



INFILTRATOR®
water technologies

2017 Corporate Sustainability Report: Innovation for a Better Future



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Letter from our CEO

To Our Stakeholders:

For over 30 years, Infiltrator Water Technologies has sought to create new and innovative solutions for onsite wastewater treatment and dispersal. Jim Nichols, the founder of Infiltrator, saw a problem with the design of his own leachfield replacement, prompting him to develop a better alternative using plastic. Since then, Infiltrator has continued to expand and diversify, offering multiple product lines for the onsite wastewater and water industries.



Through its corporate Vision, Values, and Culture Statement, Infiltrator promotes innovation, continuous improvement, integrity, and environmental stewardship. We are devoted to creating the best possible product for our customers while minimizing waste and advocating for the use of recycled materials. We consistently endeavor to improve our products, and to create new ones that will provide valuable solutions for industry practitioners. Because we rely on recycled plastics for 95 percent of our materials, our products are both sustainable and more affordable for customers.

As a leader in the use of “green materials,” we are devoted to sustainability through recycling plastics and energy conservation. Each year Infiltrator purchases 75,000 tons (68,038,856 kg) of post-consumer and post-industrial thermoplastics that might have otherwise been landfilled. In regard to energy, the production and installation of our wastewater treatment systems consumes 85 percent less electricity and emits 40 percent less carbon than conventional systems.

With 140 granted or pending patents, Infiltrator has repeatedly shown its ability to successfully develop innovative offerings for the onsite wastewater treatment industry. Our Quick4 and Arc chambers and EZflow leachfield products are easier and faster to install than conventional stone and pipe wastewater dispersal systems. Infiltrator’s lightweight tanks offer exceptional strength comparable to concrete tanks, allow for easy storage and delivery, and are a revolutionary improvement in plastic tank design. Additionally, the use of onsite wastewater dispersal systems in general provide the added benefit of recharging the aquifer with treated wastewater.

We believe that people are our most important asset. Infiltrator promotes a challenging work environment that allows for personal development and independence. Strong relationships between and among employees achieves the best results while working as a team. Along with encouraging growth opportunities within the company, we create a safe environment for our employees. For example, our Hazard Communication Program provides information and training to all workers to ensure the safety of our staff.

In addition to our commitment to the environment and creating innovative products, we are dedicated to positively contributing to communities across the United States and Canada. Infiltrator has partnered with Habitat for Humanity International to donate onsite wastewater treatment systems to homes being built and renovated for families in need. Along with donating 50 wastewater systems throughout North America, each year Infiltrator employees have given their time by participating in organized work days at Habitat building sites.

With a full range of wastewater treatment products, ISO-9001 accredited manufacturing facilities, and a commitment to resource conservation, Infiltrator is a leader in environmental stewardship. We approach sustainability through recycling, promoting a safe and productive work environment, and making contributions to community development. Looking toward the future, we will continue developing new technologies that contribute globally to sustainable wastewater management.

Respectfully,

Roy Moore, President & CEO

INFILTRATOR AT A GLANCE

Corporate

Headquarters in Old Saybrook, CT



Innovation Since 1987



Accredited Manufacturing Facilities



Tuition Contributions



Distinct Product Approvals



Products are Manufactured
with Recycled Material



Corporate Partnership

**Habitat
for Humanity®**

Our Company



Company Overview

Infiltrator Water Technologies is a limited liability company based in Connecticut and is wholly owned by the Ontario Teachers' Pension Plan. A market leader within the onsite wastewater treatment industry, Infiltrator manufactures a variety of revolutionary products including Quick4 and Arc chamber leachfield systems, EZflow synthetic aggregate leachfield systems, Advanced Treatment Leachfield (ATL) systems, IM-Series tanks, EZset risers, and AquaWorx control panels. Our Quick4 and Arc chamber, EZflow, IM-Series tank, and EZset riser products offer innovative, environmentally friendly alternatives to traditional stone and pipe leachfield and concrete septic wastewater system components. We sell our products through distribution across the United States and Canada for use on properties with onsite wastewater treatment systems.

The corporate office is located in Old Saybrook, Connecticut, with six manufacturing locations. The largest manufacturing facility is located in Winchester, Kentucky, along with regional EZflow production facilities in Phenix City, Alabama; Monticello, Illinois; Salisbury, North Carolina; Portland, Oregon; and Dallas, Texas.

Company History

The idea for the Infiltrator chamber began in 1979 when Jim Nichols had effluent leaking into his backyard as a result of a malfunctioning septic system. Jim called an installation contractor, Sid Holbrook, to replace his gravel and pipe leachfield. When the replacement process was finished, Jim told Sid that they could probably create a better product with plastic. Sid agreed, and offered to help him raise money to try it. A few years later, Jim and Sid found investors to finance the manufacturing and testing of plastic chambers. By 1987, Infiltrator entered the market with a product that could be installed more quickly and easily compared to stone and pipe systems. In the first year, Infiltrator Systems, Inc. sold more than 30,000 chambers and made an \$80,000 profit.



Since that first year of success, Infiltrator has continued to innovate new products that are better for the environment and the people using them. In 1990, we opened our manufacturing facilities in Winchester, Kentucky, which enabled the company to create more products and continue growing. That year Infiltrator also entered the stormwater market. Infiltrator quickly became a leader in recycled plastic in 1994 when we started Champion Polymer Recycling (Champion). With continued growth and product expansion, the Kentucky facilities were expanded and ISO-accredited in 1998.

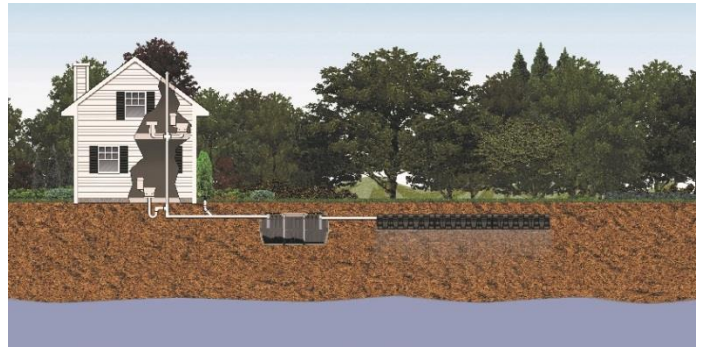
Our chamber models improved in 2003 when the Quick4 product line was introduced. In 2006, the company introduced the Aquaworx Remediator and IPC Panels to the market, which help homeowners to remediate malfunctioning wastewater systems. Two years later, in 2008, Infiltrator further expanded its product offerings with septic tanks. A variety of sizes and specifications of tanks have been released in the years following in order to meet the needs of a diverse market, including potable water tanks in 2013. The EZset riser business was purchased by Infiltrator in 2009 to complement the tanks we offer. We also acquired EZflow from Ring Industrial Group (Ring) in 2009. Infiltrator acquired the EZflow engineered bundled synthetic aggregate system as a means to offer multiple innovative products for leachfields. Since the acquisition, Infiltrator has released the ATL line

of products, which is a sand-based treatment system comprised of synthetic aggregate and geotextile.

