future for our valued employees.

Thank you for partnering with Handy Distribution and contributing to the success of our storied company.



Sincerely,

A handwritten signature in black ink that reads "Rosana Chaidez". The signature is fluid and cursive, written in a professional style.

Rosana Chaidez, President & CEO

## CIRCULAR ECONOMY

Handy Distribution actively seeks to extend the lifecycle of the materials and equipment we use, as well as the products that we bring to market, through a combination of sharing, reusing, repairing, refurbishing, and recycling existing materials. By maximizing resource efficiency and minimizing waste, this approach ensures that products and equipment remain in use for as long as possible.

### REDUCE

We have made great strides towards reducing packaging both for sustainability and efficiency purposes. In addition, we continue to select packaging source material that is made from recycled content but without jeopardizing the product quality and deliverability that customers expect. We are working to eliminate certain packing components, and are exploring systems for recycling packaging in the near future.



### RECYCLE

Our metal products are largely made of post-industrial and post-consumer content and are themselves wholly recyclable. This reduces the demand for virgin materials, extends material use and thus reduces overall waste. Scrap metal from metal processing is recycled locally in Lynchburg, VA, and Davenport, FL. We recycle an average of 450,000 pounds of steel and aluminum annually.



### REUSE

Our Machinery Division has become one of the largest dealers in North America specializing in sheet metal equipment and tools. We buy used machinery and rebuild them to almost new condition, extending equipment lifecycles and keeping useful machinery out of landfills.

An advertisement for Handy Distribution's machinery division. It features a large blue and white graphic with the text "WE WANT YOUR MACHINES!" and "BROKEN-BUSTED-UNWANTED CASH, CREDIT OR TRADE! NO PURCHASE REQUIRED. CLICK THE LINK IN CAPTION TO SEE A LIST OF MACHINES WE ARE BUYING!". The graphic also includes the Handy Distribution logo and a photo of a green industrial machine. In the background, there is a photograph of a large industrial facility with various pieces of machinery, including a large blue and grey sheet metal machine.



**POUNDS**  
of steel and aluminum recycled annually

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## CIRCULAR ECONOMY

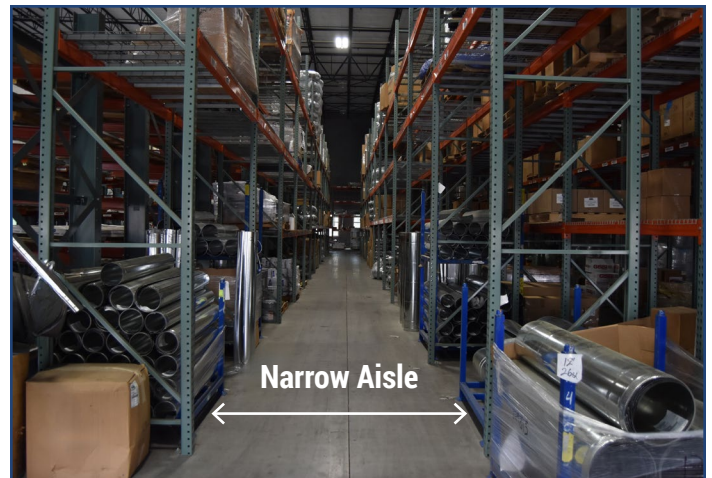
*"WHEN WE SEE THE WORLD AS A GIFT FROM GOD,  
WE WILL DO OUR BEST TO TAKE CARE OF IT AND USE  
IT WISELY, INSTEAD OF POISONING OR DESTROYING IT."*

*-BILLY GRAHAM*

## ENVIRONMENTAL CONSIDERATIONS

Handy Distribution works to enhance operational efficiency while reducing its environmental footprint. To this end, the management team has implemented several environmentally focused improvements in our operations:

- Reducing fuel consumption by conducting route analysis and optimization enhances efficiency which contributes to a decrease in carbon emissions.
- Adopting a narrow aisle configuration reduces the physical footprint of the operation and allows for more efficient use of available space.
- Introducing electric forklifts eliminates our dependency on fossil fuels and reduces air pollution.
- Implementing outdoor fabric structures provide a sustainable alternative to traditional brick-and-mortar buildings, thereby minimizing the need for standard building resources. Additionally, these modular structures are recyclable at the end of their lifetime.



