

GRI content index

Statement of use		SanMar has reported in accordance with the GRI Standards for the period 1 January 2022 - 31 December 2022.	
GRI 1 used		GRI 1: Foundation 2021	
GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	SanMar is a family-owned and -operated company based in Issaquah, WA. It is a privately owned, incorporated entity operating in the US.	2022 Sustainability Report, pg. 4
GRI 2: General Disclosures 2021	2-2 Entities included in the organization's sustainability reporting	This report includes information on SanMar's wholly-owned and operated entity in the US, which includes our home office and distribution centers. This report does not include information on entities for which we may have financial interest but no operational control.	2022 Sustainability Report, pg. 33
GRI 2: General Disclosures 2021	2-3 Reporting period, frequency and contact point	Data contained in this report is for the 2022 calendar year unless otherwise noted. Starting in 2021 SanMar began publishing a complete report every two years, with an annual update in the interim year. This report was published in June 2023. For questions, please contact cr@sanmar.com .	2022 Sustainability Report, pg. 33
GRI 2: General Disclosures 2021	2-4 Restatements of information	Starting with this 2022 report, SanMar is reporting in accordance with GRI Standards and as such has included a GRI Content Index.	2022 Sustainability Report, pg. 33
GRI 2: General Disclosures 2021	2-5 External assurance	SanMar has not pursued third-party assurance of this report; however, Scope 1, 2, and 3 emissions have been reviewed by a third-party for accuracy.	
GRI 2: General Disclosures 2021	2-6 Activities, value chain and other business relationships	See our 2022 Sustainability Report for more information.	2022 Sustainability Report, pgs. 4 and 23
GRI 2: General Disclosures 2021	2-7 Employees	SanMar employs over 5,500 employees.	2022 Sustainability Report, pg. 4
GRI 2: General Disclosures 2021	2-8 Workers who are not employees	As of 12/31/22, SanMar employed 5,637 employees, of which 5,225 are permanent and 412 are temporary employees.	
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	Not applicable - SanMar is a family-owned and -operated company. To learn more about our leadership team and board of advisors, please visit sanmar.com .	
GRI 2: General Disclosures 2021	2-10 Nomination and selection of the highest governance body	Not applicable - SanMar is a family-owned and -operated company. To learn more about our leadership team and board of advisors, please visit sanmar.com .	
GRI 2: General Disclosures 2021	2-11 Chair of the highest governance body	Not applicable - SanMar is a family-owned and -operated company. To learn more about our leadership team and board of advisors, please visit sanmar.com .	
GRI 2: General Disclosures 2021	2-12 Role of the highest governance body in overseeing the management of impacts	Not applicable - SanMar is a family-owned and -operated company. To learn more about our leadership team and board of advisors, please visit sanmar.com .	
GRI 2: General Disclosures 2021	2-13 Delegation of responsibility for managing impacts	Not applicable - SanMar is a family-owned and -operated company. To learn more about our leadership team and board of advisors, please visit sanmar.com .	
GRI 2: General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	Not applicable - SanMar is a family-owned and -operated company. To learn more about our leadership team and board of advisors, please visit sanmar.com .	
GRI 2: General Disclosures 2021	2-15 Conflicts of interest	Not applicable - SanMar is a family-owned and -operated company. To learn more about our leadership team and board of advisors, please visit sanmar.com .	
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	Not applicable - SanMar is a family-owned and -operated company. To learn more about our leadership team and board of advisors, please visit sanmar.com .	
GRI 2: General Disclosures 2021	2-17 Collective knowledge of the highest governance body	Not applicable - SanMar is a family-owned and -operated company. To learn more about our leadership team and board of advisors, please visit sanmar.com .	
GRI 2: General Disclosures 2021	2-18 Evaluation of the performance of the highest governance body	Not applicable - SanMar is a family-owned and -operated company. To learn more about our leadership team and board of advisors, please visit sanmar.com .	
GRI 2: General Disclosures 2021	2-19 Remuneration policies	All employees are eligible for a fair and competitive base salary. Pay ranges are reviewed at least once annually and are derived from survey data, market conditions and an equity review, as well as livable and minimum wage considerations. The pay information for the senior team is presented to the Board for consideration each year. The annual discretionary bonus is determined based on individual performance and company performance. Bonus amounts are leveled by pay grade. All employees who have worked 90 days and at least 260 hours are eligible for the 401k program.	
