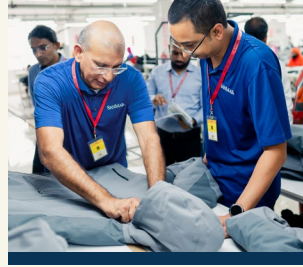


SANMAR



Our
Sustainable
Vision



A Canvas for Good

A blue textured background with a curved line running across the top. The texture is a fine, woven fabric. The curved line is a darker shade of blue and follows the top edge of a folded piece of fabric.

“

The commitment to find better ways to do business and connect with each other is more important than ever.

Jeremy Lott, President & CEO

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SANMAR[®]

Overview

Forward together

Partners and friends,

When we published our first corporate responsibility report, it was the first time we shared our sustainability goals publicly, and in such detail. We all wondered how you, our customers and partners, would react to it. True to form, you said you were with us all the way.

In that report, I said it was important to continuously learn how to be a better company and how to be better citizens in the economy. I'm incredibly proud to say we've done that. It's taken many people working together for years, each day making SanMar better tomorrow than it is today.

The world we share has changed since then. But the commitment to find better ways to do business and connect with each other is more important than ever.

That's why this represents not a look backward, but a look ahead. The work we've done to get here puts us in an ideal position to make SanMar the best version of itself.

It's going to take everyone working together to get there. That's the company SanMar has always been, and that's why I have faith we'll succeed.

Thank you, as always, for joining us on this journey.

All the best,



Jeremy Lott, President & CEO



A new approach

A guide to our sustainable vision

This book represents a new way of looking at sustainability at SanMar. Where our previous sustainability reports focused on specific metrics from the last year, this will outline our long-term sustainable goals and initiatives for the future.

We'll still be showing our work as we make progress toward those goals. More detailed information, including the most current milestones and downloadable statistics, are available on our website.

Visit [ACanvasForGood.com](https://www.canvasforgood.com) for the latest data and ongoing updates.



Foundational principles

On the road to sustainability

Our business philosophy defines our sustainable vision. It drives us to measure our impact and create a framework for constant improvement.

These aren't nice-to-haves. They're the bedrock principles that guide our work.

We'll dive into these tenets in the pages ahead. You'll see details about how we're keeping them top of mind to keep us moving in the right direction.



Treat **people** with respect.

Reduce impact on the **planet**.



Make **products** that last.

Our business is supporting your business

One t-shirt at a time

We're proud to be the most trusted, customer-focused supplier in the apparel industry.

Since our founding in 1971, we've been committed to strong relationships, ethical practices, and unwavering support.

Our deep inventory and reliable delivery provide customers the resources they need to grow, while our dedicated teams have the technology and the tools to support that growth.

At SanMar, we always put our customers, employees and communities first.



Our purpose

Every t-shirt has the power to do good

Everything we sell—tees, polos, hats, jackets, bags, blankets and more—provides beneficial jobs in a positive, safe working environment for people around the world. In our customers' hands, these products are used to tell stories and bring people together.

Those who wear our clothing give it meaning. They connect to something greater—a company, a team, a movement. In that way, we're not just making apparel and accessories.

We're creating meaningful connections that elevate lives.



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People

A man and a woman, both wearing blue polo shirts, are standing in a warehouse or factory setting. The man, on the left, has a beard and glasses and is looking towards the woman. The woman, on the right, is smiling and looking back at him. They appear to be in a professional conversation. The background is filled with industrial equipment, including blue and red shelving units and various tools, creating a busy, industrial atmosphere.

Growth through connection

**Jennifer Larson,
Chief People Officer**

At SanMar, putting people first is both our foundation and our future. When we support each individual, we strengthen the fabric of our entire company. Every person brings unique experiences, ideas, and strengths. Our role as leaders is to create space where those qualities are seen, valued, and encouraged to flourish.

I believe growth happens through connection. When our employees have opportunities to engage with the communities where our products are made and sold, they gain a richer understanding of how their work touches real people and places.

This connection reinforces the idea that every role at SanMar matters, from those

who support our teams here at home to the people around the world who make our products with care and intention.

This people-centered approach is foundational to how we think about sustainability—as a long-term commitment to responsible growth, shared purpose, and respect for one another. As we continue to evolve, my hope is that every employee feels welcomed into this shared purpose.

By listening with intention and fostering an environment built on respect and curiosity, we create a company where people can truly thrive. When we put people first, we not only grow as individuals—we also grow stronger together.