## SUPPLIERS THAT CARE

The importance our suppliers demonstrate by their sustainability efforts is part of our decision-making when conducting business with these entities. We have proudly partnered with the following companies who share our concern for responsible manufacturing:

- Johns Manville manufactures and markets products that use recycled content, improve indoor air quality, and contribute to sustainable design.
- Ductmate offers an entire "Green Product" line. Their purchasing department was trained on how to find the most eco-friendly, responsibly sourced products and services for all our company needs. Additionally, all cardboard and shrink-wrap waste will now be diverted from landfills, baled, and sold to local commodity buyers.
- Duro Dyne has been researching new solutions that address the changing needs of customers in our evolving industry. It is evident throughout our product line that Duro Dyne acknowledges the importance of conserving resources. Whether the product uses recycled materials or is designed to minimize duct leakage, Duro Dyne has many products designed with the environment in mind.
- Royal Metals makes responsible investments to enhance the recovery of ferrous and nonferrous metals. It also recycles other valuable materials while meeting customer quality needs, minimizing impact, and reducing its environmental footprint.

## CLIMATE HEALTH

Our ongoing commitment to sustainability has resulted in continuous process improvements designed to reduce time and waste. We also see our buildings, and even our on-site equipment service, as opportunities for positive climate impacts.

### ENERGY EFFICIENT EQUIPMENT

We continue to invest in energy-efficient machinery to save on energy consumption, reduce greenhouse gas emissions, reduce energy costs, and mitigate our climate change impact. Handy Distribution has intentionally invested in operational equipment that meets optimal energy efficiency standards for our buildings:

- Our HVAC equipment includes brands such as Allied Commercial and Concord® which are energy efficient and in compliance with SEER2, HSPF2, and EER2 standards.
- Samsung HVAC Systems are energy efficient and also reduce F-gas emissions. Samsung as a whole uses planet-friendly packaging and has initiated a take back program for old systems. The company complies with the WEEE Directive and is UL, CE, Eurovent, and AHRI certified.
- Lastly, we are a proud partner of Thermostat Recycling Corporation, which has collected more than 2.7 million thermostats containing mercury since 1998.



### ON-SITE EQUIPMENT BENEFITS

Onsite metal panel forming, using our mobile equipment, reduces fuel consumption costs and emissions. Forming panels onsite eliminates packaging entirely and provides the flexibility to fabricate panels in remote areas. Onsite roll forming and the elimination of over-the-road shipping of packaging materials means that waste is kept out of landfills and fewer natural resources are consumed in manufacturing the packaging materials.



## SOCIAL HEALTH & EQUITY

Handy Distribution is committed to supporting our community through both service and donation, and seeks ways to empower our employees to make a positive impact in our community.

Here's a look at some of our recent community focused efforts:

### ENERGY EFFICIENT EQUIPMENT

Handy Distribution partnered with Habitat for Humanity Greater Lynchburg to provide a roof for the future home of a deserving local family. We raised more than \$5,000 and many of our employees and customers volunteered time and resources once the house began construction. We are proud of our Handy Distribution family for working together to give this family a roof over their head.



### FIRST BAPTIST CHURCH OF ANDREWS SCHOOL

The Charleston, SC branch of Handy Distribution had the honor of helping Pastor Mark Stump, First Baptist Church of Andrews, and Carpenters for Christ by donating roofing materials for a much-needed job. Forty students had been using the original 1947 school building at the church before roofing issues forced their relocation, rendering them without a home. The church and Carpenters for Christ reached out to Handy Distribution for help with roofing materials, and we were grateful to see this vision and cornerstone of the Andrews community preserved.





