

**ECOS**  
*Plant Powered Clean*



# SUSTAINABILITY REPORT

2021

# Contents

<b>3</b>	From the CEO	<b>32</b>	Sustainable Employment Practices
<b>4</b>	Our Journey to a Climate Positive Clean	<b>38</b>	Expanding Our Social Impact
<b>5</b>	Our Approach to Sustainability	<b>40</b>	Future Vision
<b>6</b>	2021 Impacts by the Numbers	<b>41</b>	Addenda
<b>7</b>	Reducing Our Impacts	<b>41</b>	UN Sustainable Development Goals (SDGs)
<b>7</b>	Carbon	<b>45</b>	2021 Community Outreach & Donations
<b>17</b>	Plastic	<b>51</b>	2021 Awards & Recognitions
<b>18</b>	Waste		
<b>20</b>	Water		
<b>22</b>	Tracking Our Progress		
<b>24</b>	Our Commitment to Green Chemistry		
<b>26</b>	Taking Action on Climate Change		

# From the CEO

For over 50 years, our mission at ECOS has been to make products that not only improve people's lives but also take care of our beautiful, shared planet.



We've come a long way on our journey as a sustainable company, but we know we have more to do. We're committed to making choices that benefit you, our employees, and our planet — from the ingredients and materials we choose to the way we get our products to you.

We have an enormous opportunity to make cleaning products that are safer for families and workers around the world while helping to create a more sustainable future.

ECOS is building for that future today, on a foundation of zero waste, 100% renewable energy, more efficient transportation, more innovative products, and more responsible packaging.

But with the ever-growing climate crisis, we're not done yet. We must continue to lower our emissions, support stronger climate policies, and fight for environmental justice for Black and Brown communities that are hit first and worst by the impacts of climate change.

As a women-owned, minority-owned, and family-owned business, we want to co-create a more sustainable and equitable future with our consumers and partners. Together, we can change how homes, hands, and laundry get clean and maximize our positive impacts on people and the planet together.

With gratitude,

A handwritten signature in black ink that reads "Kelly Vlahakis-Hanks".

Kelly Vlahakis-Hanks, President & CEO



# Our Journey to a Climate Positive Clean

Our mission is to protect the health and wellness of people, pets, and the planet by creating safer, sustainable, and affordable cleaning products for all.

In 2021, with the global threats from climate change and the ongoing COVID-19 pandemic, we remained committed to making green cleaning products that help protect the well-being of consumers as we help protect and regenerate the health of the ecosystems and positively impact the fight against climate change and other environmental threats.

In 1967 we began our mission to make cleaning products that are safer for people and our planet. Growing up on a beautiful island in Greece, our founder Van Vlahakis was inspired by the natural ingredients that his mother used to clean their home, like vinegar, lemon juice, and olive oil. When he immigrated to the U.S. and began working for a chemical cleaning products manufacturer, he saw the toxic impact of those chemicals on his health and knew there was a better way to clean, in harmony with nature.

Over the years, ECOS cleaners have become greener and more sustainable, and the way we make them has become more sustainable too. At ECOS, sustainability means safer ingredients, smarter processes, and greater inclusion of our partners, suppliers, and stakeholders.

Today, our facilities across the U.S. are Climate Positive, as we invest in clean energy and water restoration programs at 110% of our environmental impact. But we're always innovating ways to further reduce our impacts in carbon emissions, plastic use, water, and waste.

The need for products that clean well while helping protect the earth and its inhabitants is greater than ever. From our products to our operations, from our supply chain to our industry partners, from public policy advocacy to educating the next generation of environmental stewards, we're working together to create a safer future for all.



