

SanMar is more than just a t-shirt company.

We believe every shirt we sell has the power to do good. This philosophy drives our business objectives and sustainability goals equally.

Founded in 1971 in Seattle, we've grown to more than 5,800 employees serving over 70,000 customers across the United States. Our founding values still guide us today: **Be Nice and Tell the Truth.**

As we've grown, we've learned that a t-shirt can make a difference in the lives of our customers, our employees and the people around the world who make our products.



“Our goals are ambitious. We'll achieve them by staying dedicated to our customers and holding true to our purpose.”

— Jeremy Lott, President & CEO



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Distribution Hubs

5,800+

Employees

70,000+

Customers

Be Nice *Tell^{THE} Truth*



Creating a canvas for good is important work.

We can build a better world together by focusing our attention on what we can do for people, planet and product.

SANMAR
Together, for Good.



Read Our 2024 Update
sustainability.sanmar.com



SANMAR
2024 SUSTAINABILITY HIGHLIGHTS

PEOPLE

People are at the heart of everything we do.

We invest in the health and well-being of our employees and the people around the world who make our products.



CHANGING LIVES IN HONDURAS

The Global Connections service project is a way for SanMar employees to immerse themselves in the overseas communities where we operate.

Eleven employees made the inaugural trip to Honduras in 2024. They met the people who make our products, worked to clean up a local beach and volunteered at orphanages.

“Each day was filled with lots to do and explore. We saw the importance of community and gratitude in ways not normally seen. Long days for sure, yet it was the most fulfilling work I’ve ever done.”

- Idolina De Dios, Human Resources Supervisor

PACKS THAT HOLD HOPE



Our 2024 charitable giving program focused on the American Red Cross and the American Cancer Society.

We support their important work by offering durable backpacks for customers to purchase. Each pack features a scannable QR code that links to information on the American Red Cross or the American Cancer Society. **\$5 from each sale is donated to the corresponding charity.**



Through organized workplace events and fundraising, we donated \$77,000 to each organization in 2024.

PLANET

We only have one planet.

We’re doing our part to keep it healthy by continuously reducing our impact on the environment.



MEASURING OUR IMPACT

We track resource use and emissions to see where we can improve and inform future projects. In 2024 we kicked off a project to install solar power at two warehouses. Once complete, the solar arrays will provide power equivalent to 270 homes.



“Sustainability isn’t just an option; it’s a responsibility. What started out as an idea at SanMar has turned into a standard.”

- Al Kimbell, IT Operations Director
Started Electronic Waste Recycling program at SanMar

1,958 lbs
of textiles diverted
from landfill

17,550 lbs
of electronic waste
recycled

PRODUCT

Innovating for sustainability.

How we develop, source and manufacture apparel can have a positive impact on the communities where it is made.

GLOBAL SUPPLIER SUMMIT

Our first Global Supplier Summit brought together industry leaders and experts to learn from one another and build relationships.

Through insightful conversations, we shared about sourcing strategies, sustainability goals, planning and logistics. To encourage future cooperation and collaboration, attendees left equipped with tools and guidance enabling ongoing, proactive engagement with factory partners.



K865 PORT AUTHORITY® C-FREE™
SNAG-PROOF 1/4-ZIP

SUSTAINABLE MATERIALS

Our C-FREE® line continued to grow in 2024, with more styles certified by ClimeCo to have a reduced carbon footprint. This is achieved through a combination of preferred materials and carbon offsets.

We contribute a portion of C-FREE® product sales to several carbon offset projects, including an acid abatement project, mitigating climate change and improving air quality by reducing nitrous oxide emissions at adipic acid production facilities in Florida.

In 2024 alone, C-FREE® styles offset 20,000 metric tons of emissions—the equivalent of 3,947 homes’ electricity use for one year.

