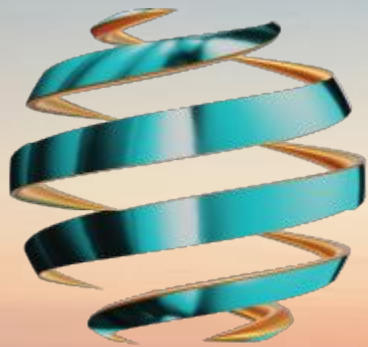
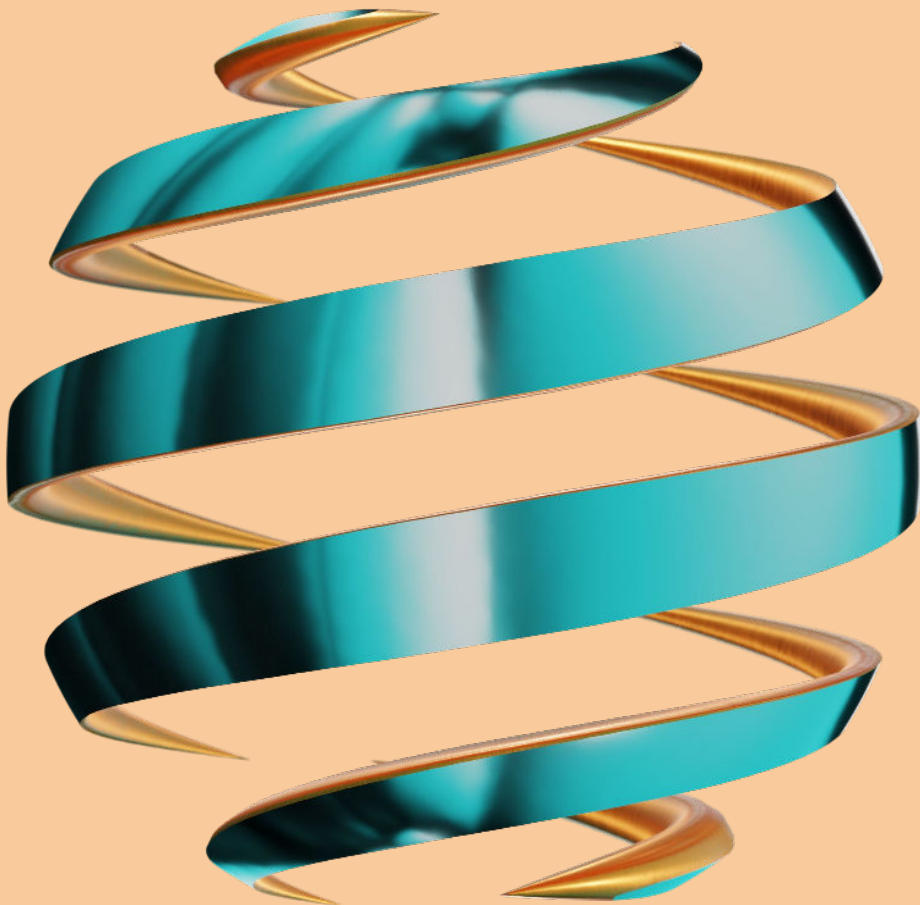




Gold Bond

More Than You Expect

Impact Report 2024



Contents

Introduction - 3
Highlights - 4
Environmental Stewardship 5-7
The Gold Bond Way - 8
B- Be Bold - 9
O- Optimistic - 10
N-Nimble - 11
D- Dependable - 12
Conclusion - 13



At the heart of our operations lies our Company Vision: "Bonding with partners to produce lasting brands." This vision extends beyond the products we create; it encapsulates our deep commitment to building enduring value not just for our stakeholders, but for the planet and the communities we serve. This 2024 Sustainability Impact Report details our journey and progress in embedding sustainable practices across all facets of our business, reflecting our dedication to creating a future where both our brands and our environment can thrive for generations to come.

Chris Crowe
Compliance Manager

2024 Highlights

PPAI Supplier Award



EcoVadis Bronze Medal

606 Tons of Waste Diverted



Since 2021



Leadership Team is 50% Female

Carbon Footprint Calculations 5 continuous years



70 Long Term Tenure Employees 10-45 years

Environmental Stewardship & Resource Management

We collaborate with organizations such as **Worldly Higg FEM**, **Dekra Carbon Footprint Certification**, **Sedex**, and **EcoVadis**, who share our vision and help us make a lasting impression. Our commitment to sustainability is demonstrated through the careful management of environmental resources. We actively monitor and assess our resource utilization, particularly in relation to our employees and the community where we operate.

