



TODAY FOR  
**TOMORROW**  
ZAGWEAR Sustainability

2024

# A MESSAGE FROM OUR CEO



**Toby Zacks**  
*CEO, Zagwear*

To our Employees, Clients and Supplier Partners,

We have long recognized the critical importance of developing and maintaining a strong Corporate Social Responsibility and Sustainability program at Zagwear.

Our strategies and initiatives protect our planet, support and recognize our own diverse group of employees, and improve lives and conditions in our supply chain.

As a core supplier to some of the world's largest companies and global brands, we also recognize that our work has immense potential to create a positive impact. As such, integrating CSR and Sustainability into our operations is critical to everything we do.

We will strive to improve our year over year CSR performance to impact lives and drive environmental change.

Thank you for taking this journey with us.

*Toby Zacks*

# ABOUT

Zagwear creates and delivers impactful promotional merchandise that forms lasting connections between great companies and their customers.

Founded in 1995, Zagwear is one of the world's largest independent promotional and branded merchandise agencies with offices across the United States, Europe and Hong Kong. Our growth and success are a direct result of our boutique, integrated approach; founded on breakthrough innovation, responsible business practices and flawless execution.

Zagwear and the clients we support are dedicated and committed to a responsible and sustainable marketing future.



## NORTH AMERICA

- | White Plains, NY
- | New York, NY
- | Washington, DC
- | Seattle, WA
- | Atlanta, GA



## EUROPE

- | Norwich, UK
- | Twyford, UK
- | Amsterdam, NL



## ASIA

- | Kowloon Bay, HK
- | Manila, PH

1995

Founded

70+

Employees

14+

Average years of  
client partnerships



# Our Mission

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To deliver sustainable product and marketing executions that protect our planet and support human rights across the world.



# Accreditation

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# Support

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# Community



# THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

In 2015, the UN agreed upon an interrelated set of 17 global goals which serve as a call to action for entities looking to join a global partnership to help improve life for both people and planet. Although we support all 17 UN SDGs, we focus on the 7 goals in which we can create the widest impact and we use these goals to map our CSR and Sustainability program.

## FOCUS





# SUSTAINABILITY PILLARS



## STAKEHOLDERS

<b>3</b> GOOD HEALTH AND WELL-BEING 	<b>5</b> GENDER EQUALITY 
<b>8</b> DECENT WORK AND ECONOMIC GROWTH 	<b>13</b> CLIMATE ACTION 



## SUPPLIERS

<b>3</b> GOOD HEALTH AND WELL-BEING 	<b>5</b> GENDER EQUALITY 
<b>8</b> DECENT WORK AND ECONOMIC GROWTH 	<b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION 



## PRODUCTS

<b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION 	<b>13</b> CLIMATE ACTION 
<b>14</b> LIFE BELOW WATER 	<b>15</b> LIFE ON LAND 

# STAKEHOLDERS

As a thriving and growing global company, we are intimately connected to our employees and the clients we serve. We strive to ensure that all stakeholders are respected, valued and treated fairly.

Our culture is one of acceptance, caring and consideration, and our Employee Codes of Conduct exist to ensure high standards are practiced across our global organization.

We are committed to providing employees a developmental platform where they can harness and learn new skills and grow within the organization. We strongly support community and volunteer outreach, both within and outside our industry.

“

*Our priority at Zagwear is to ensure that all employees are treated fairly, with respect, and valued by the organization. This begins with taking care of the essential components of physical and mental health, and extends to wider employee engagement, learning and developmental initiatives.*

”

Nick Piscitelli  
CFO/COO, Zagwear

## Scope





# Stakeholder Targets

-  Attractive compensation packages & benefits
-  Permanent hybrid work model
-  Paid holidays
-  Summer hours
-  Inclusive culture
-  Paid education & industry events
-  Volunteer & community engagement events
-  Annual reviews



# SUPPLIERS

It is critical for Zagwear that our supply chain share our same values for social and environmental sustainability.