In May 2015, Infiltrator Systems, Inc. was purchased by the Ontario Teachers' Pension Plan, converted into a Delaware limited liability company, and renamed Infiltrator Water Technologies, LLC. The new name more accurately portrays Infiltrator's activities and products and did not signify any significant changes in the company's operations. In future years, we plan to continue expanding our product lines and creating new solutions for our large customer base. What began in the founder's backyard as an idea for a new leachfield technology is now a worldwide environmental onsite water company.

Company Profile and Markets

Infiltrator designs and manufactures products for the decentralized wastewater treatment market. Decentralized wastewater treatment systems, also referred to as "septic" or "onsite" systems, are named based on the location of the system, as they treat wastewater proximal to its generation source. "Onsite" systems are located on the property where a single-family home, apartment, business, or other source of domestic wastewater originates.



The terms "commercial" and "decentralized" include wastewater treatment systems serving multiple sources of domestic wastewater, large-capacity septic systems, and small multi-system collection and treatment systems. Like onsite systems, large-capacity systems also treat wastewater proximal to the generation source, but not necessarily on the property where it originates, as a localized piped collection system may be present, leading to a single point of treatment. In contrast with decentralized wastewater treatment systems, centralized wastewater treatment facilities, commonly referred to as "centralized sewer systems," typically collect wastewater from hundreds to thousands of individual sources spread across much more expansive municipality, urban, or suburban areas.

Nationally, decentralized systems serve approximately 25 percent of the United States population. A 2015 survey by the National Environmental Services Center and West Virginia University found that decentralized systems are used in about 31 percent of all new single-family homes and mobile homes in the United States. While decentralized systems are typically utilized in rural areas, the United States Environmental Protection Agency (USEPA) estimates that more than half of the 25 million decentralized systems in the United States are found in suburban areas. In a report to the United States Congress, the USEPA reported that "adequately managed decentralized wastewater systems are a cost-effective and long-term option for meeting public health and water quality goals." The USEPA also states that decentralized systems can protect public health and the environment, typically have lower capital and maintenance costs for rural communities, are appropriate for varying site conditions, and are suitable for ecologically sensitive areas when adequately managed.

Infiltrator Product Summary

The primary components of a passive onsite wastewater treatment system include a septic tank, where domestic wastewater is separated into solids and a clarified liquid, and the leachfield, where clarified effluent discharged from the septic tank is dispersed underground to the native soil. This type of wastewater system design is referred to as a soil-based treatment system, where the indigenous microbes living in the soil treat the clarified effluent before it reaches groundwater.

Historically, the majority of septic tanks have been and continue to be manufactured using concrete. In 2008, Infiltrator began offering thermoplastic septic tanks made with recycled material. Today's IM-Series product offering consists of a recycled polypropylene tank having properties and performance characteristics that offer qualities and performance that are functionally equivalent to a concrete septic tank, but with distinct advantages.

A typical 1,000-gallon capacity concrete septic tank weighs approximately 10,000 pounds (4,500 kg) and requires specialized equipment to be transported to and placed at a site where a wastewater treatment system is being constructed. Infiltrator's IM-1060 tank weighs less than 350 pounds, can be moved and placed by hand, and does not require specialized equipment for delivery. These features represent benefits to a septic system installer, who can purchase a tank from an Infiltrator product distributor, transport it without specialized equipment, and place it by hand or using their own construction equipment, translating to time and cost savings. Infiltrator IM-Series tank products help the company's customer base improve efficiency and increase profitability.



The leachfield component of an onsite wastewater treatment system is where clarified effluent from the septic tank is dispersed to the native soil. Historically, leachfields have been constructed in trenches or beds filled with crushed rock or gravel and a perforated distribution pipe, frequently referred to as a "conventional system." For a gravel and pipe leachfield, approximately 65 percent of the trench or bed bottom is blocked by embedded gravel particles, obstructing the flow of effluent to the underlying native soil. In 1987, Infiltrator was the first company to offer the innovation of a plastic chamber to replace the gravel and pipe in a leachfield trench or bed, where the infiltrative surface at the native soil is open and unobstructed. Today, products manufactured using plastic to replace gravel and pipe are referred to as "gravelless technologies."

Infiltrator offers three gravelless technology product lines: Quick4 and Arc chambers, and EZflow. All three products serve the same purpose in a leachfield by distributing effluent within the subsurface soil and providing a leachfield open soil interface that is less than 20 percent obstructed. As a result

of more open infiltrative area compared to gravel and pipe leachfield technology and the associated improvement to hydraulic efficiency, chamber and EZflow leachfield products can be installed with an average of 30 percent less leachfield bottom area than a gravel and pipe system in North America. For example, for every 100 feet of gravel and pipe leachfield trench required per applicable regulations, approximately 70 feet of gravelless technology trench would be required.

The popularity of gravelless technologies has made them the new “conventional system” in many states, where well over 50 percent of leachfields are constructed using either Quick4 or Arc chambers or EZflow. Over the past quarter century, over 3.5 million Infiltrator chamber leachfields and 500,000 EZflow leachfields have been installed in North America. Reduced-footprint gravelless technologies offer septic system installers leachfield components that are simple, space-efficient, cost-competitive and fast to install, translating to time and cost savings. Like the IM-Series tank product line, Infiltrator Quick4 and Arc chamber and EZflow products help the company’s customer base improve efficiency and increase profitability.

Competencies and Value Proposition

Infiltrator is a market leader within its industry, manufacturing products that help to improve the construction and performance of onsite wastewater treatment systems. The company’s long-term operational success is based upon four core competencies including innovation, manufacturing capabilities, sales and distribution network, and regulatory and legislative expertise, as discussed further below.

- *Innovation* – We seek to develop solutions to problems before they exist. The company has been a market leader with first-to-market products in multiple categories. We have extensive large-part injection molding expertise, affording us the opportunity to develop cost-effective conversion opportunities (e.g., substitution of a chamber for conventional gravel and pipe in a leachfield trench) in the onsite water market. Molding is achieved using recycled feed streams, where our ability to effectively process and blend material leads to exceptional manufacturing capabilities. We are constantly developing concepts that are within the broader onsite water market, leading to significant intellectual property assets.
- *Manufacturing capabilities leading to cost advantages* – Over the course of three decades, the company has developed large and ultra-large part molding expertise. These molded parts are produced using a wide spectrum of recycled materials having consistent part quality. As part of our advancement in manufacturing, we have developed the institutional knowledge on how to build equipment and mold designs that suit our product needs.
- *Sales and distribution network* – Infiltrator employs the largest dedicated sales force in the onsite wastewater treatment systems industry selling products with strong brand equity. The team is made up of individuals with many years of experience and involvement in industry associations. Our sales professionals work with over 1,500 distribution points located in the United States and Canada to offer the Infiltrator product line. Our sales representatives also have direct relationships with thousands of contractors and onsite system design professionals.
- *Regulatory and legislative competence* – As part of its commitment to being a market leader, the company maintains a dedicated staff focused on regulatory and scientific matters. The ability to secure government approvals for regulated product lines and influence the industry’s regulatory framework through policy development, rulemaking, legislation, and standards

development translates to the ability to expand and add markets and position products in so that they can be used efficiently.