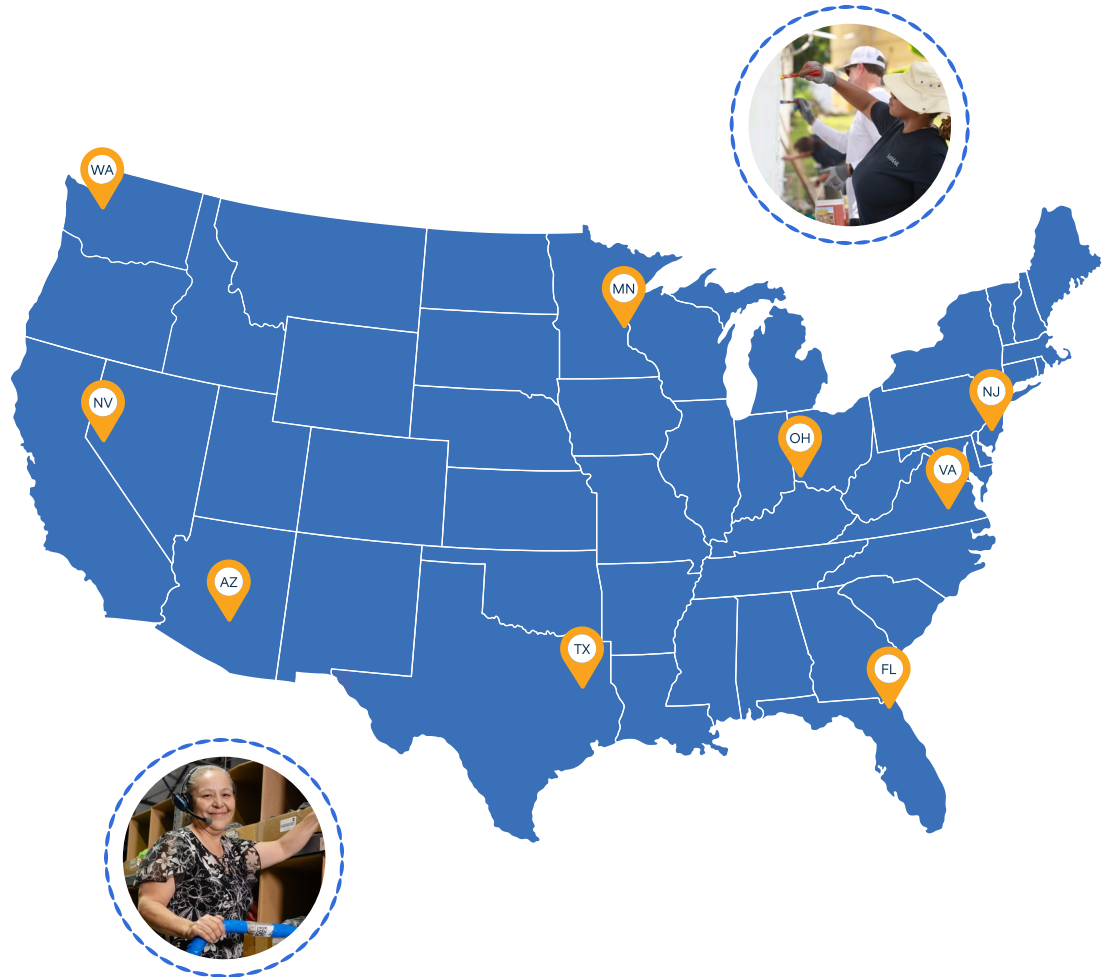
Who & where we are

National presence

Washington state is our home. It's where we were founded, and where our headquarters remains. As we've grown, every one of our national locations has become just as essential. Each mark on this map represents hundreds of SanMar employees working together. These are the people who make SanMar what it is today.

Local action

We're proud to support SanMar employees by offering robust benefits programs and career growth opportunities. We also know that there's a unique community behind each individual. For us, our local communities include everywhere we do business. We work together to make them better by backing local causes that make a difference.



A team effort

Everyone has their part to play

From the warehouse shelves to the showroom floor, everyone at SanMar brings their own unique talents to the table.

Our different histories, disciplines and backgrounds all contribute to the shared goals of doing business well and fostering deeper connections with customers and partners. Each decision we make, from company-wide initiatives to simple day-to-day choices, drives our vision for sustainability.

Sales

Distribution

IT

Marketing

Merchandising

Finance

Global Product

Legal & Compliance

HR



Health & safety

Every employee at SanMar is important to us. Keeping them healthy and safe is always at the top of our list.

Prioritizing safety

Our dedicated safety teams ensure safe working spaces through consistent policies and processes, regular training, and open communication.

