

# SUSTAINABILITY AT ISCO



ISCO®

## SUSTAINABILITY AT ISCO

We are leaders in high-density polyethylene (HDPE) piping, a product whose durability and strength, leakproof joints and corrosion resistance make it inherently sustainable.



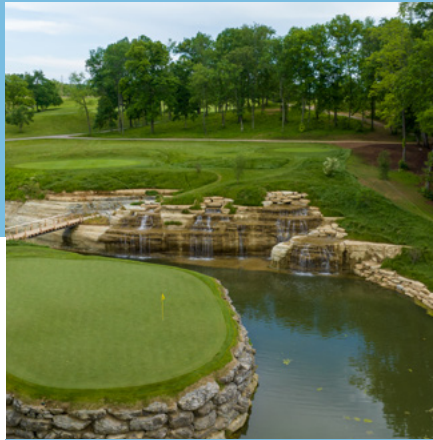
Through our products and solutions, industry breadth, global scale and operating philosophy, we make a significant positive impact on the environment and the communities in which we live and work every day.

This report tells that story.

## A MESSAGE FROM OUR CEO

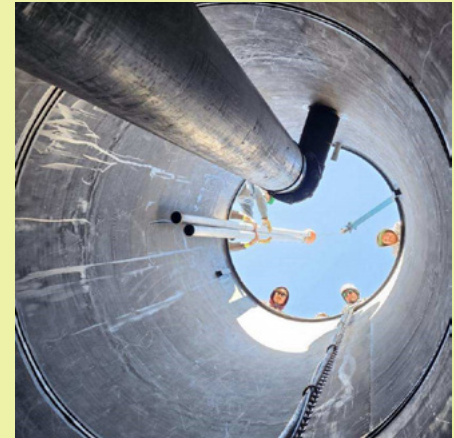
*Dear ISCO stakeholders:*

*We are a company deeply committed to people. The well-being of our employees, customers, communities and environment is our first priority. As a family business, we believe that by taking care of people, we contribute positively to society and help create a better world for everyone.*



*ISCO was born from our father's love for the game of golf. Jim Kirchorfer Sr. was running his family hardware store in Louisville, Kentucky, when he started a golf course irrigation business in 1962, which he named Irrigation Supply Co., or ISCO. He eventually learned about the advantages of HDPE as a piping material, and the rest is history — as well as our future.*

*My brother, Mark, and I are very proud of the role we have played in building ISCO into North America's largest provider of HDPE piping solutions since taking the reins. We are also proud of the positive impact we are having on the environment through our products and projects.*



*With a focus on our people and a commitment to our communities, we're excited about the opportunities we have as a company to build upon that impact.*

*Sincerely,*

A stylized, handwritten signature in white ink, which appears to read "Jimmy". The signature is fluid and cursive, set against a dark green background.

*Jimmy Kirchorfer  
Chief Executive Officer  
ISCO*



# ISCO at a Glance

As a global piping solutions provider, ISCO's scale, HDPE focus and market breadth maximize the opportunity to help customers create a more sustainable world.

FOUNDED IN  
**1962**

OPERATING  
OUT OF  
**33**  
FACILITIES

EMPLOYING  
**800**  
DEDICATED  
PEOPLE

ISO  
**9001**  
CERTIFIED

LEADERS IN HDPE  
PIPING SOLUTIONS

A Full Portfolio of Piping  
Products and Services

- HDPE Pipe, Fittings and Valves
- Large-Diameter HDPE Piping
- PE-RT Raised-Temperature Piping
- Snap-Tite® Culvert Slip Liners
- Spirolite® Profile Wall Piping
- Fusion Equipment Sales and Rental
- Custom Fabrication Services

CONTRIBUTING TO CUSTOMER  
SUCCESS AND SUSTAINABILITY

A Wide Range of Industries  
and Applications

- Aggregate and Mining
- Culvert Rehab
- District Energy
- Engineering, Procurement and Construction (EPC)
- Gas Distribution
- Golf Course Irrigation
- Industrial
- Irrigation
- Landfill
- Marine
- Municipal
- Oil and Gas
- Power Generation
- Renewable Energy





# Continuous Improvement

**AT ISCO, SUSTAINABILITY STARTS WITHIN OUR WALLS, AND IT'S NOT AN END STATE. IT'S A PROCESS OF STRIVING CONTINUOUSLY TO IMPROVE AS A MANUFACTURER AND SUPPLIER.**

## **IMPROVING PROCESSES**

ISCO is ISO 9001 certified to support a work environment — and workforce — dedicated to continuous process improvement for efficiency and product quality. We also have implemented new technologies and reuse appurtenances and end connections in programmatic testing to continuously improve quality, efficiency and sustainability.