As Infiltrator continues to evolve and grow, management is focused on the creation of value for the Ontario Teachers' Pension Plan and other stakeholders. Our value creation plan includes protecting and expanding the core businesses of manufacturing thermoplastic leachfield and tank products. As part of our commitment to continuous improvement, we seek to identify opportunities to improve operational efficiency and implement improvements. Outside of the core business concerns, management is constantly examining prospective opportunities to diversify into adjacent markets and expand geographically. Our ability to consistently create long-term value requires a strong commitment to developing human capital to allow for growth.

Governance and Structure

Infiltrator is governed by a board of members that is made up of members of Infiltrator's parent organization, the Ontario Teachers' Pension Plan, as well as Infiltrator's Chief Executive Officer and outside representatives. The board of members include Russell Hammond and Robin Shah of Ontario Teachers' Pension Plan, Roy Moore of Infiltrator, and Thomas Hall, Ruby Chandy, and Kevin O'Meara as outside representatives. Within the board, there is an Audit Committee and a Compensation Committee. The board, as a whole, is responsible for decision making regarding economic, environmental, and social topics in regards to the company. Our internal executive team is made up of several individuals with years of industry experience and dedication to our company. For information on our internal executive team, please refer to our website.



Infiltrator is part of many trade industry associations related to water and plastics management and business. Local and national organizations include:

- Winchester-Clark County Chamber of Commerce;
- National Onsite Wastewater Recycling Association (NOWRA);
- International Association of Plumbing and Mechanical Officials (IAPMO);
- American Rainwater Catchment Systems Association (ARCSA); and
- Water Environment Federation (WEF).

In states where an association exists that is focused on the management of onsite wastewater, we are active participants. These organizations include:

- Alabama Onsite Wastewater Association (AOWA);
- Arizona Onsite Wastewater Recycling Association (AzOWRA);
- California Onsite Water Association (COWA)
- Colorado Professionals in Onsite Wastewater (CPOW);
- Connecticut Onsite Wastewater Recycling Association (COWRA);
- Delaware Onsite Wastewater Recycling Association (DOWRA);

- Florida Onsite Wastewater Association (FOWA);
- Georgia Onsite Wastewater Association (GOWA);
- Granite State Designers and Installers (GSDI);
- Indiana Onsite Wastewater Professionals Association (IOWPA);
- Kansas Small Flows Association (KSFA);
- Kentucky Onsite Wastewater Association (KOWA);
- Long Island Liquid Waste Association (LILWA);
- Maine Association of Site Evaluators (MASE);
- Maryland Onsite Wastewater Professionals Association (MOWPA);
- Michigan Onsite Wastewater Recycling Association (MOWRA);
- Minnesota Onsite Wastewater Association (MOWA);
- Missouri Smallflows Organization (MSO);
- Nebraska Well Drillers Association (NWDA);
- New Mexico Onsite Wastewater Association (NMOWA);
- North Carolina Septic Tank Association (NCSTA);
- Ohio Onsite Wastewater Association (OOWA);
- Onsite Wastewater Professionals of Illinois (OWPI);
- Oregon Onsite Wastewater Association (O2WA);
- Pennsylvania Association of Sewage Enforcement Officers (PASEO);
- Pennsylvania Onsite Wastewater Recycling Association (POWRA);
- Pennsylvania Septage Management Association (PSMA);
- Professional Onsite Wastewater Reuse Association of New Mexico (POWRA);
- Tennessee Onsite Wastewater Association (TOWA);
- Texas Onsite Wastewater Association (TOWA);
- Virginia Onsite Wastewater Association (VOWRA);
- Washington On-Site Sewage Association (WOSSA);
- Wisconsin Onsite Wastewater Recycling Association (WOWRA); and
- Yankee Onsite Wastewater Association (YOWA).

Because Infiltrator has a significant presence in the Canadian wastewater market, we are involved in the following provincial associations:

- Alberta Onsite Wastewater Management Association (AOWMA);
- BC Onsite Sewage Association (BCOSSA); and
- Ontario Onsite Wastewater Association (OOWA).

Champion Polymer Recycling is a member of several organizations focused on plastics and recycling, which include:

- The Association of Plastic Recyclers (APR);
- Automotive Body Parts Association (ABPA);
- Automotive Recyclers Association (ARA);
- Carpet America Recovery Effort (CARE);
- Plastics Industry Association (PLASTICS); and
- Society of Plastics Engineers (SPE).

Socioeconomic and Environmental Compliance

Infiltrator is careful to maintain compliance with environmental and socioeconomic regulations, which is collectively managed by our Environmental Health & Safety Manager, the Human Resources Department, and the Government Affairs Department. They ensure that legal requirements are met for the regulated products and manufacturing facilities. Infiltrator does not knowingly participate in activities that would violate social or economic policies, keeping the company in compliance with applicable rules and laws. Due to the company's efforts to maintain proper permits and ensure compliance, there have been no known negative environmental impacts prohibited by law.

The above-mentioned departments are dedicated to ensuring that the company is following applicable regulatory requirements. Because of our dedication to compliance, Infiltrator believes that it has complied with laws and regulations regarding social and economic areas. The company also believes it has adhered to applicable environmental regulations. Infiltrator maintains state-regulated permits for air and stormwater discharges, which are required for its manufacturing facilities.

Infiltrator products are specified for managing domestic wastewater, which may contain parasites and pathogens, and are therefore regulated by state and local government authorities in an effort to protect public health and the environment. We are required to maintain continuous adherence to applicable rules and regulations in all states and provinces in the United States and Canada. During 2017, we did not encounter instances of non-compliance with wastewater treatment system-related laws or regulations; nor has the company incurred fines or sanctions associated with such non-compliance.

Supply Chain: Upstream and Downstream Flows

Infiltrator's supply chain involves six United States manufacturing facilities that distribute finished goods to over 1,500 North American distributors. A relatively small fraction of the company's finished goods are distributed outside of North America. The discussion of Infiltrator's supply chain is divided into upstream and downstream flows below.

Upstream Flow

In addition to being a manufacturing company, Infiltrator is a plastics recycler. Thermoplastics that would likely have been waste materials are repurposed for beneficial use within onsite wastewater treatment systems. For the company's principle product lines, including the Quick4 and Arc chambers, IM-Series tanks, and EZflow, the finished good is comprised primarily of recycled thermoplastics, with minimal quantities of additives. The channels through which the various upstream components are obtained and managed are described by product element below.



- *Recycled thermoplastics* – Quick4 and Arc chambers, IM-Series tanks, risers, and EZflow products consist primarily of recycled polypropylene, polyethylene, or expanded polystyrene. Champion works with an extensive network of North American recyclers that aggregate waste,

scrap, and off-specification thermoplastics. These materials are pre-processed by the recyclers and shipped to an Infiltrator manufacturing facility as a raw material for injection molding (polypropylene and polyethylene) or expansion (expanded polystyrene). We also have the in-house capability to aggregate and process waste and scrap thermoplastic parts and carpet to produce material suitable for use in injection molding equipment or a thermal expander. The decision on whether to purchase processed recycled plastic or perform this task in-house is based on prevailing and/or forecast market conditions.