In our distribution centers, safety committees meet monthly to identify issues and resolve them as quickly as possible. These groups are made up of employees and leaders, to broadly represent employee needs. They also provide the means to share regular safety reports and ensure accountability.



Benefits that make an impact

Our human resources teams work with employees to shape our robust benefits package. The result is a program that's flexible to the needs of employees.

Whether they're working in our corporate offices, our distribution centers, or from an office in their home, these programs are curated to support the health and safety of everyone at SanMar.

Sharing work & life experience

SanMar enables employees with shared interests and experiences to come together for conversations and activities that enrich everyone involved. Through guest speakers, community gatherings and everyday events, employees get to know each other and learn about different cultures and backgrounds.



Insights

Facilitated presentations about cultural traditions and identities.



Employee network groups

Where employees can share perspectives and experiences.



Event committees

Making opportunities to spend time with colleagues and friends.



Employee wellness

Getting outside the office and making healthy habits together.

Learning & development

We're here to support employee goals and help them grow their career or professional skills.



Online learning

Employees across the company have access to a library of guided sessions and recorded webinars, enabling them to expand their skills at their own pace.



Internships & mentors

People learning a new skill or just getting started in their career path have the opportunity to work directly with experienced SanMar team members.



Supervisor training

Employees in our distribution centers are empowered to grow both their career and their skillset through curated role-specific development tracks.

“

I've been lucky to grow my career at SanMar, thanks to the people who taught, encouraged, and believed in me. That's why I'm committed to helping others build their own path here—creating opportunities, opening doors, and making sure every employee has the support to grow into the leader they want to be.



Brian Thompson
Vice President,
Distribution

Hands-on learning

Teaching skills to last a lifetime

We work with local schools as a part of our internship and mentor programs. Students learn real-world job skills and get hands-on experience at our distribution centers and corporate headquarters.

Project SEARCH is a groundbreaking program that started at our Texas warehouse in 2014. The program empowers young adults with intellectual and developmental disabilities to earn gainful employment. Our distribution center has hired many students from the program.

Our Ohio warehouse works with the local Butler Tech program to provide technical education to high school students and adults, creating a path toward employment with equity, access and inclusion.

We are committed to lift up local students with skills that give them relevant work experience and build their future career.



Everyone is welcome

Many origins, one mission

Our employees come from all over the world and all walks of life. We celebrate our differences, learn from one another, and respect our shared human experiences.

At SanMar, everyone is free to be themselves. This enables us to support each employee's needs and puts us on the path to business success.



Employee feedback

Giving everyone a voice

Our employees consistently tell us SanMar is a great place to work. Even so, we're always looking to improve.

We conducted our first employee engagement survey in 2025. The response provides our initial employee Net Promoter Score (eNPS), an industry standard we use to measure employee experience and satisfaction. We survey employees regularly and make improvements based on their feedback. We also gather informal feedback through town hall meetings, Q&A sessions and smaller surveys throughout the year.

Our HR team is here to make sure every employee is heard, and invested in making SanMar a place that works for everyone.



A worldwide community

Making the most of global connections

Our sourcing, compliance, and product development teams regularly travel to the factories where SanMar products are made. This helps them understand the impact of their work through direct experience.

We periodically offer all SanMar employees the opportunity to visit sourcing partners as part of a service project team. Visitors immerse themselves in local culture and volunteer to make a lasting difference in communities around the world.

These trips empower employees to connect more closely with the people who make our products. The connections they make help them understand the important role they play in the work SanMar does, both at home and globally.



“

It was inspiring to witness the level of craftsmanship, dedication and hard work that goes into creating our apparel.

Monique Burch
Account Executive, Inside Sales

“

We saw the importance of community and gratitude in ways not normally seen. It was the most fulfilling work I've ever done.

Idolina de Dios
Manager, Human Resources



Our investment in Honduras

Elcatex and the Mhotivo School

Since opening our Honduras sourcing office in 2013, we've worked with Elcatex, our long-time manufacturing partner, to support local workers and their families.

One way we do this is by supporting the Mhotivo School in Choloma. The school was founded in 1992 to provide students with a safe and accessible place to receive an education, participate in athletic programs, access technology, and learn technical skills.

In partnership with Elcatex, we also provide support for local housing, orphanages and organized sports teams.

“
Our partnership with Elcatex extends well beyond the production of exceptional products. Together, we're investing in the people and communities who make our apparel—supporting education, housing, healthcare, and renewable energy. Grounded in shared values, this collaboration strengthens our quality and service levels while helping the communities behind our products thrive.