## **ENHANCING QUALITY AND COMPLIANCE**

We collect data from operations to support decision-making for ongoing efforts to improve operations and product quality. We also maintain a rigorous internal auditing program to ensure that all ISCO products comply with or exceed applicable industry standards.





## Customer Loyalty Index (CLI) Performance, 2024

CLI PERFORMANCE METRIC	2024 TO DATE <sup>1</sup>
CLI SCORE	.848
COMPLETED CLI SURVEYS	297
CLI SURVEYS SENT	1,054
CLI SURVEYS SENT RETURN RATE	24%
CLI PROMOTER SCORE (% of Customers Considered Promoters) <sup>2</sup>	86.2%

<sup>1</sup> Figures reflect YTD results as of September 2024.

<sup>2</sup> A good CLI Net Promoter Score is considered to be between 60% and 80%.



### CONSERVING ENERGY

We are progressing in our strategy to replace traditional lighting with LED technology in our manufacturing and distribution facilities to conserve energy. We also use natural gas instead of electricity to drive many of our extruders, which lowers energy consumption and overall environmental impact, particularly in areas supplied by coal-fired power plants.

### SUPPORTING THE CIRCULAR ECONOMY

Throughout our operations, we are doing our part at ISCO to support the circular economy, utilizing recycling to minimize what we send to landfills. This includes collecting HDPE waste from our manufacturing and fabrication processes and using it to produce additional value-added products.



### BUILDING CUSTOMER LOYALTY

Because of HDPE's inherent sustainability benefits, we know that the stronger our customer relationships, the greater our contribution to lowering the environmental impact of pipelines. An excellent measure of performance in this area is the Customer Loyalty Index (CLI), where our numbers are good and getting better, with plenty of room to improve.





# HDPE: The Sustainable Piping Material

**HDPE OFFERS A NUMBER OF CLEAR ADVANTAGES OVER VIRTUALLY EVERY OTHER PIPING MATERIAL, EACH OF WHICH TRANSLATES INTO ENVIRONMENTAL BENEFITS.**

## **THE EARTH LOVES HDPE.**

HDPE lasts 100 years or more, so it tends to stay out of the landfill. HDPE doesn't leak, so it keeps liquids out of the soil, gases out of the atmosphere and harmful elements out of potable water lines. And HDPE is strong but lightweight, lowering the carbon footprint of transporting pipe while offering a variety of installation options to lessen environmental impact.

.....

## **HDPE LASTS.**

With a 100-year design life, HDPE's longer replacement cycle results in lower material waste than steel, concrete and other traditional pipe materials.

## **HDPE JOINTS ARE VIRTUALLY LEAK FREE.**

HDPE fusion joints are stronger than other materials (including PVC), virtually eliminating leaks and keeping fluids and gases in the pipe where they belong.



### HDPE IS STRONG.

The strength of HDPE material makes it resistant to breaking or cracking from pressure, impact or temperature change. This further contributes to HDPE's durability and leak-free performance.

### HDPE IS HIGHLY FLEXIBLE.

The flexibility of HDPE makes the pipe more resilient in environments with shifting soil (such as landfills) or areas prone to seismic events, minimizing the chance for spills or leaks.

### HDPE DOESN'T CORRODE.

HDPE is resistant to corrosion, a significant factor in its long, leak-free product life, as well as making it suitable for potable water applications.

### HDPE IS LIGHTWEIGHT.

HDPE's strength-to-weight ratio is superior to ductile iron, steel and concrete, lowering the carbon footprint of equipment to handle it, both in transportation to the site and installation.

ISCO is North America's largest distributor of McElroy equipment, the industry leader in HDPE fusion technology for virtually leak-free joints, key to minimizing environmental impact.