GRI 2: General Disclosures 2021	2-20 Process to determine remuneration	As a privately held company, there are no external shareholders. Remuneration policies are based on the company compensation philosophy and final determinations are based upon senior leadership, C-suite and Board review and approval. Remuneration is currently split between base pay and bonus programs. There are several bonus programs depending on the position within the organization to most closely relate to the type of work performed. The base pay ranges are evaluated at least once annually by the Compensation team who reviews data against minimum wages, living wages, market conditions, survey data and internal equity. Leadership teams may review the pay ranges for input.	
GRI 2: General Disclosures 2021	2-21 Annual total compensation ratio	Omitted. Reason for Omission: Confidentiality constraints. - as a privately-held company, SanMar does not report publicly on compensation.	
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	See our 2022 Sustainability Report for more information.	2022 Sustainability Report, pg. 3 for Letter from the President, pg. 5 for Approach to Sustainability, and pg. 6 for Five-Year Plan
GRI 2: General Disclosures 2021	2-23 Policy commitments	SanMar's seeks out suppliers that adhere to our rigorous social compliance standards and Global Operating Principles. These Principles are based on labor standards established by the International Labor Organization. For more information on our factory monitoring program, please visit: https://www.sanmar.com/resources/compliance/factorymonitoring	
GRI 2: General Disclosures 2021	2-24 Embedding policy commitments	Conducting business responsibly is core to SanMar's family values. All factory selection and vetting is based on our Global Operating Principles and labor standards established by the International Labor Organization, as well as a system of comprehensive compliance audits and a demonstrated commitment to environmental sustainability and product safety. Our Product and Compliance teams work closely together to ensure that our commitment to responsible sourcing is implemented, with full support from executive leadership. Our requirements are communicated to suppliers prior to beginning our business relationship through a robust onboarding process and refreshed regularly. Internal teams and suppliers are provided with periodic trainings on relevant topics.	
GRI 2: General Disclosures 2021	2-25 Processes to remediate negative impacts	SanMar operates a confidential reporting line for workers and factories to report any suspected violations of the law or our Global Operating Principles (GOP). Any reported concerns received are communicated to our chief product officer, VP and general counsel, senior director of compliance, senior director of sourcing and relevant sourcing manager. Follow up on the concern is taken immediately. Complaints may be submitted via SanMar's email or phone hotline, both of which are included in our GOP, which are posted in every factory producing SanMar products. SanMar has also contracted with regional organizations to ensure the effectiveness and accessibility of our grievance mechanisms. The channels are both secure and confidential.	
GRI 2: General Disclosures 2021	2-26 Mechanisms for seeking advice and raising concerns	SanMar provides a hotline for employees to anonymously report incidents such as ethical violations, fraud, improper conduct, and violations of company policy.	
GRI 2: General Disclosures 2021	2-27 Compliance with laws and regulations	No significant instances of non-compliance with laws and regulations occurred during the reporting period.	
GRI 2: General Disclosures 2021	2-28 Membership associations	We are proud to partner with organizations that help us improve our programs by providing the opportunity to learn and share best practices and hold us accountable.	2022 Sustainability Report, pg. 6

GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	SanMar actively seeks the input from stakeholders such as employees, suppliers, and multi-stakeholder organizations through online surveys, virtual and in-person meetings and direct engagement, in order to stay abreast of current issues, assess our impacts and share best practices to mitigate actual and potential negative impacts.	
GRI 2: General Disclosures 2021	2-30 Collective bargaining agreements	No collective bargaining agreements were in place during the reporting period.	
Material topics			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	With this report, SanMar evaluated all actual and potential impacts we feel are material to our business and aim to provide a complete and balanced account of our impacts. We solicited stakeholder input through virtual conversations and an online survey to identify issues most important to them. Existing frameworks were also used to guide the development of this report, including best practices for the type and breadth of content, as well as analyzing and reporting data. Content for this report was gathered from teams across the organization.	2022 Sustainability Report, pg. 5
GRI 3: Material Topics 2021	3-2 List of material topics	See our 2022 Sustainability Report for a list of the actual and potential impacts that are relevant to SanMar's business.	2022 Sustainability Report, pg. 5
Economic performance			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Omitted. Reason for Omission: Confidentiality constraints. Explanation: As a privately-held company, SanMar does not report publicly on economic performance.	
