





A MESSAGE FROM OUR CEO



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.

loby yacks

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

1995

Founded



EUROPE

Norwich, UK
Twyford, UK
Amsterdam, NL



ASIA

I Kowloon Bay, HK I Manila, PH

70+

Employees

14+

Average years of client partnerships





Our Mission

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



Accreditation

Support

Community

5 | Sustainability 2025





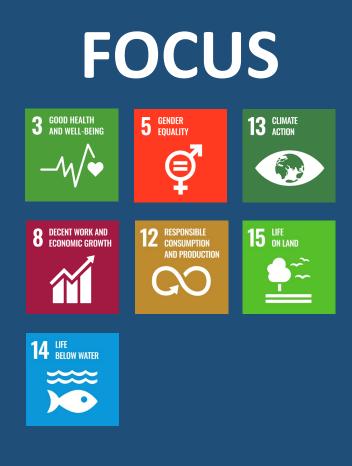
WE SUPPORT





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.





SUSTAINABLITY PILLARS

7 | Sustainability 2025





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.

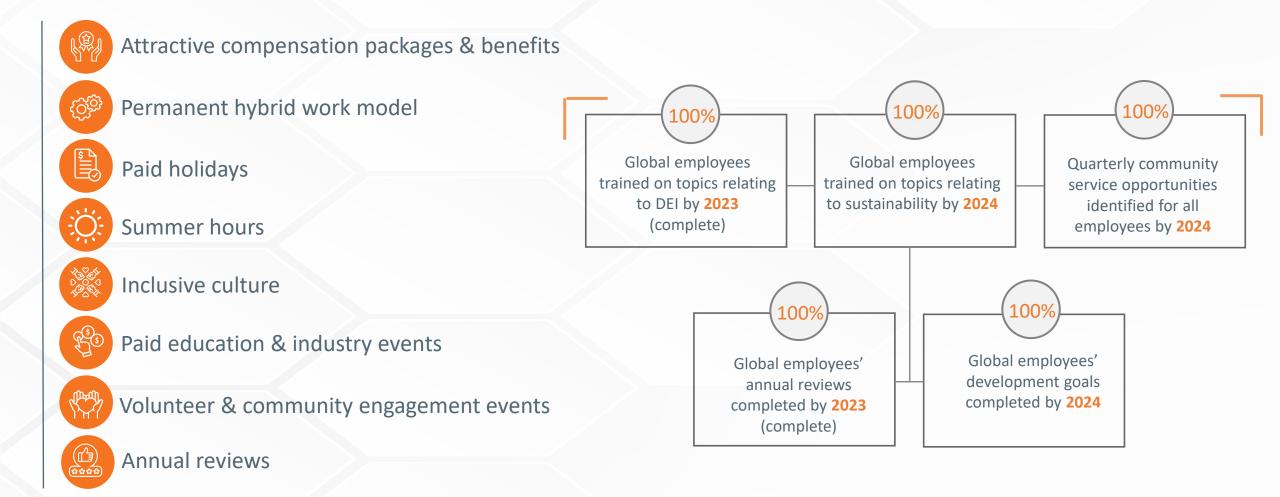
Our culture is one of acceptance, caring and consideration, and our Employee Codes of Conduct exist to ensure high standards are practiced across our global organization.

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.



Stakeholder Targets





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.



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





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 Image: Constraint of the second sec

- 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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