

hit Sustainability Highlights 2024

ENERGY AND EMISSIONS

We calculate scope 1, 2, and limited categories of scope 3.



ALL EMISSIONS
ARE THIRD
PARTY VERIFIED

We continue to purchase Renewable Energy Credits to cover all of our electricity use.

NOW PURCHASING CARBON OFFSETS

to cover scope 1 and 2 emissions.

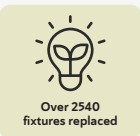
25% dedicated
to programs in
the United
States

All VERRA
certified

HUGE ELECTRIC OVERHAUL IN 2024



Executed changes in
9 facilities



Over 2540
fixtures replaced



20% energy savings
forecasted



\$1.4 Million Invested

WASTE REDUCTION AND DIVERSION



66%

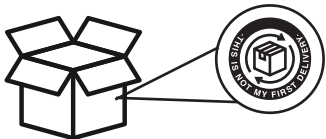
Company
Diversion
Rate

Using the 5 Rs strategy, we are reducing packaging waste.



400 TONS OF PLASTIC
REFUSED ON
INBOUND ITEMS

Reusing materials accounts for big savings for us and the environment. We stamp our boxes to let stakeholders know they are reused instead of sent for disposal.



100,000 LBS
CARDBOARD
REUSED

INTRODUCING



Our new line of products with certified and sustainability attributes. We've made it easy to find eco-conscious items in any product category.

1,700 SKUs made with recycled material

128 Products made with biobased material

50+ FSC® certified products

DATA SECURITY

We hold many certifications that prove our commitment to secure infrastructure.



ISO/IEC 27001, 27017, 27018
SOC 1, SOC 2, SOC 3
FedRAMP, PCI DSS, HIPAA, GDPR,
CSA STAR Certifications

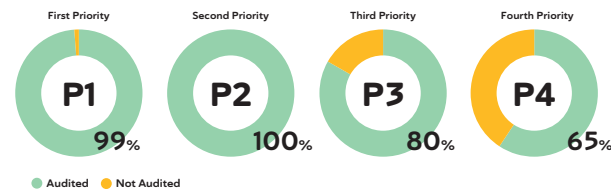
SUPPLY CHAIN MANAGEMENT

We are improving social compliance in our supply chain with our partner, Amfori.



Member

We continue to advance our Factory Compliance Evaluation program - now achieving:



COMMUNITY ENGAGEMENT



Fully funded 4 AquaTower projects

Hygiene education programs

Disaster relief sponsorship

World Vision

1,100
Pallets Donated

\$2.4 MILLION
Product Value

AWS

In memory of Bill Schmidt Sr.

\$26,399.93
raised for charities



Annual Sponsor