Transparency into our supply chain and collaboration with industry associations such as ECOVADIS and the Supplier Ethical Data Exchange (SEDEX) not only ensure we advance the social, economic and environmental conditions in the communities in which we live and do business, but also set the stage for our long-term business success.

Our rigid and methodical audit and remediation program ensures ethical sourcing and production for all Zagwear client programs.

## Scope



“  
*We mitigate our supply-chain related risks by developing and nurturing strong supply-chain partners, while driving positive social, economic and environmental change. This is a key priority at Zagwear, and we are 100% committed to our responsible sourcing initiatives.*

”  
Lenny Polakoff  
EVP & Partner, Zagwear

# Supplier Targets



2022

Supplier partners to have signed our code of conduct by 2022



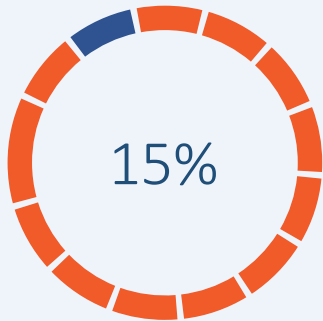
2023

Suppliers to have 4-pillar audits in place by 2023 (high-risk sourcing countries)



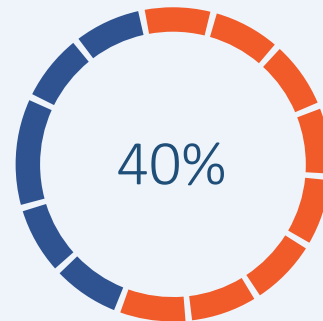
2024

Supplier partners to report to SEDEX Platform by 2024



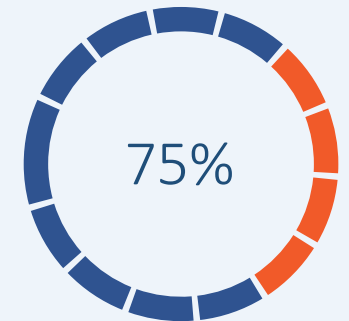
2025

Annual spend with small, inclusive & diverse suppliers by 2025



2025

Suppliers to have 4-pillar audits in place by 2025 (low-risk sourcing countries)