2024	Measured Consumption for Carbon Footprint Calculation		Comparison to 2022 Baseline
1767900 kWh	Total Energy Consumption	Electricity	14% decrease
135143 ccf	Total Water Consumption	Water	41% decrease
285 lbs	Total Weight of Hazardous Waste	Hazardous Waste	29% decrease



To strengthen these efforts, we proudly participate in the Worldly Higg Facility Environmental Module (Higg FEM). This robust assessment tool provides invaluable insights, enabling us to accurately identify effective sustainable practices and pinpoint areas needing improvement, thereby ensuring our environmental impact is continually minimized.

2024 Carbon Footprint
6,659 Metric Tons CO₂e

Scope 1: 25 Tons CO₂e
Scope 2: 587 Tone CO₂e
Scope 3: 6047 Tons CO₂e

(Partial Scope 3)

The Verification Certificate can be found on our website under About Us; Sustainability; Planet; Carbon Footprint.



Dekra, an independent third-party verification body verifies our corporate carbon footprint in accordance with ISO 14064-3, and provides calculations which align with the requirements of the Greenhouse Gas Protocol, a widely adopted and influential set of standards that provides a foundation for greenhouse gas accounting and reporting. This independent verification by Dekra underscores our dedication to accountability and our ongoing efforts to reduce our environmental impact.



Our commitment to ethical and responsible business practices is deeply ingrained in our operations, mirroring the core values championed by Sedex. To uphold these principles, we proactively undergo a comprehensive Social Audit every 2 years. This rigorous evaluation meticulously assesses our working conditions, labor practices, health and safety standards, and environmental impact, ensuring full compliance with international standards and best practices.

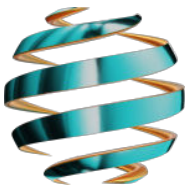
Furthermore, our dedication extends beyond our immediate operations to our valued partners. A significant number of our collaborators actively engage with Sedex, leveraging their expertise and robust platform to guarantee that their working conditions consistently meet the highest ethical and social benchmarks. This collaborative approach fosters a transparent and accountable supply chain, reinforcing our collective commitment to fair labor practices and the well-being of all individuals involved in our ecosystem. Through these concerted efforts, we strive to create a positive and sustainable impact, not only within our organization but throughout our broader network of partners.

We welcome Sedex share requests. Social Audit available upon request.



In our inaugural year of participation, we are proud to announce that we have been awarded the EcoVadis Bronze Medal for our sustainability performance. This recognition signifies a strong start to our commitment to environmental, social, and ethical excellence, as assessed by the leading independent platform for evaluating corporate social responsibility. The EcoVadis methodology, built on international CSR standards including the Global Reporting Initiative, the United Nations Global Compact, and the ISO 26000, evaluates companies across four key themes: Environment, Labor & Human Rights, Ethics, and Sustainable Procurement. Achieving a bronze medal in our first assessment underscores our dedication to integrating sustainable practices throughout our operations and sets a solid foundation for continuous improvement in our sustainability journey. This achievement reflects the collective effort of our teams and our commitment to responsible business practices.

We welcome EcoVadis share requests.



The Gold Bond Way

The BOND Way

Bold - Be bold, be different, be you

Optimistic - Good thoughts, good things

Nimble - Keep learning, adapt and stay flexible

Dependable - Consistently honoring our commitments

There is a Gold Bond way of doing things, The Bond Way, a kind of code for how we work which extends to all aspects of business so we can be more than you expect.



At Gold Bond, we believe our employees are our most valuable asset, the very heart and soul of our organization. This sentiment is not just a platitude; it's deeply embedded in our culture and reflected in our impressive team tenure. A remarkable 70 out of our 147 dedicated employees have been with us for a significant duration, ranging from a decade to an astounding 45 years. This extraordinary longevity speaks volumes about our commitment to fostering a supportive and rewarding work environment where individuals can build lasting careers and contribute to our collective success.

Our commitment to diversity and inclusion is also evident in our leadership structure, where women comprise a robust 50% of our leadership team. We understand that a diverse range of perspectives and experiences enriches our decision-making processes and fuels innovation. Beyond professional development, we prioritize the well-being and comfort of our employees. We offer comprehensive benefits designed to support them both professionally and personally. For new parents, we provide generous paid leave, including four weeks of paid maternity leave and one week of paid paternity leave, ensuring they have the time and support needed to welcome their newest family members.

Our employee experience extends to our modern and fully stocked breakroom, a vibrant hub designed for relaxation and rejuvenation. This inviting space is equipped with convenient amenities such as Keurig coffee machines to energize the day, charging stations for phones to keep everyone connected, and microwaves for preparing meals. For a touch of friendly competition and stress relief, we've included a foosball table. And of course, reliable Wi-Fi is available throughout the breakroom, allowing employees to stay connected or simply unwind.

