



SANMAR

Sharing Our Progress:

2018 CORPORATE RESPONSIBILITY UPDATE

At SanMar, making a difference isn't just something we strive to do; it's a part of the DNA that's built into our SanMar Family Values. We understand we're part of something bigger and work every day to do better - to support our employees, to source our products responsibly, to give back and to be a steward of the environment. Last year, we set ambitious goals to achieve by 2020. Here's the progress we've made so far.



Training and Development

We're committed to investing in our employees

We're doubling down on our employee development with leadership training, a brand-new mentoring program and subject-matter-specific education, providing our employees with the skills and knowledge they need to succeed.



300+ PEOPLE PARTICIPATED
IN LEADERSHIP TRAINING

54 MEMBERS PARTICIPATING IN
SANMAR'S MENTORSHIP PROGRAM

17,000+ HOURS OF
TRAINING PROVIDED

Responsible Sourcing

We're committed to ethically and responsibly sourcing our products

We strive to promote worker well-being, and we support the continuous improvement of our factories. We use data collected during factory audits to track performance and identify opportunities for training and improvement.



98% OF FACTORIES AUDITED
IN 2017-18 AUDIT CYCLE

44% OF FACTORIES SAW
IMPROVEMENTS FROM PREVIOUS AUDIT

17% OF FACTORY SCORES
DECLINED FROM PREVIOUS AUDIT

3 SUPPLIER AND FACTORY
TRAININGS LAUNCHED

Community

We're committed to making a difference in the communities we call home

We strive to be active participants in all of the communities we're a part of, from our home office in Issaquah, Washington, to our distribution centers around the U.S. and in our customers' neighborhoods.

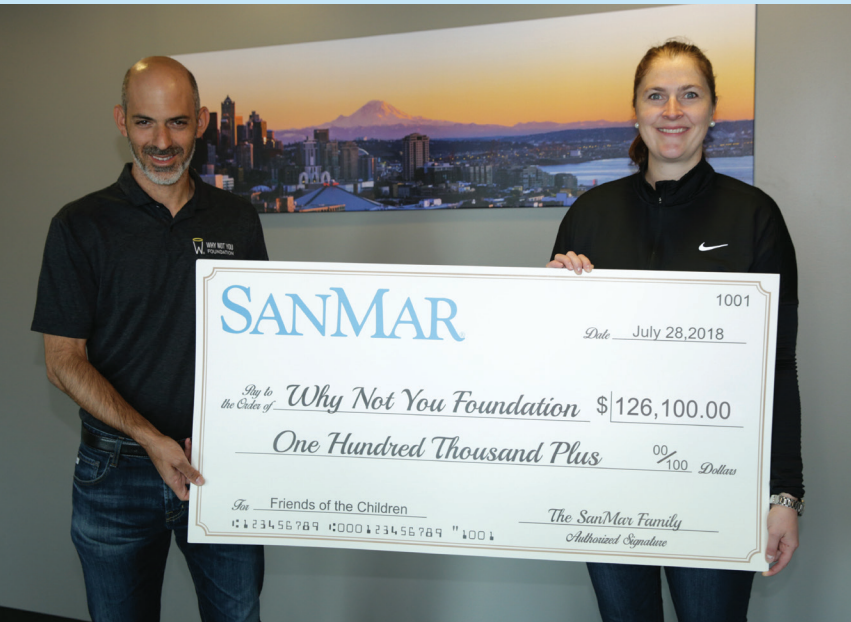


\$201,580 DONATED TO ORGANIZATIONS BY SANMAR AND OUR EMPLOYEES

135 ORGANIZATIONS SUPPORTED

534 CUSTOMER MERCHANDISE DONATION REQUESTS

\$70,000 WORTH OF MERCHANDISE DONATED VIA CUSTOMER MERCHANDISE DONATION FUND



SPOTLIGHT: WOMEN AND CHILDREN

We've identified mentorship as a key driver of success for empowering women and children. Our eight distribution centers and home office joined forces to work with the Why Not You Foundation to raise funds for Friends of the Children, a national nonprofit working to break the cycle of generational poverty. In total, SanMar donated more than \$125,000 to the Why Not You Foundation in support of Friends of the Children.

FRIENDS of the
CHILDREN

W WHY NOT YOU
FOUNDATION



Traceability We currently track 100% of our cut-and-sew factories and are proud to share our strategic supply-chain partners. We are also moving toward deeper traceability by mapping our value chain beyond our cut-and-sew factories. We've identified important social and environmental impacts in earlier stages of production that we want to address, so we are building systems to effectively track our upstream suppliers. This will remain a key focus for us in 2019 and beyond.



Innovation It's important to us to continue investing in technology that will help our business while providing us greater visibility into our global supply chain. Our upcoming enterprise resourcing planning launch is a game changer for SanMar, streamlining processes and setting the foundation for future projects. It will allow us to focus on implementing best practices that will drive improvement in product and operational sustainability.

Sustainable Operations

We're committed to being a positive example of environmental stewardship

We believe that reducing, reusing and recycling have the power to make a positive impact on our planet. We remain focused on doing our part to be a responsible member of this global economy.



4% REDUCTION IN ENERGY USE IN HOME OFFICE AND DCs

5% INCREASE IN WATER USAGE

21,979 POUNDS OF ELECTRONIC WASTE RECYCLED

520,445 BOXES SAVED, A 14% IMPROVEMENT FROM THE PREVIOUS YEAR

Sustainable Products

We're committed to creating and delivering sustainable products

From inception to end-of-life, it's our goal to understand the impact and sustainability of our products. Our Sustainable Apparel Coalition membership underscores our commitment to using the Higg Index to evaluate our processes and support the improvement of our factories' environmental management systems.



18% OF FACTORIES SANMAR SOURCES PRODUCTS FROM CURRENTLY USING THE HIGG INDEX

800 GALLONS OF TEXTILES DIVERTED FROM LANDFILL THROUGH OUR HOME OFFICE RECYCLING PROGRAM

100% OF PARCEL SHIPMENTS CONTINUE TO MOVE VIA CARRIERS WITH GREEN PRACTICES

We understand that corporate responsibility is a journey, and we're pleased to share our experiences with you. Please feel free to contact us with any questions you have.

SANMAR

Corporate Headquarters

22833 SE Black Nugget Road, Suite 130
Issaquah, WA 98029

Phone: (206) 727-3200 Email: cr@sanmar.com