



## Sustainability Goals 2025

Harmac Medical Products has locations in three different countries. While our customer, employee, and community needs vary in each of these geographies, one thing is the same: our commitment to “Looking after the Environment for Future Generations”. Harmac will continue to utilize the framework created by the United Nations to work towards [Good Health and Well-Being](#), [Sustainable Cities and Communities](#), and [Responsible Consumption and Production](#) at each of our locations.

### [Good Health and Well-Being](#)

Encourage healthy habits with an annual walking challenge, onsite blood pressure monitoring equipment, and onsite education programs for healthy living.

### [Sustainable Cities and Communities](#)

Support local charities and community events. Train employee volunteers in CPR and First Aid to assist in emergencies and support local first responders.

### [Responsible Consumption and Production](#)

Continue tracking scope 1 & 2 emissions data to understand our carbon footprint and create baseline data for future projects. Conduct sustainability assessments of key suppliers to determine their environmental and social commitments.





## 2024 Sustainability Achievements

### Good Health and Well-Being

- Employees from each facility competed in the 4<sup>th</sup> Annual Walking Challenge. 83 people walked over 29 million steps in one month!
- Offered employees a variety of onsite programs and information on mental health, cancer awareness, and overall well-being. This included health screenings and free vaccine clinics on-site.

### Sustainable Cities and Communities

- Supported charities local to each facility. This included the Hospice, FeedMore WNY, Camp Good Days, and Roscommon SPCA.
- Annual College scholarship program for the children and grandchildren of Harmac employees. In the past 11 years, 41 scholarships have been awarded.

### Responsible Consumption and Production

- Continue converting to energy-efficient LED lighting. Buffalo has completed 100% of production areas, and Castlereas has completed 100% of the facility.
- Buffalo and Castlereas completed Facility Energy Audits.
- Replaced disposable coffee and water cups with reusable alternatives.





### Previous Sustainability Achievements

- 2023: Castlerea completed 5 energy savings projects for a total CO2 savings of 112 tons per year.
- 2023: Buffalo converted an additional 4,000 sq ft to LED lighting.
- 2023: Achieved Zero Waste to Landfill at Castlerea facility.
- 2022: Provided on-site First Aid Training to employee volunteers in Buffalo & Castlerea.
- 2022: Added Blood Pressure Kiosk for self-monitoring in Buffalo.
- 2022: Supported charities local to each facility, including Hospice, FeedMore WNY, Camp Good Days, BUMBLEance, and STEAM education.
- 2022: Partnered with local non-profits for workforce development and apprentice programs in Buffalo.
- 2022: Replaced facility compressor with energy-efficient upgrade in Buffalo.
- 2022: Achieved Zero Waste to Landfill at Castlerea facility.
- 2021: Employees from each facility competed in a month-long walking challenge. Castlerea earned the trophy.
- 2021: Offered on-site vaccine clinics for employees and family members at all 3 sites.
- 2021: Replaced two injection mold machines with new equipment to improve efficiency. Old equipment was repurposed and kept out of landfills. (Buffalo)
- 2021: Updated Air Handler Unit to improve efficiency, reducing energy for air handling by 17% (Castlerea)
- 2021: Installed water-saving equipment in all facility restrooms (Tijuana)
- 2020: Added thermal camera screening at all facility entrances, plexiglass shields, updated workstation layouts, changed work schedules for social distancing at all 3 sites
- 2020: Added staff for increased cleaning and disinfecting and self-sanitizing stations at all 3 sites
- 2020: Provided food, masks, gloves, and financial donations to people and organizations in need during COVID-19 in Buffalo, Tijuana, and Castlerea
- 2019: All manufacturing clean rooms converted to LED lighting in Buffalo, NY
- 2018: Implemented composting program in Buffalo, NY
- 2018: Reduced "Sharps" production waste by 5% in Buffalo, NY
- 2018: Reduced energy consumption by an additional 5% in Castlerea, Ireland
- 2017: Converted 1 of 3 clean rooms to LED lighting in Buffalo, NY
- 2017: Reduced cost of electricity per unit of sales by 33.6% in Castlerea, Ireland
- 2016: Increased plastic recycling to 46% in Buffalo, NY
- 2016: Reduced energy consumption by 5% in Castlerea, Ireland
- 2015: 15% reduction in the cost of electricity per unit of sales in Castlerea, Ireland
- 2014: ISO 14001 certification at Harmac HQ in Buffalo, NY
- 2013: Replaced street lights adjacent to the facility with LED versions in coordination with the Town of Castlerea to decrease power usage.
- 2012: Harmac HQ in Buffalo, NY, began using hydroelectric power for 10% of its needs.
- 2012: We donated a new fitness center to the Town of Castlerea for the use of our employees and residents.
- 2011: 14001 certified in our Castlerea, Ireland facility.

