



June 16, 2021

LIVING WAGE STATEMENT

For over 30 years, Hanset has been driven by a commitment to our customers, our skilled craftspeople, and our local Oregon community. That's why we pay all of our employees a living wage.

A "living wage" is determined by calculating typical living expenses in each county. It differs from the legal minimum wage, which focuses only on poverty levels for individuals, because it takes into consideration the local costs of food, housing, medical care, and other variables. Among other metrics, Hanset uses MIT's Living Wage data to help assess pay levels and overall compensation of our union and non-union employees.

We know that our team of skilled workers is our greatest asset. Paying our employees a living wage helps us attract and retain the highest caliber workforce, which means the best possible products for our customers and partners. Reduced turnover also means higher productivity and lower overhead – in other words, a living wage is more than just fair, it's good business sense.

Hanset is committed to ensuring the health and wellness of our employees, and a living wage has been shown to improve metrics for employee health, including lowered rates of depression and increased life expectancy. We also provide 100% employer-paid healthcare premiums to all eligible employees and their families as part of our healthcare benefits.

At Hanset, we believe that paying all our employees a living wage not only improves their quality of life, it uplifts our entire community.

A handwritten signature in black ink, appearing to read "Luke Hanset", is written in a cursive style.

Luke Hanset
President