## Earth-Friendly HDPE

### 100-Year Life

Longer Replacement Cycle/Less Waste  
Than Traditional Materials

### Leak Free

Liquids/Gases Stay in the Pipe and  
Out of the Environment



### Highly Flexible

Better Ability to Withstand  
Impact/Soil Shifts/Seismic Events

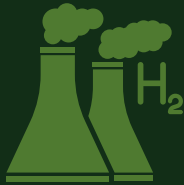
### Lightweight

Lower Carbon Footprint in  
Transportation to the Site/Installation



# Realizing the Benefits of HDPE

AT ISCO, WE HAVE BEEN PUTTING HDPE TO WORK TO HELP CUSTOMERS AND COMMUNITIES IMPLEMENT EARTH-FRIENDLY SOLUTIONS FOR DECADES.



Supporting Green Hydrogen Power Generation

Renovating an Overwhelmed Wastewater Treatment System



Modernizing an Irrigation System in the West



Revitalizing Water Infrastructure for a Small Texas Town

A Specialized Product Line Supporting Aquatic Life Passage (ALP)



Pipe Systems for Earth-Friendly Geothermal Heat

## Supporting Green Hydrogen Power Generation

Built in the 1980s, this major domestic power station burned coal to supply entities across six states. As the demand for green power grew, the plant decided to transition to sustainable energy production using “green hydrogen” — hydrogen extracted from water rather than fossil fuels.

ISCO supplied and fused large-diameter HDPE pipe and fittings for the station’s new cooling water loop system, along with HDPE pipelines for the facility’s wastewater, potable water and FM-certified firewater systems.

[READ THE FULL STORY HERE.](#)



ISCO’s large-diameter HDPE product breadth and expertise make it the ideal partner on green hydrogen power plant projects.



## Renovating an Overwhelmed Wastewater Treatment System

The King County wastewater treatment system in Washington state serves 17 cities and 1.7 million people. And it was failing. The population was growing, and the 350-mile pipeline was beginning to deteriorate with age, increasingly overwhelmed by sewage and stormwater flows. In a region prone to seismic activity, this was a recipe for an environmental crisis.

Among other benefits, our HDPE products’ leak-free joints, material flexibility and extreme durability offered the best protection against a seismic event and supported a solution that would not require major repairs or replacement for at least 100 years.

[READ THE FULL STORY HERE.](#)

## Modernizing an Irrigation System in the West

With climate change and growing demand, water resources are becoming more and more critical in agricultural areas. Normal levels of water loss associated with evaporation and ground seepage in traditional open-canal irrigation systems are no longer acceptable, particularly in arid areas of the West.

ISCO supplied a major irrigation pipeline project west of Nephi, Utah, with 2,400 feet of 48-inch, large-diameter HDPE pipe along with fittings, custom fabrication and fusion services for a no-leak, high-flow solution that virtually eliminates water loss.

[READ THE FULL STORY HERE.](#)