# CONTRIBUTIONS

An employee-based program raises funds through Corporate Casual Fridays and Corporate Casual Weeks. The earnings from these efforts have been distributed to these local non-profit organizations that provide care, clothing, meals, and rehabilitation services to those in need:

St. Jude's Children's Hospital	Blue Ridge Area Food Bank
Big Brother Big Sisters of Central VA	Daily Bread
The Lynchburg Humane Society	Meals on Wheels
CASA of Central Virginia	Alan B Pearson Regional Cancer Clinic
HumanKind	Habitat for Humanity
The Boys & Girls Club	The Gateway Program
Toys for Tots	YWCA of Central Virginia



Top images: United Way / Toys for Tots annual food and toy drive at the corporate office



Left image: Longest Drive and Closest to the Pin competition raises nearly \$2,200 for UNICEF during the annual Handy Distribution Charity event

# 2024 SUSTAINABILITY REPORT



## **HUMAN HEALTH**

At Handy Distribution, we believe that a truly sustainable and health-focused business starts with the safety and well-being of our team. Our comprehensive workplace safety program is the cornerstone of our commitment to fostering a materials economy that respects and protects the health of all people, communities, and ecosystems.

Our safety mission is clear: to establish a culture where safety is the foundation of all decisions, processes, and attitudes. This mission aligns seamlessly with our broader sustainability goals, recognizing that worker health and safety are integral to creating a truly sustainable business model.

We've implemented a multi-faceted approach to workplace safety, including:

- **Regular Safety Education:** Monthly safety meetings keep our team informed about the latest safety standards and best practices
- **Robust Personal Protective Equipment (PPE) Policy:** Ensuring all employees and visitors in operational areas are properly equipped with necessary safety gear
- **Proactive Hazard Management:** Training our team to detect and correct unsafe working conditions promptly
- **Clear Safety Communication:** Displaying safety signage and posters throughout our facilities to reinforce our safety-first culture
- **Emergency Preparedness:** Maintaining up-to-date evacuation plans and fire safety systems.
- **Standard Operating Procedures:** Ensuring consistency and safety across all our operations

By prioritizing the health and safety of our employees, we're not just creating a better workplace—we're laying the foundation for a more sustainable, health-conscious approach to our entire business. Our safety program embodies our belief that true sustainability starts from within, setting the stage for responsible practices that extend to our products, customers, and the communities we serve.

## MATERIALS NOTES

- Handy Distribution's emphasis on recycled materials reduces exposure to harmful chemicals that are present in virgin material extraction and processing.
- We do not process or sell lead based or lead coated products (i.e., lead-coated copper) although those products are occasionally seen in institutional specifications. Cadmium is sometimes present in coated screw fasteners (which are not our standard) and some paints; however, as it relates to paint our standard colors do not contain any cadmium related pigments. When a custom color requires cadmium to "get the color" the customer and/or owner have to acknowledge the requirements to produce the color and sign off on that request.
- We make MSDS (material safety data sheets) available upon requests for our product offering.
- Finishes or coatings do not contain VOCs once applied. Any VOCs present in liquid coating systems are burned off and captured during the reverse-roll coat coating process at our roll painting vendor partners and that is closely monitored by the EPA.



# FUTURE SUSTAINABILITY EFFORTS

Handy Distribution is committed to enhancing our sustainability initiatives and reducing our environmental impact. By the end of 2024, we will have upgraded all our locations with energy-efficient LED lighting and installed recycling receptacles. We will continuously monitor and reduce our energy consumption, seeking innovative solutions to further decrease usage.

We will make our products more sustainable by increasing the use of recycled materials. One of our primary goals is to reduce packaging waste and switch to packaging made from recycled content by the end of 2025. Additionally, we will continue recycling scrap metal and aim to set new records for recycled scrap in both of our steel centers.

Our commitment extends to social impact as well. We will continue to support and aid communities during natural and manmade disasters and educate our neighbors on the safety and benefits of metal roof systems. Our dedication to reducing our carbon footprint and fostering sustainable practices will drive our efforts to create a more resilient and environmentally responsible future.

# HANDY

D I S T R I B U T I O N

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