# Our Approach to Sustainability



# 2021 Impacts by the Numbers



## Carbon

**734 tons** Scope 1 (direct) CO2 emitted

**0 tons** Scope 2 (indirect) market-based CO2 emitted

**100% renewable energy** used to power our office and production facilities

**3,555 MWh** of renewable energy procured

**870 metric tons** of CO2e saved through PCR content of bottles vs. virgin plastics

**11,632 metric tons** of CO2e saved through new emission-reduction initiatives

**281 metric tons** of GHG emissions saved through innovative new formulas and packaging designs



## Waste

**99% waste diverted** from landfills and incineration



## Water

**10.8 million gallons** of water restored to critically endangered ecosystems

**976 million gallons** of water saved through innovative new formulas and packaging designs



## Green Chemistry

**5 times U.S. EPA Safer Choice Partner** of the Year for safer green chemistry



**Our total  
carbon savings  
= 14,432  
metric tons**

### Equivalent to:



**238,634 tree seedlings** grown for 1 year



**17,079 acres** of U.S. forest of sequestered carbon in 1 year



**3,110 passenger vehicles** driven for 1 year



**1,818 homes** of energy use for 1 year



**1.6 million gallons** of gasoline



**33,413 barrels** of oil

# Reducing Our Impacts

## Carbon

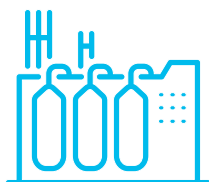
The evidence is clear – Earth’s climate is changing. We must dramatically reduce our emissions of CO<sub>2</sub> globally before the threats to health, communities, economies, and ecosystems becomes irreversible.

The most important step in our sustainability plan is accurately measuring and monitoring GHG emissions, or carbon footprint. This includes our environmental impact and the emissions produced in all stages of the manufacturing process. After reporting to CDP (Carbon Disclosure Project) in 2019, 2020, and 2021, we gathered in-depth information on our carbon emissions and set meaningful reduction goals to help us further reduce our impact. Understanding our carbon footprint gives us the information we need to set meaningful emission-reduction goals to make a difference in our impact on the planet.

## What are the “Scopes”?

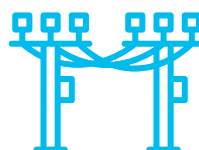
### Scope 1 – Direct

Greenhouse gas emissions from the energy we use in our facilities, such as natural gas and non-electric vehicle use



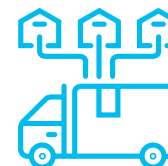
### Scope 2 – Indirect

Greenhouse gas emissions created when the energy we purchased from utility companies is generated



### Scope 3 – Indirect

Greenhouse gas emissions created by use of our products and all ingredients, packaging, and distribution

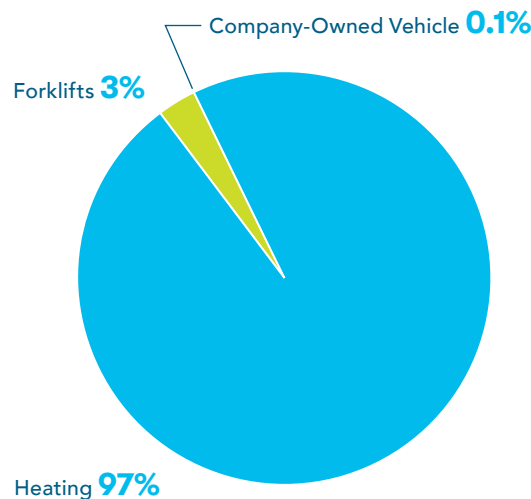


## Scope 1 – Direct Emissions

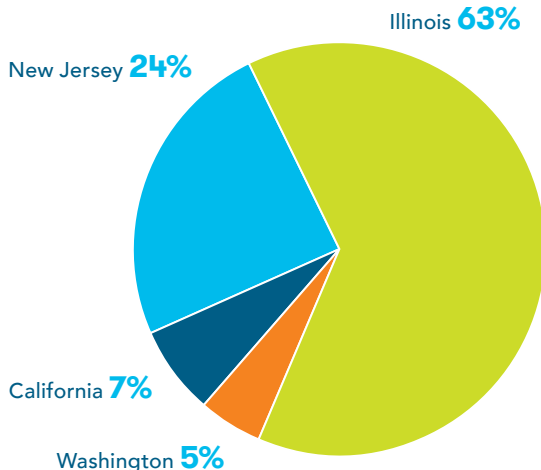
Our main source of Scope 1 emissions is natural gas used for heating our facilities in California, Washington, Illinois, and New Jersey. Our facilities are warmed in the winter to maintain a healthy, comfortable temperature for our employees and to maintain optimal conditions for our plant-based ingredients. We are continuing to phase out propane-powered forklifts, which contribute about 3% of our Scope 1 emissions, for electric battery-powered forklifts; as we replace broken or old forklifts, we purchase new

