



LEADERSHIP IN SUSTAINABILITY

Sustainable Manufacturing

- World's first carbon neutral, water neutral and TRUE Platinum Zero Waste certified company
- Powered by 100% renewable energy - solar panels at each facility

Sustainable Products

- Made with renewable ingredients such as coconut and bamboo
- Readily biodegradable, greywater-safe and septic-safe
- Made without dyes, parabens, phosphates, phthalates, pearlizers or optical brighteners
- Over 200 products certified U.S. EPA Safer Choice (Safer Choice Partner of the Year)

Sustainable Public Policy

- Leader in ingredient transparency advocacy, including California's recent "Cleaning Product Right to Know Act" coalition

Sustainable Employment Practices

- Minimum wage of \$17 per hour (since 2014; \$12/hr. in 2010)
- Family-friendly benefits, including health insurance; sick, maternity/paternity and family leave; "green" financial incentives (for purchasing low-emissions vehicle, installing solar panels, relocating close to work); onsite wellness programs

Sustainable Green Economy

- Creating green jobs in the U.S. to support local economies
- Sourcing locally when possible (raw materials & packaging)

Net Environmental Impact

- Saving 56 million pounds of carbon dioxide emissions annually
- Saving the equivalent of planting over 1.5 million trees or removing over 13,000 cars from the road
- Restoring over 10 million gallons of water annually restored to critically endangered rivers and wetlands in North America
- Diverting over 95% of waste from landfills and incineration through recycling and reuse