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	Omitted. Reason for Omission: Confidentiality constraints. Explanation: As a privately-held company, SanMar does not report publicly on economic performance.	
GRI 201: Economic Performance 2016	201-3 Defined benefit plan obligations and other retirement plans	SanMar does not offer a defined benefit plan for retirement; however, a 401k plan with employer match is offered. Employees may contribute from 0% to 75% of their pay. The company matches 1:1 up to 4% of eligible compensation.	
GRI 201: Economic Performance 2016	201-4 Financial assistance received from government	Omitted. Reason for Omission: Confidentiality constraints. Explanation: As a privately-held company, SanMar does not report publicly on economic performance.	
Market presence			
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	The HR Compensation team reviews pay ranges against minimum wage in the local city, state, or federal level, at least annually or based on the frequency of change at each level. The pay ranges are created to meet or exceed minimum wage as declared by a government agency.	
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	Omitted. Reason for Omission: Information not available. Explanation: This information is not currently tracked.	
Indirect economic impacts			
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Omitted. Reason for Omission: Confidentiality constraints. Explanation: As a privately-held company, SanMar does not report publicly on investments.	
GRI 203: Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts	Omitted. Reason for Omission: Confidentiality constraints. Explanation: As a privately-held company, SanMar does not report publicly on investments.	
Procurement practices			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Omitted. Reason for Omission: Information not available. Explanation: This information is not currently tracked.	
Anti-corruption			
GRI 3: Material Topics 2021	3-3 Management of material topics	SanMar holds itself and those we work with to the highest standards of integrity and communicates our expectations through our employee handbook and factory monitoring manual.	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	100% of operations are assessed for risks related to corruption. Vendor relations was identified as potential risk for corruption.	
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	SanMar's anti-corruption policy is communicated to all employees through the employee handbook. Vendors are notified of SanMar's anti-corruption policy via the factory monitoring manual.	
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	No confirmed instances of corruption occurred during the reporting period.	
Anti-competitive behavior			
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No legal actions completed or pending during the reporting period.	
Tax			
GRI 207: Tax 2019	207-1 Approach to tax	Omitted. Reason for Omission: Confidentiality constraints. Explanation: As a privately-held company, SanMar does not report publicly on tax.	
GRI 207: Tax 2019	207-2 Tax governance, control, and risk management	Omitted. Reason for Omission: Confidentiality constraints. Explanation: As a privately-held company, SanMar does not report publicly on tax.	
GRI 207: Tax 2019	207-3 Stakeholder engagement and management of concerns related to tax	Omitted. Reason for Omission: Confidentiality constraints. Explanation: As a privately-held company, SanMar does not report publicly on tax.	
GRI 207: Tax 2019	207-4 Country-by-country reporting	Omitted. Reason for Omission: Confidentiality constraints. Explanation: As a privately-held company, SanMar does not report publicly on tax.	
Materials			
GRI 3: Material Topics 2021	3-3 Management of material topics	In our products and our packaging, SanMar is taking steps to increase the amount of recycled content we use.	2022 Sustainability Report, pgs. 28-29
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Omitted. Reason for Omission: Confidentiality constraints. Explanation: As a privately-held company, SanMar does not report publicly on business volumes.	
GRI 301: Materials 2016	301-2 Recycled input materials used	Omitted. Reason for Omission: Confidentiality constraints. Explanation: As a privately-held company, SanMar does not report publicly on business volumes.	
GRI 301: Materials 2016	301-3 Reclaimed products and their packaging materials	SanMar has tripled the number of styles we sell with recycled content since 2019. See our 2022 Sustainability Report for more information.	2022 Sustainability Report, pgs. 28-29
Energy			
GRI 3: Material Topics 2021	3-3 Management of material topics	SanMar has been measuring energy usage at our operations since 2016 and reporting on it since 2018.	2022 Sustainability Report, pg. 18
GRI 302: Energy 2016	302-1 Energy consumption within the organization	As part of SanMar's commitment to sustainability, we are taking steps to reduce energy usage at our office and warehouses.	2022 Sustainability Report, pg. 18
GRI 302: Energy 2016	302-2 Energy consumption outside of the organization	SanMar is currently measuring energy use from outside our organization through the calculation of our Scope 3 emissions, which includes evaluation of our suppliers' energy use and energy use in the textile creation process.	