Renton Leversedge
President,
Manufacturing Investments



Joining the fight to end type 1 diabetes

Supporting the communities where we do business is a part of the fabric of who we are. We contribute time and resources to organizations like Breakthrough T1D because they're positioned to make a real difference. We encourage employees to do the same.

Breakthrough T1D

We're proud to support Breakthrough T1D, the world's leading type 1 diabetes research and advocacy organization.

Many SanMar employees, from CEO Jeremy Lott to others across the company, have experienced

the struggles of this chronic autoimmune disease through friends or family members. Our support makes a tangible difference in the lives of everyone affected by this condition.

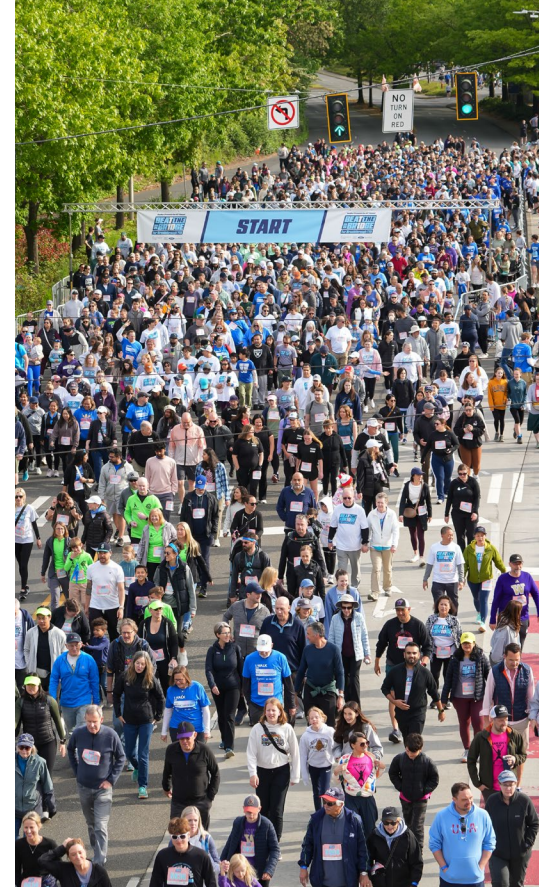
We're a proud National Sponsor of the Breakthrough T1D Walk series, along with Ford Motor Company. Since 2024 we've sponsored fundraising events across the country to help make type 1 diabetes a thing of the past.

Beat the Bridge

SanMar became the Presenting Sponsor for the annual Beat the Bridge event in Seattle in 2025.

Beat the Bridge is a unique fundraiser, consisting of an 8K run, a 3-mile walk, a 1-mile fun run and a diaper derby. The event's name refers to a drawbridge that runners try to cross before it is raised during the race.

The race welcomes all ages and abilities, because there's only one way we know to beat type 1 diabetes: together.





Collaborative community impact

How we choose who to support

We wish we could support every worthy cause. Our employees help us choose by telling us which organizations have a strong reputation for community impact, resonate most with their experiences and are positioned to make the biggest difference.

In some cases, employees vote on which organizations to support. Other times, we choose organizations to align with timely causes and broader community efforts. Local events are hosted quarterly to engage team members in giving back to organizations throughout the year.



Giving, amplified

We help employees and customers give to causes they choose



Employee match program

When employees donate to a cause they care about, we offer a matching donation to boost their generosity.



Products with purpose

The sales of some SanMar products, like the Charity Tech Pack, are donated to support charitable organizations.



Apparel donations

We donate unused clothing to local organizations in need, and help our customers find local resources to do the same.



Merchandise donation fund

SanMar salespeople are empowered to partner with customers, donating products to local causes.

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A wide-angle photograph of a vast solar farm under a clear blue sky. Two workers in blue shirts, white hard hats, and safety harnesses are visible. One worker on the left is using a long-handled tool to clean a solar panel. The other worker on the right is walking across the rows of panels. The solar panels are arranged in neat, parallel rows that stretch towards the horizon. In the background, there are rolling green hills and mountains under a bright blue sky with a few wispy clouds.

We only have one planet

We're reducing our impact on it

It's pretty simple. When we manage our resources well, we're making our business more resilient, providing products that cost less to make, and protecting the planet at the same time. To us, being a good steward of the environment means doing our best to preserve the home we all share.

The suppliers we work with, the materials we choose, and how we transport our products all contribute to our environmental footprint. Our job is to understand that impact and make our best effort to minimize it.

Every choice we make is an opportunity to change our world for the better.



Science Based Targets

Setting a clear goal for reducing emissions

When you're planning a journey, there are two things you need to know: where you are, and where you want to go.