Furthermore, we are deeply committed to sustainability and personalized solutions. We offer energy-efficient decoration options for our products (175 Direct 4 color/full color items and 74 items offer laser decoration), aligning with our dedication to environmental responsibility. For clients seeking a truly unique touch, our advanced kitting options provide ultra-personalization, ensuring every product reflects their specific vision and brand identity.

B- Be bold, be different, be you

FULL-COLOR DIGITAL



LASER ENGRAVING



We are deeply committed to fostering a sustainable future and have a robust waste reduction plan at the core of our operations. Over the past five years, our diligent efforts have resulted in the diversion of an impressive 606 tons of waste from landfills, significantly contributing to environmental preservation. This achievement is a testament to our ongoing initiatives and the dedication of our team.

Our commitment to energy efficiency is further exemplified by our ongoing LED lighting project. We are systematically transitioning our entire facility to energy-efficient LED lighting, a process that is steadily progressing and yielding substantial reductions in energy consumption. To ensure we remain at the forefront of energy conservation, we recently partnered with our local energy provider to conduct a comprehensive Energy Audit. This audit provided invaluable insights into areas where we can further enhance our energy efficiency, and we are actively implementing the recommendations to optimize our operations.

O- Optimistic, good thoughts, good things



Beyond our internal efforts, we believe in the power of community and ecological restoration. We continue our proud partnership with One Tree Planted, an organization dedicated to global reforestation. Through this collaboration, we actively support the planting of trees in urban areas, recognizing that everyone deserves access to clean air and the myriad benefits that green spaces provide. This initiative reflects our belief that environmental stewardship extends beyond our immediate operations to positively impact the wider community and the planet as a whole.

**N -
Nimble,
keep
learning,
adapt and
stay
flexible.**

Furthermore, we are consistently investing in our infrastructure by adding new, state-of-the-art equipment. These strategic acquisitions are not just about increasing capacity but also about improving performance, embracing innovation, and adapting to newer, more energy-efficient technologies. By integrating these six advanced machines, we are not only enhancing our productivity but also demonstrating our commitment to sustainability and reducing our environmental footprint.



We firmly believe that our employees are our greatest asset, and their continuous growth is vital to our collective success. To foster this culture of ongoing learning, we provide an easily accessible online Learning Management System (LMS). This valuable resource is available to all employees directly from the company Intranet homepage. The LMS also serves as a central hub for all essential safety training, ensuring that our workforce is well-informed and equipped to maintain a safe working environment. In addition to safety modules, the LMS hosts a diverse range of learning modules specifically designed to build and refine job-specific skills, as well as to acquire entirely new competencies that can benefit both the individual and the organization. This comprehensive approach to learning ensures that our employees are not only proficient in their current roles but also prepared for future challenges and opportunities within the company. Beyond our internal LMS, we actively encourage employees to pursue external educational opportunities by offering tuition assistance for courses and programs at accredited institutions. This initiative empowers our team members to gain new skills, deepen their expertise, and stay at the forefront of their respective fields.

D - Dependable, consistently, honoring our commitments

Gold Bond, a trusted leader in the promotional products industry, is a proud 17-time PPAI Award winner, including the distinguished 2024 PPAI Star Supplier. We are dedicated to delivering excellence, innovation, and reliability in everything we do. Our exclusive “Zip Ship” program guarantees fast, free, same-day production on 30 essential items, ensuring your orders arrive on time. We understand the critical importance of meeting deadlines and our commitment is to provide solutions that exceed expectations.



Beyond our commitment to exceptional service, we are deeply dedicated to corporate social responsibility and sustainable practices. Our efforts are aligned with the United Nations Sustainable Development Goals (UN SDGs), particularly in promoting gender equality. We reflect our strong belief in diverse leadership and equal opportunities through our equal opportunities for our diverse management team.

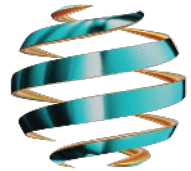


Our commitment to environmental stewardship is further demonstrated by our EcoVadis Bronze rating, placing us in the top 35% of companies assessed for their sustainability performance. This achievement highlights our continuous efforts to minimize our environmental impact. In line with the UN SDG Life on Land goal, we are actively engaged in analyzing and reducing our carbon footprint. This initiative involves ongoing assessment and, importantly, our carbon footprint is certified by a third-party verifier, ensuring transparency and accuracy in our environmental reporting.





By investing in our employees, empowering them, and providing an environment where they can thrive, we ensure that the "Gold Bond Way" of being "more than you expect" is consistently delivered, both internally and to our valued partners.



Gold Bond
More Than You Expect