



GWP Sustainability

The GWP Sustainability Program is a set of initiatives, policies, and practices that we have implemented to reduce our environmental impact, improve social outcomes, and ensure long-term economic viability. The goal of our program is to create a balance between business operations, environmental responsibility, and social well-being.

Our program aligns with the principles of the Triple Bottom Line (People, Planet, Profit), focusing on the intersection of environmental sustainability, social responsibility, and economic performance.

Key Components of our Corporate Sustainability Program:

1. Environmental Sustainability:

- **Energy Efficiency:** Reducing our energy consumption through efficient processes, renewable energy adoption and energy-efficient building designs.
- **Waste Reduction:** Implementing recycling programs, reducing landfill waste, and promoting the use of circular economic principles (e.g., using recycled and recyclable, compostable materials).
- **Carbon Footprint Reduction:** Monitoring and reducing greenhouse gas emissions through emission-reduction strategies and carbon offsetting initiatives.
- **Sustainable Supply Chain:** Engaging our suppliers in sustainability efforts, including sourcing raw materials responsibly, reducing waste in manufacturing processes, and promoting ethical practices.
- **Water Management:** Minimizing water usage and improving water efficiency across our operations.

2. Social Responsibility:

- **Community Engagement:** Supporting local communities through charitable giving, volunteering, and partnerships with nonprofits.
- **Diversity and Inclusion:** Fostering an inclusive workplace, ensuring equal opportunities for employees of diverse backgrounds, and creating a fair and respectful work environment.
- **Employee Well-being:** Offering our employees wellness programs, promoting work-life balance, and ensuring safe working conditions.
- **Human Rights:** Upholding human rights standards, particularly in supply chains, and preventing any form of exploitation or abuse.

3. Economic Performance:

- **Financial Responsibility:** Maintaining profitability through sustainable business practices that ensure our long-term economic growth and risk management, without sacrificing environmental or social goals.
- **Innovation and Green Products:** Developing products and services that are environmentally friendly, such as energy-efficient appliances, biodegradable products, or eco-friendly packaging.
- **Sustainable Investment:** Allocating financial resources to support sustainability initiatives, green technologies, and long-term environmental goals.



GWP Sustainability Process:

1. **Define Goals and Objectives:** Establish clear and measurable sustainability targets, such as reducing carbon emissions by a certain percentage, achieving zero waste, or sourcing 100% renewable energy.
2. **Conduct an annual Sustainability Audit:** Evaluate the company's current environmental, social, and economic impacts. This assessment helps identify areas for improvement and develop a baseline for future progress.
3. **Set a Strategy and Action Plan:** Develop a roadmap outlining both short-term and long-term objectives with specific actions, timelines, and responsible teams.
4. **Engage Stakeholders:** Involve employees, customers, and suppliers, in our sustainability initiatives. Their support is vital for the success of our program.
5. **Monitor and Measure Performance:** Continuously track progress toward sustainability goals through key performance indicators (KPIs), audits, and sustainability reporting (e.g., Ecovadis, UNGlobal, SEDEX).
6. **Report and Communicate:** Regularly update stakeholders on our sustainability performance through quarterly performance reviews, annual reports, website updates, or other communication channels. Transparency builds trust with our customers, investors, and the public.
7. **Continuous Improvement:** Sustainability is a long-term commitment. Continuously revisit and refine the sustainability program based on feedback, results, and emerging trends or challenges.

Benefits of GWP Sustainability Program:

- **Improved Brand Reputation:** We believe that companies that lead in sustainability tend to gain consumer loyalty, attract new customers, and build stronger relationships with investors.
- **Cost Savings:** Many of our sustainability initiatives (e.g., energy efficiency, waste reduction) result in cost savings overtime which can be passed to our customers.
- **Risk Mitigation:** Our sustainability program helps companies identify and manage environmental, social, and regulatory risks that may impact long-term business success.
- **Employee Satisfaction and Retention:** We believe that companies that prioritize sustainability and employee well-being often have higher employee engagement, retention, and attract top talent.
- **Compliance and Regulations:** Proactively addressing sustainability ensures that our company meets regulatory requirements and stays ahead of future laws and standards.

In summary, the GWP sustainability program can help companies contribute positively to the environment and society while ensuring long-term profitability. It's an important strategy for businesses looking to future-proof themselves against environmental and societal challenges. We believe in aligning with our partners in a combined effort for a sustainable future.

GWP Global Sustainability Alliances:



EcoVadis is a global platform that assesses, and rates companies' sustainability performance based on environmental, social, and ethical criteria. The platform provides organizations across various industries with a comprehensive evaluation, offering a scorecard that reflects their commitment to responsible business practices, including environmental impact, labor and human rights, ethics, and sustainable procurement. GWP achieved a Silver Award in 2023 (Top 15%) and a **Gold Award in 2024** which puts us in the top 5% of EcoVadis participants.



UN Global Compact is the World's largest corporate sustainability initiative calling companies to align strategies and operations with universal principals on human rights, labor, environment, anti-corruption, and take actions that advance societal goals. It provides a principle-based framework, best practices, resources and networking events that have revolutionized how companies do business responsibly and keep commitments to society.



Supplier Ethical Data Exchange, is a global membership organization dedicated to driving improvements in ethical and responsible business practices in global supply chains. SEDEX primarily supports businesses in managing their performance in four key pillars: Labor Standards, Health and Safety: Environment: Business Ethics.

GWP Sustainability Certificates and Regulations:



The Sustainable Forestry Initiative® (SFI®) program, developed in 1994, is a comprehensive system of principles, objectives and performance measures that combines the perpetual growing and harvesting of trees with the long-term protection of wildlife, plants, soil and water quality. The SFI® program ensures North America's valuable forests were protected and to document the commitment of forest products industry members to keep our forests healthy and to practice the highest level of sustainable forestry.



The Forest Stewardship Council® (FSC®) established a forest management certification program to ensure that products come from well-managed forests that provide environmental, social and economic benefits. FSC is an international membership organization with members coming from diverse backgrounds including environmental NGOs, the timber industry and trade, community forest groups and forest certification organizations.



ISO 9001 Specifies requirements for a quality management system when an organization needs to demonstrate its ability to consistently provide products and services that meet customer, statutory and regulatory requirements, and to enhance customer satisfaction through the effective application of the system, including processes improvement, and assurance of conformity to customer and applicable statutory and regulatory requirements. GWP also conforms to ISO 14001 standards.



On October 5, 2021, California Governor Newsom signed Assembly Bill (AB) 1200 into law. This bill bans all plant fiber-based food packaging containing PFAS that are either intentionally added or present at levels exceeding 100 parts per million total fluorine, beginning January 1, 2023. GWP complies with this new law and PFAS are never intentionally added to our finished goods during the manufacturing process.



We conduct quality and other audits of certain suppliers and have not discovered anything that would lead us to conclude that any of them are not in compliance with all applicable laws. We have a code of business conduct that requires all employees to comply with applicable laws in the conduct of their employment responsibilities.