

SANMAR

Gaining Steam

2019 CORPORATE RESPONSIBILITY UPDATE

As we enter the next decade, we take a look back to measure our progress. We remain grounded in our family values to serve with care and integrity while aspiring to new heights to make a positive impact. In 2017 we set goals to achieve in 2020 and have been steadily making progress. We're still hard at work and while we take stock to see where we excelled and where there's still room to grow, we're keeping an eye to the future. We're committed to keeping SanMar a great place to work, to support our communities, and to deliver quality product that is sourced responsibly and sustainably. Here's the latest on our progress.



Leveling Up

Education and training continue to be a focus for SanMar.

SanMar is committed to investing in each other and giving our employees the opportunity to grow, both personally and professionally. In our Managing Essentials program, leaders at all levels across the organization are gaining valuable skills, while helping to ensure that we are all speaking the same language, regardless of where they sit in the business.

We are also using training platforms like LinkedIn Learning, a company-wide portal for education at your own pace. We have over 500 users who have used the platform to view more than 11,000 educational videos. There are also opportunities for financial educational assistance programs to pursue courses and certifications to help employees build their subject matter expertise within SanMar.

In addition to educational opportunities, with the continuation of our successful mentorship program, another 28 participants benefitted from a mentor relationship. An important aspect of personal and professional development, our mentors and mentees are investing in each other and themselves.



The Managing Essentials course culminates in a final off-site session to reflect on what was learned.

Marching Forward

Something as simple as a shirt has the power to inspire pride in who we are and what we do.

Every member of the SanMar family is a unique thread in the tapestry of our lives and we strive to be a force for change in the communities where we live and work. It's a responsibility we take seriously. That's why diversity and acceptance are woven into everything we do. This year, we were honored to be represented for the first time in the 45th Annual Seattle Pride Parade. Employees from across the company brought their friends and families out to show their support for the LGTBQ community.



Reducing Our Impact

We continue to strive to reduce our footprint. Here are some highlights from the last year:

- Our overall energy use remained the same in the past year, while our **water use decreased by 2%** across our home office and DCs.
- As a result of our partnership with PrintReleaf, in the past year we have offset our paper consumption by **reforesting 383 trees**.
- We've recycled **17,239 pounds of e-waste**.



PrintReleaf's project partners aim to improve livelihoods through training and economic development projects.



Closing the Loop

Introducing the RE-TEE.

Sustainability means working to ensure that future generations will have the resources they need to thrive so we are looking for ways to conserve resources and keep materials out of landfills. Our first step is the Re-Tee™. Made of 100% recycled fabric, the District® Re-Tee™ is composed of 60% recycled cotton and 40% recycled polyester. The recycled cotton comes from reclaimed cotton scraps and the recycled polyester, also known as rPET, is made from used items such as plastic bottles.

Supporting Our Neighbors

During this year's Charitable Giving campaign, SanMar employees teamed up with Bailey-Boushay House in Seattle.

Every year SanMar employees participate in our Charitable Giving Campaign to benefit a community organization. Bailey-Boushay House provides compassionate care for individuals with HIV/AIDS, as well as end-of-life care for people with ALS and other complex conditions.

For the past 27 years, the team at Bailey-Boushay House has been providing patients care through both their outpatient and inpatient programs. Over the course of two weeks, SanMar employees raised \$130,000 to support treatment assistance. We are proud to support their mission to provide exceptional care while giving patients the dignity and respect they deserve.



Everyone at SanMar joined together to make a difference for Bailey-Boushay House and the clients they serve.

Sourcing Responsibly

We continue to strengthen our responsible sourcing program through a focus on continuous improvement and collaboration.

Rooted in a commitment to uphold the highest workplace standards and regularly monitor facilities, we are growing the program to include training, consultation and engagement with civil society. In the past year, we have added eLearning to our regular audit process to provide training on determining root causes of non-compliances and developing sustainable solutions.

We have also joined with other brands, suppliers and manufacturers to work with civil society organizations to work to address industry-wide regional issues.



Employees of Hirdaramani, our supply chain partner in Sri Lanka, taking part in one of their Wonders of Well-Being program initiatives focused on health and wellness.

IN ADDITION TO OUR ANNUAL COMPANY-WIDE CHARITABLE GIVING EVENT, SANMAR PROUDLY SUPPORTS THE CAUSES THAT MATTER MOST TO OUR EMPLOYEES.

IN THE PAST YEAR, SANMAR AND ITS EMPLOYEES DONATED A TOTAL OF **\$239,572**, SUPPORTING 85 COMMUNITY ORGANIZATIONS ACROSS THE US.

99%
OF FACTORIES AUDITED IN 2018-19 CYCLE

35%
SAW IMPROVEMENTS FROM PREVIOUS AUDIT

23%
OF FACTORY SCORES DECLINED FROM PREVIOUS AUDIT

34%
OF FACTORIES USING THE HIGG INDEX

51%
OF FACTORIES COMPLETED SOCIAL COMPLIANCE TRAININGS

In 2018, SanMar signed on to the AAFA/FLA Apparel & Footwear Industry Commitment to Responsible Recruitment.

This proactive industry effort aims to address potential forced labor risks for migrant workers in the supply chain. In doing so, SanMar commits to work with our global supply chain partners to eliminate conditions that could lead to forced labor in the countries from which we source products.



A CANVAS *for* GOOD

At SanMar, we believe that business is personal. Some might say a t-shirt is just a t-shirt. But at SanMar, it's more than that to us. It's "A canvas for good." Through responsible practices, we create the shirt you wear to cheer on your alma mater, honor your favorite band or show support for a worthy cause. Our products shape teams, build connections and unite communities.

A Canvas for Good is our new vision statement. It's an opportunity for all of us to share our stories about how SanMar's products make a positive difference in our local and global communities. Visit canvasforgood.com to learn more.

We believe corporate responsibility is a journey, and we are proud 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