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