We signed on to the Science Based Targets initiative to measure our environmental impact and use that data to make more efficient and sustainable decisions. This organization enables companies worldwide to play their part in reducing greenhouse gas emissions to combat climate change.

In 2021, we set an ambitious company-wide goal to reduce our emissions. Our target was approved in 2022.

Our approved target includes ambitious reduction goals for our scope 1, 2, and 3 emissions in line with climate science.

Visit [ACanvasForGood.com](https://www.acanvasforgood.com) to see our goals and learn more about our progress.



Lower-impact logistics

Shrinking our footprint on a global scale

The shipping carriers we work with are leaders in sustainable freight transportation, carbon offset investments, alternative fuel fleets, and options using multiple modes of transportation.

The long-term partnerships we cultivate enable us to weather supply chain disruptions and develop innovative solutions to get goods where they need to be. We reduce costs and improve efficiency with these partners through programs like our long-standing Pack Separately, Ship Together system.

These relationships also enable us to include drivers in our people-first approach. We treat drivers with respect, keeping their wait times as short as possible and welcoming them to use amenities at our facilities.



Solar energy

A brighter future

Our distribution centers in Texas and Ohio use solar panels to power lighting, forklift charging, and all electrical equipment. Occasionally, these systems generate surplus energy, which is allocated back to the local power grid.

This renewable resource is a critical part of our strategy to reduce emissions and resource use across our operations. We constantly evaluate our operations to determine the best use for solar power, and other energy efficiency initiatives.





“

When we upgrade our systems, we try to make the smartest choice possible—and solar is one of those wins. Small decisions add up fast at our scale. By choosing renewable energy where we can, we’re not just powering our buildings, we’re doing our part to build a brighter future.



Paul Whyatt
Chief Financial Officer,
Executive Solar Sponsor



Conservation

We're always working to optimize our operations by incorporating efficient technology, making the most out of using less.



The Elcatex example

Elcatex, our manufacturing partner in Honduras innovates their processes by reducing water usage, returning clean water to natural sources, generating and using renewable energy, reusing materials, and reducing waste.

LED

How we light our facilities matters. We're installing energy-efficient LED lights across our operations to reduce our power usage.



Water

We've installed efficient fixtures and refillable water stations to measure usage and minimize waste.



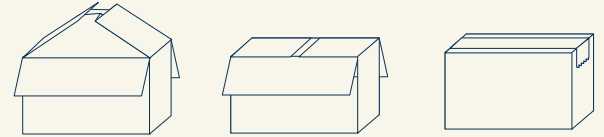
Electronics

As we renew and replace equipment, we choose technology that reduces our energy footprint.



Waste reduction

We recognize that the choices we make every day have a long-term impact. We extend the life of the resources we have as long as possible.



Tech recycling

A SanMar employee suggested starting an electronics recycling program. Now, we offer it at all our facilities.



Composting

Empowering the best choice for food waste and other compostables reduces the waste that goes to landfill.



Packaging

We recycle the packaging we use whenever possible, offering both cardboard and plastic film recycling in our facilities.

Reusing before recycling

Most of our customers use our boxes more than once for things like storage and organization.

SanMar takes that idea to the next level. Each warehouse has a process to reuse the hundreds of boxes they use every day. This system is always being improved to incorporate new types of packaging and growing demand. Reusing corrugated cardboard boxes is one of the ways we minimize our impact on the planet.

Only when a box is no longer viable for shipping is it bundled up to be recycled.

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Product

The background of the page features four t-shirts laid out on a light-colored surface. The shirts are in various colors: a dark green one in the top left, a blue one in the top right, a pink one in the bottom left, and a tan one in the bottom right. The shirts are slightly overlapping and their ribbed collars are visible.

Leading by example

Pat Noonan,
Chief Product Officer

At SanMar, leading in the promo apparel industry begins with a simple belief: people return to the products they trust. Creating those products requires care, intention, and a willingness to constantly learn from the world around us.

Quality is never an accident. It comes from listening closely to our customers, understanding how products are used in real moments, and working across teams and continents to craft pieces that feel good, perform well, and stand the test of time.

The global product team at SanMar works

exceptionally hard to ask tough questions, explore new ideas with curiosity, and uncover solutions that make our product line stronger and more sustainable. We are committed to designing apparel that people want to reach for again and again, not only because it fits well or wears well, but because it represents the care we put into every step of its creation.

Our mission is to elevate the apparel customers rely on. When we lead with integrity, collaboration, and intentional craftsmanship, we raise the bar for our entire industry. That creates lasting positive change.