## Revitalizing Water Infrastructure for a Small Texas Town

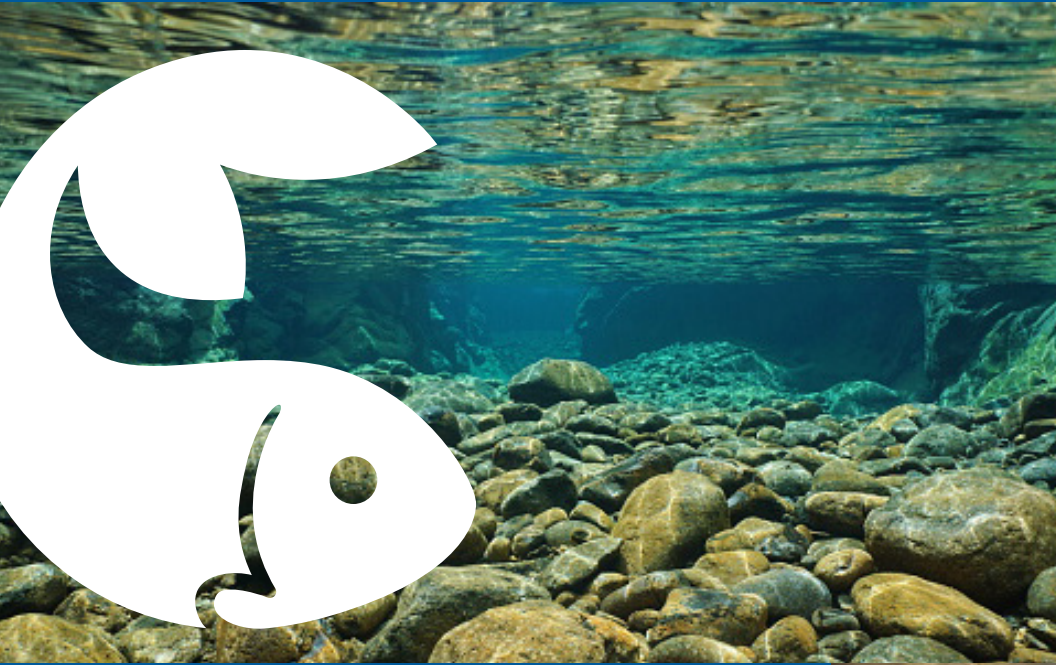
Big Lake, Texas, is located in a particularly arid part of the state with limited groundwater sources. With storage tanks in town that hold just a three-day water supply, the transmission pipeline between water wells and the city is critical. Critical and deteriorating. Built in the 1950s of concrete cylinder pipe and later repaired with asbestos cement piping, the system's increasing leaks and repair costs were wasting both water and Reagan County resources. It needed to be replaced.

HDPE's long-term durability, leak-free joints and material flexibility made it the ideal pipe for the project. ISCO provided the expertise, pipe and accessories, along with on-site fusion work, to complete the project.

[READ THE FULL STORY HERE.](#)

◀ HDPE provides a 100-year, virtually leak- and maintenance-free solution to replace crumbling municipal water pipelines.





## A Specialized Product Line Supporting Aquatic Life Passage (ALP)

With culverts deteriorating across the nation, ISCO offers HDPE relining solutions for a less costly, less disruptive alternative to digging out and replacing pipe. In many regions, fish must use culverts in their upstream migrations, and culverts using traditional materials are often not fully passable.

ISCO's ALP Snap-Tite® product line is designed specifically to support aquatic life passage through culverts in environmentally sensitive areas. The product's unique interior profile enables fish and other aquatic organisms to move more easily through the pipe.



## Pipe Systems for Earth-Friendly Geothermal Heat

Geothermal systems that harness the earth's constant temperature to heat and cool buildings safely, efficiently and sustainably are gaining popularity.

Endorsed by the U.S. Department of Energy and Environmental Protection Agency, geothermal systems utilize pumps that circulate water or water-based fluid through piping loops in the ground. With its leak-proof durability and flexibility, HDPE is the preferred material for the ground loops in these systems.



With its material flexibility and durability, HDPE is ideally suited for ground loop piping in geothermal heating systems.

# Supporting Our Communities



AT ISCO, WE SUPPORT OUR COMMUNITIES IN A VARIETY OF WAYS, FROM COMPANY-SPONSORED PROGRAMS TO INDIVIDUAL ACTIVITIES AT THE GRASSROOTS LEVEL.



## YOUTH ON COURSE

Consistent with our beginnings in the golf industry, ISCO is a longtime supporter of Youth on Course, an organization dedicated to providing young people with life-changing opportunities through golf across the USA, Canada and Australia. Youth on Course offers kids access to golf courses for \$5 or less, as well as job and educational opportunities through its Careers on Course, scholarship and leadership programs.



## WaterStep

## WATERSTEP

ISCO President Mark Kirchdorfer serves on the board of WaterStep, a Kentucky-based nongovernmental organization dedicated to addressing the world's water, sanitation and hygiene (WASH) crisis through tools, technology and training. ISCO also supports WaterStep's important global work through financial donations. ISCO people, including Andy Rogers, vice president of sales, pitch in by volunteering their time to the organization.

## JEFFERSON COUNTY PUBLIC SCHOOLS — ACADEMIES OF LOUISVILLE

ISCO supports and participates in Academies of Louisville, a group of schools offering an alternative to traditional curricula with a focus on personalized career-themed learning communities. The academy model connects students with business and community partners to give them a head start on working in the real world through direct industry exposure, including job shadowing, summer internships and more.