GRI 302: Energy 2016	302-3 Energy intensity	See our 2022 Sustainability Report for more information.	2022 Sustainability Report, pg. 18
GRI 302: Energy 2016	302-4 Reduction of energy consumption	See our 2022 Sustainability Report for more information.	2022 Sustainability Report, pg. 18
GRI 302: Energy 2016	302-5 Reductions in energy requirements of products and services	SanMar is proud to work with suppliers who share our commitment to reducing their environmental impact, and we continue to develop more styles with materials that have a lower environmental impact as well.	2022 Sustainability Report, pg. 27
Water and effluents			
GRI 3: Material Topics 2021	3-3 Management of material topics	SanMar has been measuring water usage at our operations since 2016 and reporting on it since 2018.	2022 Sustainability Report, pg. 18
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	At SanMar operations water use is limited to domestic use in our office and distribution centers as well as cooling at our Arizona distribution center, and is sourced from public-supply systems.	2022 Sustainability Report, pg. 18
GRI 303: Water and Effluents 2018	303-2 Management of water discharge-related impacts	SanMar's water discharge is limited to domestic use that is managed through our local municipalities. We act to ensure we are operating in compliance with all local laws and regulations.	2022 Sustainability Report, pg. 18
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	Omitted. Reason for Omission: Information not available. Explanation: This information is not currently tracked.	
GRI 303: Water and Effluents 2018	303-4 Water discharge	Omitted. Reason for Omission: Information not available. Explanation: This information is not currently tracked.	
GRI 303: Water and Effluents 2018	303-5 Water consumption	See our 2022 Sustainability Report for more information.	2022 Sustainability Report, pg. 18

Biodiversity			
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Omitted. Reason for Omission: Information not available. Explanation: This information is not currently tracked.	
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products and services on biodiversity	Omitted. Reason for Omission: Information not available. Explanation: This information is not currently tracked.	
GRI 304: Biodiversity 2016	304-3 Habitats protected or restored	Omitted. Reason for Omission: Information not available. Explanation: This information is not currently tracked.	
GRI 304: Biodiversity 2016	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Omitted. Reason for Omission: Information not available. Explanation: This information is not currently tracked.	
Emissions			
GRI 3: Material Topics 2021	3-3 Management of material topics	As part of SanMar's commitment to sustainability, we are taking steps to reduce emissions in our facilities and supply chain by measuring emissions and exploring opportunities for reducing emissions through improvements at our facilities and increasing the amount of lower-environmental impact materials we use in our products.	2022 Sustainability Report, pg. 17
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	See our 2022 Sustainability Report for more information.	2022 Sustainability Report, pg. 17
GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	See our 2022 Sustainability Report for more information.	2022 Sustainability Report, pg. 17
GRI 305: Emissions 2016	305-3 Other indirect (Scope 3) GHG emissions	See our 2022 Sustainability Report for more information.	2022 Sustainability Report, pg. 17
GRI 305: Emissions 2016	305-4 GHG emissions intensity	See our 2022 Sustainability Report for more information.	2022 Sustainability Report, pg. 17
GRI 305: Emissions 2016	305-5 Reduction of GHG emissions	See our 2022 Sustainability Report for more information.	2022 Sustainability Report, pg. 17
GRI 305: Emissions 2016	305-6 Emissions of ozone-depleting substances (ODS)	Omitted. Reason for Omission: Information not available. Explanation: This information is not currently tracked.	
GRI 305: Emissions 2016	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Omitted. Reason for Omission: Information not available. Explanation: This information is not currently tracked.	