Intentional design

Measuring the impact of our products means examining each stage of how they're made.

We look closely at the whole process, from raw materials to finished products that last. Seeing the full picture of how our products are made and used empowers us to make intentional choices that have the biggest impact.

This begins at the most basic levels of design and takes into account the scale of our business. We sell millions of t-shirts every year—even the smallest choices can make a big difference.

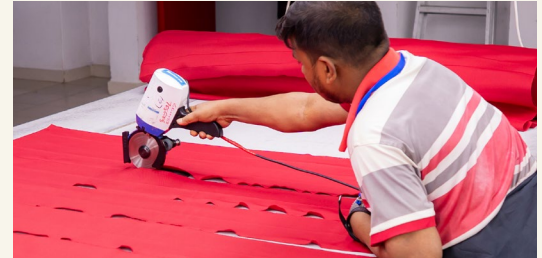
Materials

We focus on efficient manufacturing processes, responsibly-grown cotton, and incorporating recycled fabric content.



Made with care

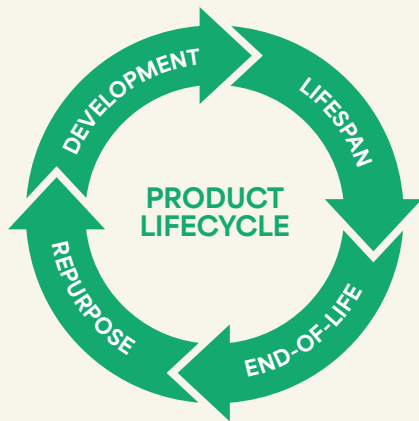
We choose manufacturing partners carefully, to ensure that their practices meet or exceed our high expectations.



Built to last

Our products are constructed to be kept, worn and loved for years, standing the tests of time and use.





Extending product lifespan

Circularity—the idea of considering the entire lifecycle of a product, from design to disposal—is a critical aspect of our manufacturing process.

It drives us to seek alternatives to the traditional cycle of “take-make-waste,” extending the useful life of materials and exploring how they can be repurposed.

Meeting & exceeding requirements

Our material choices are validated using industry-standard measurements and guidelines, from fabric sourcing to labor practices. These criteria go above and beyond those required of us, setting a higher standard for ourselves and our industry.

Fair labor practices

Our social compliance program was first accredited by the Fair Labor Association in 2012. We received re-accreditation in 2023, one of only a few companies to hold this level of distinction.

Cascale connection

We’ve worked with Cascale since 2017. Using the full suite of their Higg facility tools empowers us to set consistent benchmarks for suppliers and assess the impact of our products.

bluesign standard

We became a System Partner with bluesign in 2024 to meet the highest environmental and safety criteria, in line with our long-term goals.

Cotton we trust

Some of our most popular styles are made with fibers sourced through the U.S. Cotton Trust Protocol, promoting growers that adopt regenerative cotton growth principles.

Purposeful brand partnerships

Choosing with intention

We've thoughtfully partnered with some of the top brands in the apparel industry, forging long-term partnerships with those that take sustainability as seriously as we do. This supports our sustainable goals and empowers customers with choices that allow them to do the same.



“

We look for brands that share our commitment to designing with purpose and caring for the planet. Our customers want products that feel good—literally and ethically—so we thoughtfully balance materials and construction with environmental impact. By offering sustainable options across a range of good, better, and best products we give customers the freedom to choose based on their values without compromising quality or function.



Shel Renning
Vice President,
Merchandising

Sustainable selling made easy

Every website search and product guide includes specific categories for sustainable fabrication. Our sales teams can also help curate product suggestions focused on choices that reflect customer values.



Carbon-conscious products

A growing selection certified to have a reduced carbon footprint, through a blend of preferred materials and verified carbon offsets.



Favored fabrics

From responsibly-grown cotton to recycled polyester, our wide array of sustainable clothing has a lower impact on the environment.

Above & beyond

How and where products are made

Social responsibility is a core aspect of our growing supply chain. That's why we purchase from long-term, reliable partners and work with respected independent third parties to continuously improve our factory monitoring program.

Setting and maintaining standards

We make sure our suppliers share our high standards from the beginning. Our factory monitoring program is built on a risk-based due diligence approach. This includes third-party audits and active collaboration with multi-stakeholder initiatives, with a strong focus on capacity building and continuous improvement.



This means setting clear expectations with our suppliers, and working with them closely to maintain standards. We also work with organizations that help workers raise concerns and receive effective case management. This helps provide a necessary feedback loop to promote worker voice within the workplace.