## GRASSROOTS SUPPORT THROUGH ISCO INDIVIDUALS

The real power to make a difference in our communities is in our people and their passion for causes closest to them. As a company, we support and encourage everyone to get involved!



**Pablo Garcia**  
ISCO Fabricator

The local fire department and Federal Emergency Management Agency (FEMA) response team operate with limited resources in Pablo Garcia's small town, so he volunteers.

Pablo helps the fire department in emergencies such as car accidents, residential fires or grassland fires. He's also certified to support FEMA in response to natural disasters in the community.



**Harvey Rodriguez**  
ISCO Fabricator

Harvey Rodriguez loves kids, and he loves basketball. A father of three, he combines these two passions as a volunteer youth league coach in his community.

His focus: teaching basketball fundamentals and inspiring a love for the game. He also sees coaching as an important opportunity to help kids develop leadership and teamwork skills, both on and off the court.



**David Hundley**  
ISCO Vice President of Sales

David Hundley believes in giving back. He and his family support Blessings in a Backpack, an organization dedicated to providing food on weekends for school-age children nationwide who might otherwise go hungry.

The Hundleys help organize two local fundraising events each year. David and his music band also host an event with live music to raise more funds.



We are a family-owned company. And our employees are an extension of our family. Our success as a company — and our impact on the world — depends on attracting, developing and retaining talented, driven, compassionate people.

# Unleashing the Power of People



## BUILDING A WINNING WORKPLACE

Talented people want to work in an environment that brings out their best. At ISCO, we believe a winning workplace is:

**Safe** Our first priority is to make sure everyone who works at or visits our facilities goes home safe every night. Workplace safety here is more than a program or initiative. It's a culture.

**Innovative** At ISCO, our people leverage cutting-edge technology and practices to provide the industry's most advanced HDPE piping products and services — and our fabrication skills and creativity bring our customers' vision to life, every day.

**Inclusive** ISCO is committed to creating and maintaining a work environment where everyone feels valued, respected and empowered. Ours is a culture of belonging, where all are treated with dignity and respect.

**Growth Oriented** At ISCO, we believe in fostering opportunities for our people to grow and develop their skills and knowledge, not just to advance their own careers but also to help us excel together as a company.



## Our Mission

To provide long-term opportunities for members of the ISCO team by adding value to our products and services, leading through innovation, proactively executing our vision and developing mutually successful relationships with our customers.

## Our Core Values



As a company, we are united by a shared set of values that guide how we live and work together.

At ISCO, we:

- Put safety first, always
- Show respect for others
- Provide interesting work
- Support a family atmosphere
- Look for the win-win
- Learn continuously
- Trust and earn trust
- Work at stewardship
- Believe in long-term thinking, long-term reward
- Value decisiveness and commitment
- Have fun!



4.3/5

Glassdoor Stars — 2024  
(Industry Average 3.8)



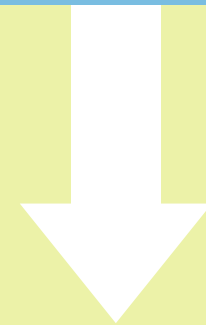
7 yrs

Voted Best Place to Work  
in Kentucky Seven Years in a Row  
(12 of the Last 20 years)

EMPLOYER OF CHOICE:  
ISCO by the  
Numbers

73

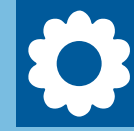
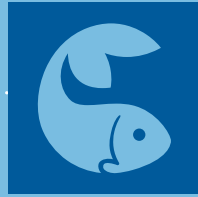
Indeed Work Wellbeing Score — 2024  
(Above Average Group)



1.04/0.82/0.56

OSHA Total Recordable Incident Rate, 2022–2024  
(Industry Average 3.1)





At ISCO, sustainability is a journey  
with no end point.

We can always operate more safely. We can always  
go further in reducing waste or energy consumption.  
We can always find innovative new ways to apply  
HDPE to solve our customers' problems more  
effectively and sustainably.

Our areas of greatest impact are often where our  
potential for improvement is greatest.

This is just a start.