Waste			
GRI 3: Material Topics 2021	3-3 Management of material topics	As part of SanMar's commitment to sustainability, we are taking steps to reduce waste at our office and warehouses through reducing packaging and recycling programs.	2022 Sustainability Report, pg. 19
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	We understand that waste reduction is an important topic for many of our stakeholders. Over the years we have implemented several initiatives to reduce and keep waste out of landfill. From providing recycling and compost options at our home office to packaging reduction efforts at our distribution centers, we aim to reduce, reuse and recycle wherever possible.	2022 Sustainability Report, pg. 19
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	Our IT department regularly hosts e-waste recycling events, which have helped SanMar and our employees to recycle 14,969 pounds of e-waste in 2022. In 2023 we are planning to expand this offering to our warehouses. Our product creation teams have worked together since 2018 to keep textiles out of landfill by recycling unusable samples, fabric swatches and other textile scraps. In 2022, this equated over 1,000 pounds.	2022 Sustainability Report, pg. 19
GRI 306: Waste 2020	306-3 Waste generated	The estimated total weight of waste generated, including recycling, compost and landfill, is 2473 metric tons. Due to what data is available from our waste haulers, we are limited to estimating total waste generated by size of containers and frequency of pickups and using EPA conversion factors.	2022 Sustainability Report, pg. 19
GRI 306: Waste 2020	306-4 Waste diverted from disposal	The estimated total weight of waste diverted from disposal, including recycling and compost, is 1989 metric tons, an 80% diversion rate.	2022 Sustainability Report, pg. 19
GRI 306: Waste 2020	306-5 Waste directed to disposal	The estimated total weight of waste directed to landfill, is 525 metric tons (excluding hazardous waste). SanMar is identified as a Very Small Quantity Generators (VSGs) of hazardous waste. Any hazardous waste is recorded and disposed of according relevant rules and regulations.	2022 Sustainability Report, pg. 19
Supplier environmental assessment			
GRI 3: Material Topics 2021	3-3 Management of material topics	Through SanMar's factory monitoring program all suppliers are vetted according to our Global Operating Principles, which includes minimum requirements for environmental performance. Supplier sustainability performance is also measured through the Higg Facility Environmental Module (FEM).	2022 Sustainability Report, pg. 27
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	As part of SanMar's factory onboarding process, 100% of new suppliers are screened using environmental criteria.	
GRI 308: Supplier Environmental Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	See our 2022 Sustainability Report for more information.	2022 Sustainability Report, pg. 27
Employment			
GRI 3: Material Topics 2021	3-3 Management of material topics	SanMar is an equal opportunity employer and, as such, considers individuals for employment according to their abilities and performance. SanMar strives to provide quality and cost-effective benefits for its team members.	2022 Sustainability Report, pg. 9
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	In 2022, SanMar had 1,796 new hires.	
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Regular employees who work 20 hours or more are eligible for medical, dental, vision, life and disability coverage the first of the month following 60 days of employment. Temporary agency employees are not eligible for benefits. Paid maternity and paternity benefits are available to employees who have worked 1,250 hours during the 12 consecutive months preceding the leave date. Employees may participate in the 401k plan if they meet 260 hours within the first 90 days of employment or are credited with one year of service.	2022 Sustainability Report, pg. 9
GRI 401: Employment 2016	401-3 Parental leave	The company offers 6 weeks paid maternity and paternity leave to all regular employees who have been with the company for 12 months or longer who have worked 1250 hours. Employees may elect to use paid maternity/paternity leave, state disability or short term disability as appropriate. Our programs are tracked under either FMLA or ADA regulations and are not tracked independently under the paid parental leave policy, therefore exact numbers are not available.	2022 Sustainability Report, pg. 9
Labor/management relations			
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	SanMar complies with all applicable federal, state and local regulations related to employment. We do not have a formal policy related to minimum notice period for changes. However, SanMar makes best efforts to ensure that employees receive several weeks' notice ahead of any significant, discretionary changes impacting employees as well as prompt notice as soon as possible ahead of any changes that are beyond SanMar's reasonable control.	