Recycled polypropylene and polyethylene received at an Infiltrator manufacturing facility are subject to inspection and testing, and depending upon the material and intended use, additional proprietary processing and blending. These steps are required in order to produce a feed stream that meets our internal manufacturing equipment and finished goods technical specifications. Infiltrator maintains a substantial thermoplastics storage facility at its Winchester, Kentucky manufacturing facility that allows Champion to manage upward and downward market availability and pricing fluctuations.

Polystyrene for the production of EZflow synthetic aggregate is received in an unexpanded form. Infiltrator performs a steam-based multi-step expansion process to convert the material to expanded polystyrene that is suitable for use in the EZflow product.

- *Virgin thermoplastics* – Some of the finished goods produced by Infiltrator, including colored parts and products such as EZset risers, potable IM-Series tanks, tank lids, and StormTech¹ chambers, must be manufactured using virgin thermoplastics. In certain situations, recycled thermoplastics are not suitable for use in products due to strength or coloration requirements. Therefore, Champion purchases virgin polypropylene and polyethylene resins from North American suppliers.



- *Components and additives* – Components and additives are acquired from a network of finished good suppliers for all product categories. Infiltrator maintains relationships with these companies to purchase the elements necessary for transforming thermoplastic parts into finished goods. Example components and additives include gaskets for tanks and risers, metal fasteners, net, mesh, and geotextile for encasing EZflow aggregate, injection molding additives, colorants, labeling, and packaging materials.
- *Contract manufacturing* – Certain products within the Infiltrator product line are produced by contract manufacturers. AquaWorx control panels and smaller molded parts such as chamber end caps and EZflow couplers are produced by third parties under a supply agreement, allowing Infiltrator to focus on the production of large injection molded parts and EZflow.
- *Support services* – We operate several of the largest injection molding presses in the world at our Winchester, Kentucky facility. We also have numerous smaller injection molding presses

¹ Infiltrator and Advanced Drainage Systems (ADS) have a contract in which Infiltrator manufactures the StormTech line for ADS but does not sell it.

and thermoplastics recycling processing equipment. Operating this highly specialized machinery and the associated automation systems, along with the custom-made machinery at five EZflow production facilities, requires numerous part, supply, and service partners that work with Infiltrator manufacturing personnel to keep production equipment operating reliably.

Infiltrator employs numerous staff dedicated to procuring the materials and supplies necessary for meeting finished good production demand. Champion maintains a staff dedicated solely to upstream supply chain logistics. Components and support services are procured by other manufacturing facility staff focused on upstream supply and finished good inventory control.

Infiltrator utilizes two principle techniques for finished goods production, divided between its Winchester, Kentucky molding operation (forecast-based manufacturing) and EZflow assembly plants



(demand-flow manufacturing). The Winchester operation includes sizeable storage areas capable of accommodating several months of chamber, IM-Series tank, and riser supply, where forecast-based inventory is stored. Maintaining inventory within this space equips the company with the ability to meet its minimum inventory levels for each product, in addition to being able to ramp production when demand is forecast to increase, or upstream material pricing is favorable. Minimum required inventory levels are applied on a product-by-product basis to ensure a continuous supply of products to meet customer needs. Given the

size, complexity, and uniqueness of the injection molding machinery used to produce chambers and tanks, potentially long equipment repair times necessitate the establishment of minimum required inventory levels that account for unanticipated, unavoidable manufacturing equipment downtime.

The EZflow manufacturing operations are located at facilities with minimal finished goods storage space. As a result, each operation employs the demand-flow manufacturing method, allowing the facility to manufacture any EZflow product based on actual customer demand rather than a forecast. EZflow finished goods are loaded directly from the production equipment to a truck for customer delivery.

Downstream Finished Products Flow

Infiltrator supplies customers with its products through a network of over 1,500 third-party distribution points located in North America. These resellers typically consist of plumbing and waterworks wholesalers and concrete precaster businesses. Product, pricing, and availability information flows to distributors from a combination of Infiltrator's inside and outside sales and customer service staff. Finished goods, specifically designed to optimize shipping densities, are transported primarily by land via motor carriers, and to a lesser degree by water and rail via intermodal equipment. We utilize

multiple regional and national motor carriers that provide van, flatbed, and step-deck tractor trailer equipment for the delivery of finished goods from manufacturing facilities to distributor locations.

The typical user of an Infiltrator product is a septic system installer. This person or organization is usually trained and certified or licensed to install septic systems under the regulation of a state, provincial, or local government. Infiltrator's products are purposefully designed to allow a septic system installer to transport the products to a job site using their own labor and vehicles, eliminating the need for third-party delivery and specialized equipment. The septic installer's ability to control product delivery represents a beneficial time-saving solution compared to competing leachfield, tank, and riser products that require delivery or are too heavy to move without construction machinery.



Our People



Employee Information

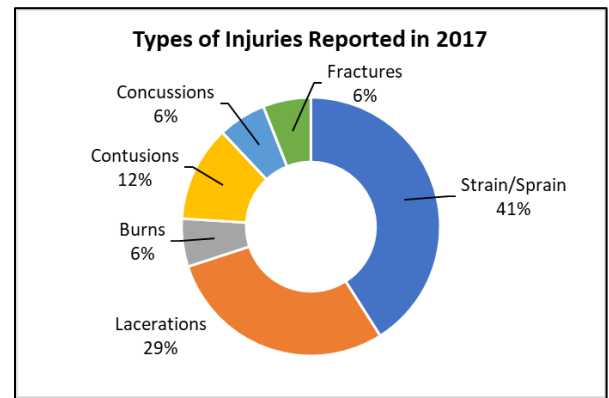
Infiltrator's management places tremendous value on the company's employees. With the dedication and passion of our staff, Infiltrator is on a path of continuous growth and innovation. As a company, Infiltrator aspires to provide a safe work environment and ample training, encourage education and personal development, and support local economies, which contribute to the overall wellbeing of the employees. Infiltrator has a total of 483 employees. Of those, there are 338 male and 36 female permanent employees, totaling 374 permanent employees. The company employs temporary workers as a means of scaling its workforce to align the production demand fluctuations. There are 108 male and 1 female temporary employees for a total of 109 temporary employees. Full-time employees include 446 male and 36 female staff members. There is 1 female part-time employee and no male part-time employees.

Total number of employees by employment contract (permanent/temporary) by region

Type	Alabama	Canada	Connecticut	Illinois	Kentucky	North Carolina	Oregon	Texas	Regional Sales Staff	Total
Permanent	16	2	45	5	257	20	4	3	23	375
Temporary	13	0	0	6	68	13	3	5	0	108
Total	29	2	45	11	325	33	7	8	23	483

Occupational Health and Safety

In addition to being required under federal and state regulations, maintaining the health and safety of our employees is extremely valuable to Infiltrator. Without healthy and safe employees, the company's ability to operate in an efficient and effective manner would be compromised. The corporate Environmental Health and Safety Manager reports recordable safety incidents, trains employees, manages the health and safety committee, and mitigates health-and-safety-related risk. It is Infiltrator's responsibility to provide a safe environment in which to perform work. We are committed to ensuring that employees are not faced with a work-related situation that would cause them or others harm.