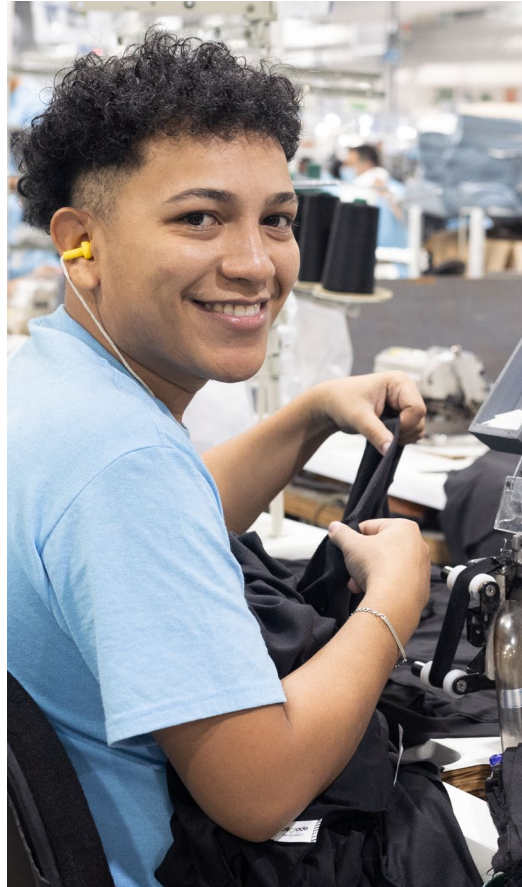
Visit [ACanvasForGood.com](https://www.acanvasforgood.com) for more about how we set and maintain responsible sourcing standards.

Social compliance

Elevating workers' voices

SanMar works with the Fair Labor Association to improve labor conditions for workers at our manufacturing facilities. Our social compliance program was first accredited by the FLA in 2012 and received re-accreditation in 2023.

This is an extensive process, recognizing our ongoing commitment to advancing better working conditions around the world. We're proud to be one of only a small number of companies to hold this level of distinction, in both the promotional and retail apparel space.



“

At SanMar, our work with the Fair Labor Association is deeply personal. It's not enough to follow the standards—we need to help shape them. With our global footprint, we have a responsibility to lead by example, elevate workers' voices, and push our industry toward stronger, more human-centered practices.”



Prathika Kurian
Director, Factory Compliance

Safety & traceability

Product testing

Our products meet or exceed U.S. standards for safety. We work with global leaders in product testing to implement a rigorous safety testing program across our private label supply chain.

Supply chain mapping

We recognize how important it is to know where products come from, and invest in processes and tools to trace their origins.

Starting with policies to ensure that our suppliers understand our requirements, we map our supply chain to gain visibility into the origin of the materials and inputs that go into our products.

We then confirm our results through a toolbox of tracing, testing, and document verification.



Strategic global presence

International offices are located near trusted suppliers to ensure quality and respond to the dynamic demands of the apparel industry.

Visit [ACanvasForGood.com](https://www.ACCanvasForGood.com) for the most current and comprehensive list of our sourcing locations.



- ★ Headquarters
- 📍 Sourcing Office

Sourcing

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Standards

An aerial photograph of a large, modern industrial warehouse. The building has a long, rectangular white roof and light blue walls. It is situated in a cleared area with a large parking lot in the foreground. To the right of the building, there is a paved area with several stacks of materials, possibly lumber or pipes. The background is dominated by a dense, green forest under a clear blue sky. The word "Standards" is overlaid in a large, white, serif font across the bottom half of the image.

Building trust

**Melissa Nelson,
General Counsel &
Corporate Secretary**

At SanMar, setting clear standards is one of the most meaningful ways we support our employees, our partners, and the customers who rely on us. Standards help us stay aligned on expectations, measure progress, and strengthen the relationships that define our success.

Our responsibility extends beyond our own operations. As a leader in the apparel industry, we are in a unique position to participate in industry discussions and initiatives focused on responsible business practices.

By actively participating in respected external organizations and initiatives, we gain access to shared expertise, evolving best practices, and benchmarks that challenge us to continuously improve. These partnerships help us stay informed, transparent, and accountable to the standards we set for ourselves.

The ambition to support healthier businesses and strengthen communities is woven throughout SanMar. Success comes from listening openly, collaborating with intention, and learning alongside others who share our goals.

By holding ourselves to high standards—and by engaging with organizations that help uphold them—we build trust, inspire confidence, and demonstrate what responsible growth can look like.



Partners for a better world

We're proud to be a part of organizations who set the standards for responsible business. We look to these partners to advise on best practices, support our progress, and hold us accountable.