Occupational health and safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	SanMar ensures the health and safety of employees by performing hazard and risk assessments, providing employees with the knowledge and training required to perform their job safely, and ensuring we are operating in compliance with relevant laws and regulations.	2022 Sustainability Report, pg. 13
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Our facility and distribution teams work diligently to ensure our employees have the information they need to perform their job safely and that we are operating in compliance with all relevant regulations.	2022 Sustainability Report, pg. 13
GRI 403: Occupational Health and Safety 2018	403-2 Hazard identification, risk assessment, and incident investigation	See our 2022 Sustainability Report for more information.	2022 Sustainability Report, pg. 13
GRI 403: Occupational Health and Safety 2018	403-3 Occupational health services	See our 2022 Sustainability Report for more information.	2022 Sustainability Report, pg. 13
GRI 403: Occupational Health and Safety 2018	403-4 Worker participation, consultation, and communication on occupational health and safety	Employees at each warehouse have the opportunity to participate on the safety committee. Safety committees conduct monthly walk throughs to identify potential issues, and recommend solutions.	2022 Sustainability Report, pg. 13
GRI 403: Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	Within our warehouses, employee training is completed during new hire orientation. All potential hazards are reviewed with the trainer and then supervisors provide job-specific training. Refreshers are also conducted periodically and as needed.	2022 Sustainability Report, pg. 13
GRI 403: Occupational Health and Safety 2018	403-6 Promotion of worker health	SanMar employees have access to myStrength for emotional and behavioral health support as well as Livongo for diabetes and hypertension management as applicable. Both programs are voluntary, and SanMar does not receive confidential health information from either.	
GRI 403: Occupational Health and Safety 2018	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	SanMar utilizes several occupational health services and procedures to safeguard the health and safety of our employees. See our 2022 Sustainability Report for more information.	2022 Sustainability Report, pg. 13
GRI 403: Occupational Health and Safety 2018	403-8 Workers covered by an occupational health and safety management system	All employees, including temporary employees, are required to adhere to SanMar policies and procedures detailed in our Safety Manual.	2022 Sustainability Report, pg. 13
GRI 403: Occupational Health and Safety 2018	403-9 Work-related injuries	Omitted. Reason for Omission: Confidentiality constraints. Explanation: As a privately-held company, SanMar does not report publicly on work-related injuries.	
GRI 403: Occupational Health and Safety 2018	403-10 Work-related ill health	Omitted. Reason for Omission: Confidentiality constraints. Explanation: As a privately-held company, SanMar does not report publicly on work-related ill-health.	
Training and education			
GRI 3: Material Topics 2021	3-3 Management of material topics	Through our training and development program, SanMar provides a variety of learning opportunities both in-person and online.	2022 Sustainability Report, pg. 14
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	See our 2022 Sustainability Report for more information.	2022 Sustainability Report, pg. 14
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	See our 2022 Sustainability Report for more information.	2022 Sustainability Report, pg. 14
GRI 404: Training and Education 2016	404-3 Percentage of employees receiving regular performance and career development reviews	Our goal is that all employees are engaged in performance conversations, both throughout the year and with the annual performance review process.	
Diversity and equal opportunity			
GRI 3: Material Topics 2021	3-3 Management of material topics	SanMar's IDEA (Inclusion, Diversity, Equity & Action) Council advises and guides company-wide diversity efforts and advocates for the value of inclusion as a pathway to employee well-being and business success.	2022 Sustainability Report, pg. 12
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	See our 2022 Sustainability Report for more information.	2022 Sustainability Report, pg. 12
GRI 405: Diversity and Equal Opportunity 2016	405-2 Ratio of basic salary and remuneration of women to men	Omitted. Reason for omission: Confidentiality constraints. Explanation: as a privately-held company, SanMar does not report on compensation.	
Non-discrimination			
GRI 3: Material Topics 2021	3-3 Management of material topics	SanMar prohibits any form of harassment or discrimination based on an individual's race, color, religion, sex (including pregnancy, sexual orientation, gender identity or expression), national origin, age, genetic information (including family medical history), physical or mental disability, marital status, domestic partnership status, civil union status, familial status, veteran status, citizenship status or membership in any other group protected by federal, state or local law.	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Omitted. Reason for Omission: Confidentiality constraints. Explanation: To protect the privacy of employees, SanMar does not disclose personally identifying information.	
Freedom of association and collective bargaining			
GRI 3: Material Topics 2021	3-3 Management of material topics	Workers' right to freedom of association, i.e. the right of workers and employers to form and join organizations of their own choosing, is an integral part of a free and open society and an important tenet of our Global Operating Principles. We aim to ensure that everyone in our supply chain has a voice and there is a culture of open dialogue and continuous improvement and confirm this through periodic factory audits. In 2022, factory compliance team members received training focused on Freedom of Association and Collective Bargaining.	