Infiltrator maintains a Hazard Communication Program as a means of providing information and training to its employees and to ensure the safety of our staff. The approach we take to managing health and safety is evaluated and adjusted on a continuous basis. This includes evaluations of recordable incidents to determine the root cause and measures that can be implemented to mitigate the potential for a similar future injury. From the evaluation, changes are made in company policy, manufacturing methods, tools, or other parameters aimed at reducing the potential for incident reoccurrence.

Infiltrator's manufacturing operations include a health and safety committee. The committee is composed of upper management, production supervisors, and Human Resources staff. The committee meets on a monthly basis to discuss ongoing operations, areas of health and safety concern, and health and safety issues to present to production employees. The production employees are regularly trained on selected topics in order to promote and raise awareness for a safe

work environment, prevent work-related injuries, increase knowledge, and maintain compliance with rules and regulations.

Infiltrator uses the United States Department of Labor Occupational Safety and Health Administration (OSHA) standards for injury reporting as its basis for recording and reporting accident statistics. Minor first-aid injuries are recorded but not reported in the injury rate. Lost days indicate calendar days,

which are counted starting on the day after an incident occurs. In 2017, our Injury Rate (IR) was 3.8, which is on par with the manufacturing industry average. The Occupational Disease Rate (ODR) was 0.0, and the Lost Day Rate (LDR) was 0.84. There were no work-related fatalities. The chart on the left demonstrates Infiltrator's incident rate over time.



Employees working in the administrative offices and in the manufacturing plants have little to no risk of disease. However, the sales representatives and technical staff working in the field occasionally visit project sites where operating wastewater treatment systems may be present. Where raw or treated sewage is present, the potential for exposure to wastewater containing pathogens and parasites exists from unanticipated splashes or the presence of wastewater on surfaces. In these situations, a slight risk exists of being exposed to viruses such as Hepatitis A, rotavirus, and Norwalk virus, along with other illness-causing bacteria and parasites. Staff members receive health and safety training accordingly, and are equipped with appropriate personal protective equipment where warranted. Vaccinations against viruses and other diseases are recommended. While there is a slight risk of exposure, there have been no reported incidences of illnesses caused by exposure to sewage for company employees. No Infiltrator employees are members of labor unions, meaning that no staff members are covered by health and safety agreements arranged with a labor union.



Training and Education

Training and education management is coordinated by the Human Resources and Health & Safety Departments. The Human Resources Department arranges education programs and some of the training events; the Health & Safety Department facilitates safety training events. Training and education are essential to Infiltrator's operations because these initiatives promote employee improvements in performance and safe work practices. Infiltrator would like to make best use of its employees by providing them with training, education, and performance reviews that help further themselves and their careers with opportunities for advancement. The effectiveness of managing training and education is measured through annual performance reviews, where the employee's ability to meet job expectations and work safely is assessed relative to established metrics.

Additionally, the Human Resources Department surveys employees in order to receive feedback on the company's operation.

Management participates in Harassment Prevention and Equal Employment Opportunity training to ensure a safe, healthy work environment for the entire staff. Infiltrator's IT Department has implemented a structured recurring cyber security training program to make all computer users aware of potential threats to individual users and company networks.



Office staff are required to undergo training on the Foreign Corrupt Practices Act as part of our anti-bribery and corruption training policy which includes FCPA. Training under this policy has been implemented for selected staff members and is a part of new-employee orientation for office staff. Under this policy, our employees are expected to be in full compliance with all aspects of the Foreign Corrupt Policy Act, which applies both domestically and internationally. Employees are required to stay informed and ensure their work activities are in compliance with applicable laws and Infiltrator's ethical policies. This includes exercising good judgment, seeking advice, and investigating

"red flags" with well-supported documentation. Employees are encouraged to report suspected wrongdoing to their manager. Anti-trust training has also been implemented for management and sales personnel.

Manufacturing plant staff receive approximately 48 hours of training per year, regardless of their floor or leadership status. Training includes topics such as health and safety, substance abuse, sexual harassment, and equipment operation. New training topics are introduced each month during dedicated meetings. In addition, safety topics are posted around the manufacturing facilities to remind employees of recent and upcoming training areas. Employees in the corporate office receive about eight hours of training per year. Along with training, all office and manufacturing employees receive annual reviews in order to increase performance and encourage personal development and growth.

Infiltrator has two main programs that aid employees in personal and professional growth. The first program provides 100 percent tuition reimbursement for full time employees who have worked for Infiltrator longer than a year and want to further pursue a college education. Individuals must remain Infiltrator employees throughout their education, as well as maintain satisfactory academic standing. By reimbursing employees for education relating to their future with the company, we are ensuring that individuals have the opportunity for long-term growth and development.

The second program in which Infiltrator participates, known as the BCTC 1+1 Integrated Engineering Technology Program, is a partnership with Bluegrass Community and Technical College (BCTC) in the Winchester, Kentucky area. Infiltrator provided a substantial financial contribution to BCTC to initiate the partnership, which allows the school to hire more educators, purchase additional technology, and improve facilities, effectively increasing BCTC's student body capacity. The program allows students at local high schools to take BCTC classes and partake in internships with participating companies, including Infiltrator.

Once the students graduate from high school, they complete one more year at BCTC while continuing to work with a sponsor company. Students exit the program with an Associate's degree that equips them with a combination of classroom knowledge and industry experience. Infiltrator and other participating companies can choose to hire these graduates as full-time staff. This program not only provides Infiltrator with skilled local workers, but also gives students the opportunity to obtain an education at an affordable cost. Both the tuition reimbursement and community college partnership programs increase employability and encourage personal and career growth.

Community Involvement



Stakeholders and Engagement

Stakeholders are very important to Infiltrator and its continued success as a wastewater treatment product manufacturer. Infiltrator defines stakeholders as the sphere of individuals or entities that are influenced by the company's operations. This includes but is not limited to: distributors such as plumbing and waterworks wholesalers and concrete precasters, plumbing product buying groups, septic system installers, designers, service providers, end users such as homeowners with a septic system that includes Infiltrator wastewater system components, material suppliers for finished goods production, suppliers of manufacturing equipment and maintenance organizations, Infiltrator employees, Habitat for Humanity International, trade associations in multiple states and provinces, and government agencies regulating company products or activities. All of our stakeholders are welcome to interface with the company through the many engagement options offered. Infiltrator ensures that stakeholders have the ability to offer feedback, engage with the company, and have their voices heard.

In order to suit the needs of our stakeholders, we offer several methods of contact. We provide a toll-free telephone number for stakeholders to access Infiltrator staff for technical and other support. Callers can speak with customer service representatives, sales representatives, and licensed professional engineers, depending upon their needs. Self-guided technical support is available on Infiltrator's website through an array of product information, including design and installation manuals, product specifications sheets, instructional videos, and AutoCAD drawings for our products. Technical staff publish papers in journals and trade publications, which are also available to the public through our website. Our generic email address, info@infiltratorwater.com, is checked daily by our Inside Sales Department.



