
Sustainability Policy

Consolidus, LLC

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Sustainability Policy

OVERVIEW

We take great measures to ensure that our corporate responsibilities are carried out above and beyond industry standards. Our sustainability, diversity, and green initiatives are implemented throughout the core areas of our business and through our strategic partnerships.

POLICY

It shall be the policy of Consolidus to be an engaged corporate citizen. It is authentic to who we are, and we partner with intention based on high ethical standards and integrity.

FOCUS

Responsible Operations

Our preferred suppliers utilize compliance teams and third-party services to ensure anti-sweatshop initiatives are properly followed throughout their manufacturing facilities. Compliance is monitored by auditing factories to ensure safe, healthy environments and business practices are meeting applicable legal requirements, including industry standards pertaining to employment and manufacturing.

Waste Flow

Offering sustainable products that positively impact our environment and contribute to impactful change, means looking closer at how they are made. Consolidus understands the importance of examining our partners processes from design to development, and sourcing to manufacturing.

Repurpose & Reuse

We utilize sustainable packaging methods including repurposing packaging supplies. Due to the nature of the branded merchandise industry we rely on our supplier network to adhere to waste reduction initiatives with the packing and shipping of materials. Our top apparel suppliers have packaging reduction initiatives in place to ensuring packaging is

reused to the fullest extent possible, using all paper-based packaging (including recycled content) and recycling unusable samples, fabric swatches, and other textile scraps.

Our take-back program focuses on an alignment with Good360, a global non-profit, that can make use of improperly produced and flawed branded items by distributing them to people in need around the world. We also donate and recycle retired office equipment, computers, and furniture.

GOALS

Consolidus was built on values, and this is demonstrated through our mission, policies, and practices. We understand the importance that comes with social compliance and sustainability initiatives. We recently developed clear metrics to support our efforts which involve our operations, partnerships, and products we offer. Please see below for specific goals related to sustainability.

- I. Reduce waste, emissions, and energy consumption through operations and logistics**
 1. Reduce fuel charges and emissions by 20% by strategically sourcing products based on the location of the customer and optimizing staff's ability to work from home (50/50 policy)
 2. 100% compliance in utilizing LED lighting, automatic shut-offs, and Energy-Star rated products at corporate offices to reduce energy consumption by 15%
- II. Prioritize the procurement of goods and charitable contributions with strategic partnerships that focus on sustainability (i.e. plastic reduction, energy, packaging, etc.)**
 1. Create a network of 20% accredited and sustainability conscience supplier partnerships
 2. Increase charitable donations by 35% to community partners who promote sustainability initiatives
- III. Increase promotional efforts and product offerings of sustainable goods**
 1. Grow sustainable apparel and product offerings by 25%
 2. Create sustainability campaigns for 100% of online catalogs in every market

COMMITMENT

We will monitor and report on identified goals as related to the reduction of waste, emissions, and energy consumption, the prioritizing of strategic partnerships with defined sustainability initiatives, and the growth of our sustainable product promotions and offerings. We are committed to achieving identified goals and look forward to the opportunity to report on our achievements.

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