2025

Transition to suppliers that offer sustainable product categories by 2025

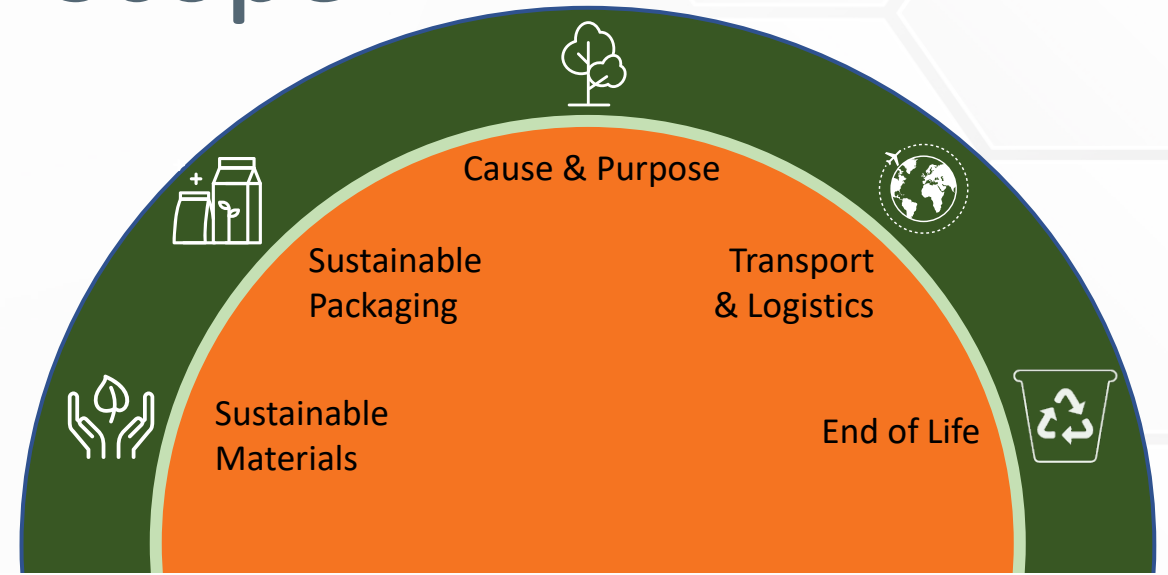
# PRODUCTS

OUR FOCUS IS TO DESIGN, MANUFACTURE AND DELIVER PRODUCTS THAT REDUCE ENVIRONMENTAL IMPACT.

We encourage our clients to consider and transform their portfolio of products to selections that adopt a more sustainable approach. To support this initiative, Zagwear develops and promotes a full range of sustainable and environmentally responsible merchandise that meets the FTC's Green Guide, reducing waste and protecting natural resources for a more sustainable future.

From raw materials through end-of-life disposal and upcycling, we integrate sustainability into every stage of the product life cycle.

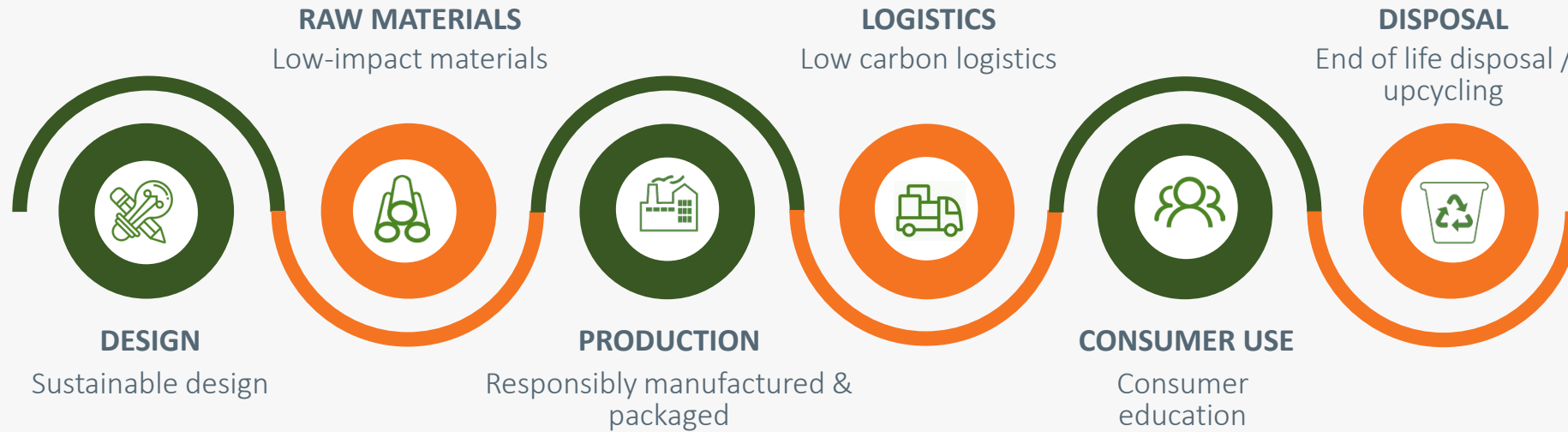
## Scope



- Apparel
- Bags
- Technology Products
- Drinkware
- Housewares
- Office Products
- Recycled Plastics
- Wheat Straw
- Bamboo
- Recycled Cotton
- Hemp
- FSC Certified Paperboard



# Product Targets



Develop a catalog exclusively of sustainable product offerings by **2024**



**100%** sustainable sourcing of print and POS materials by **2025**



**100%** sustainable packaging materials utilized by **2024** (Zagwear production)



**100%** sustainable (reusable, compostable, recyclable) plastic utilized by **2028** (Zagwear production)

# LEARN MORE

Thank you for engaging in our journey. If you would like to learn more about Zagwear, or the work we do to create a more sustainable future, please contact the following:

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