Technical and sales staff make frequent public presentations at trade shows, conferences, and industry and regulatory training events on topics that include Infiltrator products and general discussions supporting the decentralized industry. Each of the company's North American sales team members is charged with being an ambassador for the Infiltrator product line and the onsite wastewater treatment industry as a whole. Collectively, Infiltrator conducts dozens of training sessions for continuing education units (CEUs) on company products annually, consisting of individual sessions with septic system installers, designers, and regulators, as well as larger sessions with over 100 attendees. This outreach program helps to increase education and public knowledge on company products and the benefits and advantages of onsite wastewater treatment systems. Infiltrator has extensive educational conference and tradeshow involvement, typically including a bannered booth staffed with product experts, product samples, and marketing materials.



To further Infiltrator's involvement in the onsite wastewater treatment industry, sales and technical staff are encouraged to hold at least one leadership position within an industry stakeholder group. At present, Infiltrator's Vice President of Sales and Marketing, Carl Thompson, serves as the president-elect (President November 2018) of the National Onsite Wastewater Recycling Association (NOWRA). NOWRA is the nation's premier trade organization, comprised of over 5,500 members, with a mission to strengthen and promote the onsite and decentralized wastewater industry; to implement best

management practices that provide sustainable wastewater infrastructure solutions; to achieve greater public awareness of the economic, environmental, and public health benefits of onsite and decentralized facilities; and to serve the public interest. Other company employees currently maintain officer positions within state-level affiliates of NOWRA, serve on technical committees for standards-writing organizations, and lead technical practice, training, and education committees for stakeholder organizations.

There are a few key topics and concerns that have been raised through stakeholder engagement. Many installers and homeowners are concerned with proper product installation, use, and function. The above-mentioned technical support options provide assurance and solutions to problems that may be encountered. Stakeholders occasionally have creative applications involving Infiltrator products, which can require innovative solutions provided by our technical support services. Infiltrator's best response to issues is to create new and better products that are easier and faster to install, and run smoothly and efficiently. While the current product lines satisfy those criteria, the company is constantly working to develop new technology that suit stakeholder needs even better.

Habitat for Humanity International

Outside of regular stakeholder engagement, Infiltrator works with Habitat for Humanity International to maintain a strong relationship and make sure that projects are running smoothly. Employees also volunteer with Habitat for Humanity to strengthen the connection between the two organizations. On a national basis at the local level, Infiltrator is a Corporate Partner of Habitat for Humanity International through the Gifts in Kind (GIK) donation program. Since 1976, Habitat for Humanity International has helped over 5 million people improve their living conditions. The organization has achieved this milestone with the help of over 2 million volunteers yearly. Infiltrator has volunteered an annual monetary donation and to donate 50 septic tanks and leachfields to Habitat affiliates across North America and to participate in two Habitat for Humanity Build Days over a twelve-month period.

As part of the program, Infiltrator is included on the online Habitat for Humanity Gifts In Kind Catalog. The catalog is an available resource to Habitat for Humanity affiliates sourcing donated materials for their building projects. The septic tanks and leachfield products are being installed at homes that do not have a wastewater treatment system, or have a malfunctioning system. Infiltrator employees have volunteered their time to participate in Habitat for Humanity "build days", where employees participate in the construction of homes. Sixteen septic systems were installed in 2017, with plans to install more in the future.



Local Communities



All of Infiltrator's operations positively impact the local communities by providing jobs and opportunities for economic growth. Infiltrator participates in community activities such as Shop with a Cop and a 4-H camp in the Clark County, Kentucky area. These programs positively contribute to local communities through time and donations. Without the support of local communities, we would not be able to operate our manufacturing plants in an effective manner. Our biggest impacts are on the communities in which we are located, such as Winchester, Kentucky, where we employ the most staff within the company. We employ many people that live in economically challenged areas, which benefits communities through economic support and stimulus.

Interaction with local communities is managed by the Human Resources and Sales Departments, which look for ways to positively contribute to community activities through monetary, time, and in-kind donations. Evaluation of our community involvement comes from the community. For instance, organizations in our local communities provide feedback and requests for donations, to which Infiltrator responds accordingly.

Indirect Economic Impacts

The Kentucky Economic Development Finance Authority (KEDFA) has preliminarily approved Infiltrator for tax incentives to use for an expansion of the manufacturing plant in Winchester, Kentucky. Through the Kentucky Enterprise Initiative Act (KEIA) and Kentucky Business Investment (KBI) programs, Infiltrator will be able to add a seventh building to the facility. Already, the Winchester plant employs over 330 local individuals, which will increase by almost 40 people with the completion of the new building. Infiltrator has agreed to hire additional staff as part of its pledge to further contribute to the Winchester economy and community. Infiltrator is one of the top 20 employers in the area and will continue its commitment to providing career opportunities as we expand our manufacturing operation.

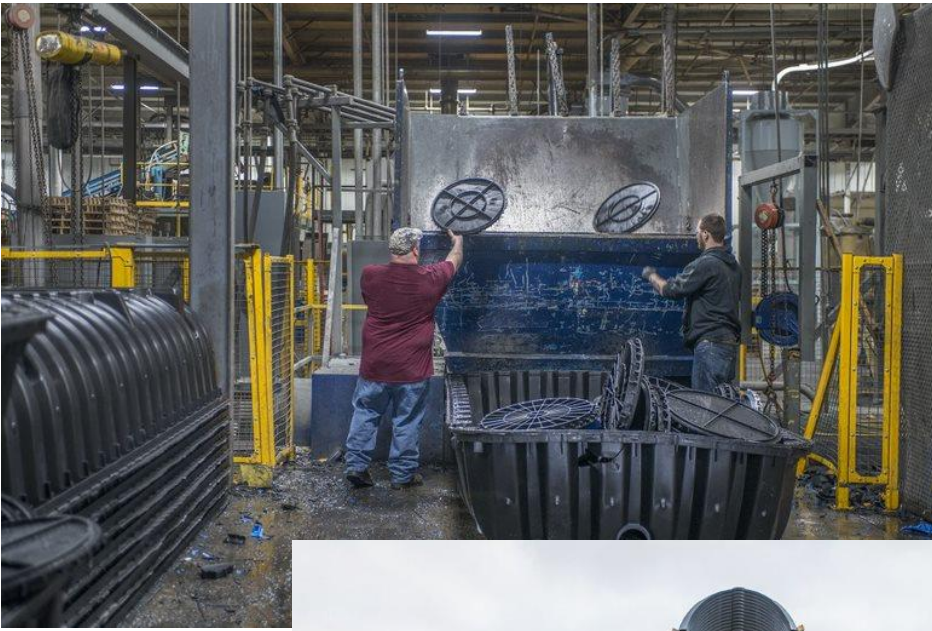
Infiltrator's ability to provide several hundred manufacturing jobs in the Winchester-Clark County area creates a substantial positive economic impact. The county and surrounding areas have high levels of poverty, as well as a higher rate of unemployment than the rest of the United States. In 2017, the unemployment rate in Clark County was .3 percent higher than that of the United States. In addition, according to the Kentucky Cabinet for Economic Development, the average weekly wage in the area was significantly lower than in the rest of the United States. Infiltrator is helping to mitigate these issues by providing stable jobs for many individuals. We are pleased to be able to work towards reducing the local unemployment rate and stimulate the economy of Winchester-Clark County, Kentucky.