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	100% of suppliers in SanMar's private label supply chain are monitored for adherence to our Global Operating Principles.	
Child labor			
GRI 3: Material Topics 2021	3-3 Management of material topics	SanMar seeks out suppliers who adhere to our rigorous social compliance standards and Global Operating Principles, which prohibit the use of child labor. These principles are based on labor standards established by the International Labor Organization. All factory selection and vetting is based on these principles as well as a system of comprehensive compliance audits.	
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	100% of suppliers in SanMar's private label supply chain are monitored for adherence to our Global Operating Principles.	
Forced or compulsory labor			
GRI 3: Material Topics 2021	3-3 Management of material topics	SanMar seeks out suppliers who adhere to our rigorous social compliance standards and Global Operating Principles, which prohibit the use of forced labor. These principles are based on labor standards established by the International Labor Organization. All factory selection and vetting is based on these principles as well as a system of comprehensive compliance audits.	
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	100% of suppliers in SanMar's private label supply chain are monitored for adherence to our Global Operating Principles.	
Security practices			
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Omitted. Reason for Omission: Information not available. Explanation: This information is not currently tracked.	
Rights of indigenous peoples			
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	No incidents of violations involving rights of indigenous peoples were identified during the reporting period.	
Local communities			
GRI 3: Material Topics 2021	3-3 Management of material topics	SanMar is committed to being a good community member and engages with local stakeholders in locations where we have operations.	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	100% of operations participate in charitable giving events, where we partner with local organizations to provide financial and in-kind donations. Our work place code of conduct and safety measures apply at all of our locations.	
GRI 413: Local Communities 2016	413-2 Operations with significant actual and potential negative impacts on local communities	Omitted. Reason for Omission: Information not available. Explanation: This information is not currently tracked.	

Supplier social assessment			
GRI 3: Material Topics 2021	3-3 Management of material topics	Through SanMar's factory monitoring program all suppliers are vetted according to our rigorous social compliance standards and our Global Operating Principles, which are based on labor standards established by the International Labour Organization. Third-party verification of our standards are further strengthened by random monitoring performed by the Fair Labor Association.	2022 Sustainability Report, pgs. 22-27
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	As part of SanMar's factory onboarding process, 100% of new suppliers are screened using social criteria.	2022 Sustainability Report, pgs. 22-27
GRI 414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	Our factory monitoring program aims to address potential negative social impacts in the supply chain.	2022 Sustainability Report, pgs. 22-27
Public policy			
GRI 415: Public Policy 2016	415-1 Political contributions	Omitted. Reason for Omission: Confidentiality constraints. Explanation: As a privately-held company, SanMar does not report publicly on political contributions.	
Customer health and safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	SanMar is committed to verifying that materials used to manufacture our private label products are safe and meet or exceed all applicable U.S. product safety laws. We work with a third-party product testing provider to institute a rigorous product testing program across our private label supply chain to verify that manufacturers produce goods that meet our standards as well as those of applicable federal and state laws.	2022 Sustainability Report, pg. 31
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	100% of product categories are assessed for safety impacts.	2022 Sustainability Report, pg. 31
GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	No incidents of non-compliance concerning the health and safety impacts of products and services were identified during the reporting period.	
Marketing and labeling			
GRI 3: Material Topics 2021	3-3 Management of material topics	SanMar follows the relevant guidance and regulations regarding product labeling and marketing.	
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	SanMar provides country of origin and fiber content for all products, per FTC requirements. 100% of significant product categories are covered by our labeling requirements.	
GRI 417: Marketing and Labeling 2016	417-2 Incidents of non-compliance concerning product and service information and labeling	No incidents of non-compliance concerning product and service information and labeling were identified during the reporting period.	
GRI 417: Marketing and Labeling 2016	417-3 Incidents of non-compliance concerning marketing communications	No incidents of non-compliance concerning marketing communications occurred during the reporting period.	
Customer privacy			
GRI 3: Material Topics 2021	3-3 Management of material topics	SanMar takes all commercially reasonable steps in accordance with industry standards to protect customer data and privacy in accordance with relevant laws and regulations.	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	No substantiated complaints concerning breaches of customer privacy and losses of customer data occurred during the reporting period.	