An international network of organizations promoting human rights at work.



A global nonprofit alliance driving equitable, restorative business practices.



A partnership enabling climate action in the private sector.



A global partnership empowering transformative change in the textile industry.



Advancing knowledge to improve workers' living standards globally.



Providing reliable business sustainability ratings and insights.



A voluntary US Customs partnership to strengthen supply chain security.



Offering article-level traceability and data across six key sustainability metrics.



The trusted public policy and political voice of the apparel and footwear industry.



Representing fashion businesses based in the U.S. doing business globally.

IT security

Keeping your information safe

Our IT team is constantly improving the technology we use to support our customers—enhancing everything from sanmar.com, to the technology running our warehouses, to internal systems for employees.

Every improvement is made to keep customer and employee information safe and secure. No matter what changes, we're always focused on being the partner our customers can rely on.



Technology & innovation

Making smart transformations

Technology changes quickly. Harnessing that change enables us to be more accurate, more efficient and more responsive to our customers. New tools can also help SanMar employees move faster and focus on meaningful work.

As we look ahead, SanMar teams are carefully exploring how to incorporate new developments like artificial intelligence and automation. We'll train our people so that everyone has the confidence and capability to use these tools well, to refine processes and support employees.



“

Technology isn't just about new systems—it's about empowering people. Every smart transformation helps us build tools that make us faster, more connected, and more capable of delivering the service our customers count on. That progress includes a responsibility to stay vigilant and protect the people who trust us. When we combine innovation with intention, we create a future where both customers and employees thrive.



Mike Knapick
Chief Information Officer

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Next

A woman with dark hair and glasses, wearing a blue short-sleeved shirt, is smiling and holding a handheld device. She is standing in a warehouse or industrial setting with shelves of boxes in the background. The word "Next" is overlaid in large white text on the left side of the image.

Moving ahead

Where we go from here

On our path toward greater sustainability, we're clear in the principles that guide us: treating people with respect, reducing our impact on the planet, and making products that last.

This is a journey that doesn't end here. Instead, we'll keep moving forward, keep learning, and keep making better choices today than we did yesterday.

Becoming a better company is a process of continuous improvement—building upon previous successes to create ever-better results. This is the road we're on. We've already started the journey.

And we're so glad to be taking it together.



Accelerating progress

Emily Gigot
Director, Sustainability

When I joined SanMar a decade ago, I knew I'd found somewhere special. Family ownership meant long-term thinking and a focus on stewardship. A leader at the helm who truly cared about doing the right thing and putting people over profits. Employees who genuinely like each other and are always willing to lend a helping hand.

I also saw the “work” of sustainability already in motion, though we weren't calling it that yet. Partnering with vendors to make a difference in local communities. Reducing waste in our warehouses by reusing boxes. Getting trucks off the road through efficient shipping initiatives. Since then, the landscape has changed.

Sustainability has become the norm, an expectation, and increasingly, mandatory. And with this rise, we are challenged by a multitude of important issues to address, shifting priorities, and limited resources. Progress in this environment demands steadfast determination and creative solutions.

SanMar has experienced significant changes since I started, but as we've grown and evolved, I have seen a few things hold true: our commitment to service, focus on partnership and using scale for good.

As I look to the future, I see the opportunity to build on those truths to accelerate progress, but it begs for coordinated efforts, transparency and shared goals. These goals can be achieved only when we come together, recognize how interconnected we are, and create solutions for the greater good. I hope you'll join us.



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SanMar has experienced significant changes since I started, but as we've grown and evolved, I have seen a few things hold true:

- 1 Our commitment to service to our customers, our teammates, and our communities
- 2 Our focus on partnership with a clear-eyed view that personal, long-term relationships are key to our success
- 3 Using our scale for good, as even small changes make a big impact



There's more to learn

Our sustainability story continues

This is only part of our sustainability story—a milestone on a long journey. Our sustainability website provides a deeper dive into the supporting data behind our goals, as well as regular updates on our progress.

Visit [ACanvasForGood.com](https://www.acanvasforgood.com) to see the latest progress in our sustainable efforts.



The background is a close-up, high-resolution image of a blue, ribbed fabric, likely a sweater or turtleneck, with a subtle gradient and soft lighting. The texture is prominent, showing the individual stitches and the way the fabric folds and drapes. The overall color palette is various shades of blue, from deep navy to a lighter, almost white-blue at the top.

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These goals can be achieved when we come together, recognize how interconnected we are, and create solutions for the greater good.

Emily Gigot, Director, Sustainability

SANMAR

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