Positive economic impacts occur in the communities in which we operate manufacturing facilities. Beyond Infiltrator's manufacturing operations, we affect the lives of many people across North America via our 1,500-business-strong distributor network and thousands of businesses that install our products in wastewater systems. Both distribution business and septic system installers benefit

from the sale and use of our products by running profitable businesses that employ staff. In the onsite wastewater treatment system installer community, many businesses are family-run, employing more than one generation of family members. The time-saving, profit-increasing features of our products help these small businesses stay competitive, employ workers, and achieve success.

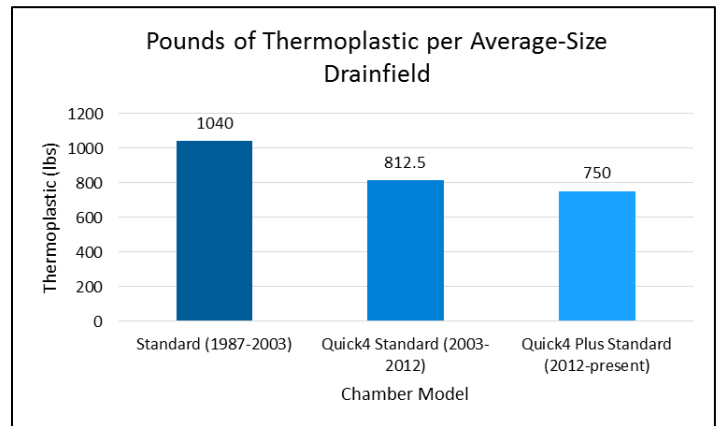
In order to increase our favorable economic impacts, we have participated in the previously-mentioned programs managed by the KEDFA, KEIA, and KBI. The purpose of this approach is to maintain positive relationships with the communities around our facilities, and to contribute to economic stability. The company evaluates the economic health of the communities where it operates in order to gain an understanding of how it can create desirable employment opportunities and generate success.

Our Planet



Materials

Infiltrator primarily uses non-renewable materials for our products. While the materials are non-renewable, they are mostly post-industrial and post-consumer plastics that are recycled to create Infiltrator's product lines. The main renewable material that Infiltrator uses is wood for the pallets on which many of our products are shipped. Filtered water for chillers is another renewable resource that we use in our production operations. Over time, we have reduced the amount of plastic used in our chambers, making a smaller impact on the environment while strengthening our product design.



Approximately 95 percent of the plastic used to create our products is recycled, with only five percent of the plastic being necessary material additives. Of the 95 percent recycled materials used to manufacture Infiltrator products, an estimated 90 percent is post-industrial, and 10 percent is post-consumer. Because our recycled-material suppliers do not disclose the specific origins of the materials they provide, we can only make an educated estimate instead of specifying the percentages with complete certainty. In 2017, the company recycled a total of about 120,901,547 pounds (54,840,019 kg) of plastic. This is a combination of the three types of plastic that we recycle, including polyethylene, polystyrene, and polypropylene. The total weight equates to 88,664,527 pounds (40,217,552 kg) of polypropylene; 27,204,007 pounds (12,339,530 kg) of polyethylene; and 5,033,013 pounds (2,282,936 kg) of polystyrene.



Infiltrator does not make use of reclaimed products. At the end of their lifecycle, Infiltrator's products are generally not usable for the creation of new goods because they have already been used for onsite waste-water treatment and are covered with wastewater and soil. However, products found to be defective during the manufacturing process are quarantined, transported to our re-processing facility, and re-ground to be reused in the production process.

As a company, we focus on sustainability, which is why we use as little packaging as possible for our products. With a wide range of product shapes and sizes, the amount of packaging used per product category varies. Less packaging

means that we can fit more products on trucks for shipment while using fewer resources. The result is a lower cost for consumers and a smaller impact on the environment due to lower fuel usage and reduced material waste. The chart below outlines the average ratio of packaging weight to product weight.

Relative Weight of Packaging Compared to Product Weight

The numbers in the chart to the right were calculated by determining the amount of packaging per individual product, then grouping those numbers together by product family in order to obtain an average for each family. The EZset riser product line has a higher average relative

packaging weight because the products are small but need

extra support for secure shipping. The EZflow family has an especially small average packaging weight because the products are packaged using only plastic wrap and banding, instead of being palletized. We manufacture StormTech chambers on a contractual basis for Advanced Drainage Systems (ADS). The relative packaging weights for the StormTech chambers are included because their production uses Infiltrator's labor, energy, facility space, and resources. The total average packaging for all of the products we manufacture is less than a quarter of the total shipping weight, which benefits the environment and our customers.

Product Family	Average Relative Weights: Infiltrator Chambers
EZset Risers	53%
IM-Series Tanks	22%
Quick4 Chambers	19%
MC StormTech	28%
SC StormTech	16%
EZflow	0.5%
Average for all Products	23%



Infiltrator takes particular care to use recycled materials, and to minimize packaging while providing a stable, safe means of transport to its distributors. Materials are managed by several staff members in the manufacturing process. By using recycled materials for a majority of our product materials, the impacts on the environment are significantly reduced. Materials and packaging are managed throughout the entire manufacturing process, which ensures that the end product is of high quality. The goal is to create less waste while also manufacturing a strong, well made product.

Procurement Practices

Procurement is an important matter to Infiltrator, including both materials and external services. The company places a tremendous focus on the properties and sources of the plastics we purchase. In order to effectively manage Infiltrator's procurement practices, the company's recycling division, Champion, buys the plastic used in the manufacturing process as well as other key product components. Champion and Infiltrator employees meet regularly to determine purchasing needs and to assess the functioning of the procurement process. Adjustments are made to the procurement process when it is determined that there is an issue requiring rectification. By purchasing recycled plastic, Infiltrator positively impacts the environment not only by repurposing waste materials for the manufacture of new products, but also by reducing the demand for virgin plastic that would have to be manufactured using non-renewable petroleum resources.

Converting waste plastics to saleable products as a means of reducing waste generation and protecting the environment is a concern that is central to Infiltrator's procurement practices.

Champion purchases and processes waste, scrap, and off-specification thermoplastics for use in the production of our chamber, EZflow tank, and riser products. The division has a full-time staff of buyers who dedicate their time to purchasing recycled plastics for use in Infiltrator's injection molded thermoplastic and EZflow products. While as much plastic as possible is purchased from local suppliers, procuring these materials from across North America is necessary in order to develop and maintain a supply chain that can deliver a consistent flow of materials suitable for our stringent manufacturing needs. Due to a constantly changing supplier landscape, Infiltrator does not track the actual percentage of material that is procured locally.



The most significant manufacturing location is the Winchester, Kentucky, facility due to its size, the number of people employed, and the amount of products manufactured. Suppliers within a 150-mile radius are considered local to the plant. This radius includes many suppliers in sizeable urban areas such as Knoxville, Tennessee; Louisville, Kentucky; Lexington, Kentucky; Cincinnati, Ohio; and Columbus, Ohio. Many of our service providers for the Winchester operation are within a 150-mile radius of the facility.

This includes trades that help maintain our mechanical and manufacturing equipment. The same applies for our EZflow manufacturing facilities, where local trades and service providers are critical for supporting the manufacturing operation.

Energy

Managing energy consumption effectively at our manufacturing facilities is a major focus area because our production equipment consumes a considerable amount of energy. While this is true, the energy use required to manufacture a 3-foot-wide trench using recycled thermoplastics or an IM-Series tank is significantly less than is used for the production of a conventional gravel and pipe wastewater treatment system with a concrete septic tank.

We are continuously examining our energy use and identifying ways to reduce electricity demand. In 2017, we began implementing an energy management program in which light-emitting diode (LED) lighting was installed in areas of our Winchester, Kentucky manufacturing operation. This ongoing conservation program establishes annual budgetary funding for improving energy management by buying and installing LED lighting in order to reduce future energy use. By reducing our power consumption, we correspondingly reduce the need for electricity generation and its associated environmental impact. As we add products and demand increases for energy-consumptive production processes, energy use may rise. As such, we examine energy use based on the equipment and facilities we operate and whether they are providing the most cost-effective operational efficiency available. As the energy management program continues into the future, the methods for management will change and grow to suit programmatic needs.

*Electricity saved in 2017 using recycled thermoplastic septic systems in lieu of conventional gravel and pipe systems is equivalent to removing over 673,000 people, or the population of Boston, from the electric grid for 3 months.**

*Carbon saved using recycled thermoplastic septic systems in 2017 in lieu of conventional gravel and pipe equates to an emissions savings of 50M kg CO₂, or removing approximately 11,000 average cars from the road for one year.**

The total fuel consumption from non-renewable resources within the company for 2017 was 81,197,500 kilowatt hours (kWh), which is a combination of the natural gas and electricity uses for the year. The natural gas was converted from therms to kWh with a conversion factor of 29.3001. Infiltrator does not rely on any direct source of renewable energy, although our biggest electricity provider, Kentucky Electric, is in the process of growing its hydroelectric and solar facilities. Infiltrator's total electricity consumption, which accounts for all cooling, lighting, and other uses for 2017 was 71,231,364 kWh, as was recorded on facility meters. The total natural gas as heating consumption was 340,140 therms, as calculated by the 2017 utility records.

Infiltrator does not use steam as a power source. No electricity, heating, cooling, or steam was sold by Infiltrator during 2017. The energy usage outside of Infiltrator is not counted as significant when compared to the energy use within the company.

*Data Sources:

"An Environmental Impact Study on the Manufacture, Production, and Transport of Onsite Wastewater Treatment Systems" (2014), Jessica Kautz, EIT, Project Engineer, Infiltrator Water Technologies.

"A Comparison of Energy Use and Carbon Generated from the Operation and Maintenance of Passive Onsite and Centralized Wastewater Treatment Systems" (2017), Jonathan Kaiser, Project Engineer, Infiltrator Water Technologies.

GRI Index

GRI Standard	Disclosure Title	Location
General Disclosures		
GRI 102: General Disclosures		
102-1	Name of organization	Infiltrator Water Technologies, LLC
102-2	Activities, brands, and services	https://www.infiltratorwater.com/products-solutions
102-3	Location of headquarters	Old Saybrook, CT
102-4	Location of operations	Page 7
102-5	Ownership and legal form	Limited Liability Corporation (LLC)
102-6	Markets served	Page 8
102-7	Scale of organization	The number of products sold is proprietary knowledge and was omitted.
102-8	Information on employees and other workers	Pages 18 - 21
102-9	Supply chain	Pages 13 - 16
102-10	Significant changes to the organization and its supply chain	Pages 13
102-11	Precautionary Principle or approach	Infiltrator does not have an applicable written policy.
102-12	External initiatives	Infiltrator is not involved with external initiatives.
102-13	Membership of associations	Pages 11 - 12
102-14	Statement from senior decision maker	Page 3
102-16	Values, principles, standards, and norms of behavior	Page 3 https://www.infiltratorwater.com/about/company-culture , https://www.infiltratorwater.com/about/company-values
102-18	Governance structure	Page 11
102-40	List of stakeholder groups	Page 23 - 24
102-41	Collective bargaining agreements	Infiltrator does not have any collective bargaining agreements.
102-42	Identifying and selecting stakeholders	Page 23
102-43	Approach to stakeholders engagements	Pages 23 - 24
102-44	Key topics and concerns raised through stakeholder engagement	Page 24
102-45	Entities included in the consolidated financial statements	This information is considered proprietary and was omitted for privacy reasons.
102-46	Defining report content and topic Boundaries	Pages 8, 20, 26 - 27, 31 - 32
102-47	List of material topics	Pages 29 - 31
102-48	Restatements of information	N/A; this is Infiltrator's first report
102-49	Changes in reporting	N/A; this is Infiltrator's first report
102-50	Reporting period	2017
102-51	Date of most recent report	N/A; this is Infiltrator's first report
102-52	Reporting cycle	Annually
102-53	Contact point for questions regarding the report	Jim Bransfield, Director of Marketing (860) 577-7035 jbransfield@infiltratorwater.com
102-54	Claims of reporting in accordance with the GRI Standards	"This report has been prepared in accordance with the GRI Standards: Core option."

102-55	GRI content index	Pages 33 - 35
102-56	External assurance	Infiltrator did not use any external assurance in the preparation of this report.
Economic Topics		
GRI 203: Indirect Economic Impacts		
203-1	Infrastructure investments and services supported	Pages 26 - 27
203-2	Significant indirect economic impacts	Pages 26 - 27
GRI 204: Procurement Practices		
204-1	Proportion of spending on local suppliers	Pages 30 - 31
Environmental Topics		
GRI 301: Materials		
301-1	Materials used by weight or volume	Pages 29 - 31
301-2	Recycled input materials used	Pages 29 - 31
301-3	Reclaimed products and their packaging materials	Page 30
GRI 302: Energy		
302-1	Energy consumption within the organization	Page 32
302-2	Energy consumption outside of the organization	Page 32
302-3	Energy intensity	This information is considered proprietary and was omitted for privacy reasons.
302-4	Reduction of energy consumption	Page 32
302-5	Reductions in energy requirements of products and services	Page 32
GRI 307: Environmental Compliance		
307-1	Non-compliance with environmental laws and regulations	Page 13
Social Topics		
GRI 403: Occupational Health and Safety		
403-1	Workers representation in formal joint management-worker health and safety committees	Pages 18 - 21
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Page 18
403-3	Workers with high incidence or high risk of diseases related to their occupation	Page 19
403-4	Health and safety topics covered in formal agreements with trade unions	Page 19
GRI 404: Training & Education		
404-1	Average hours of training per year per employee	Pages 19 - 21
404-2	Programs for upgrading employee skill and transition assistance programs	Pages 19 - 21
404-3	Percentage employees receiving regular performance and career development reviews	Pages 19 - 21
GRI 413: Local Communities		

413-1	Operations with local community engagement, impact assessments, and development programs	Pages 26 - 27
413-2	Operations with significant actual and potential negative impacts on local communities	Pages 26 - 27
GRI 419: Socioeconomic Compliance		
419-1	Non-compliance with laws and regulations in the social and economic area	Page 13