electric forklifts to help reduce our environmental impact and create better air quality inside our facilities. We have one company-owned vehicle that is used for local transportation and events, typically less than 20,000 miles annually, contributing less than 1% of our overall Scope 1 emission footprint. We are continually looking for ways to reduce our natural gas use while annually offsetting 110% of our gas usage through Verified Carbon Standard (VCS) carbon offsets.

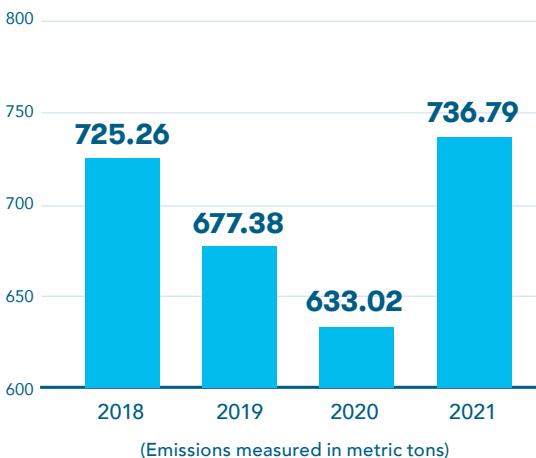
Scope 1 – Emissions by Use



Scope 1 – Emissions by Facility



Scope 1 – Emissions: 2018 – 2021





### Scope 2 – Indirect Emissions

Scope 2 emissions are indirect GHG emissions associated with the purchase of electricity, steam, heat, or cooling. Our Scope 2 market-based emissions have been zero since 2013 because we power our buildings with 100% renewable energy, using our onsite solar power generation and investments in renewable energy credits (RECs).

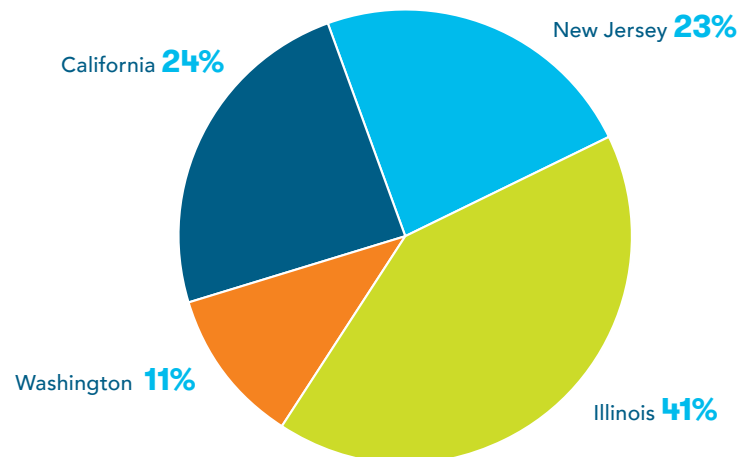


In 2021, most of our REC purchases came from clean-energy wind turbines near Antelope, Nebraska. Our investment in the Antelope wind turbines supports our use of 100% renewable energy manufacturing and helps create more clean energy jobs to supports the transition to a clean energy grid.

In addition, our Cypress, CA, facility takes part in California's Community Solar program through Ampion Renewable Energy. The facility is subscribed to a 100% share of the **Sheep Creek Community Solar Farm in El Mirage, CA**. This partnership directly contributes to renewable energy projects in California and helps promote a cleaner electricity grid for the community.

Location-based emissions are based on the intensity of the local grid area where electricity use occurs. Different regions in the U.S. operate on different electric grids, each with their own carbon footprint.

#### Scope 2 Emissions by Facility

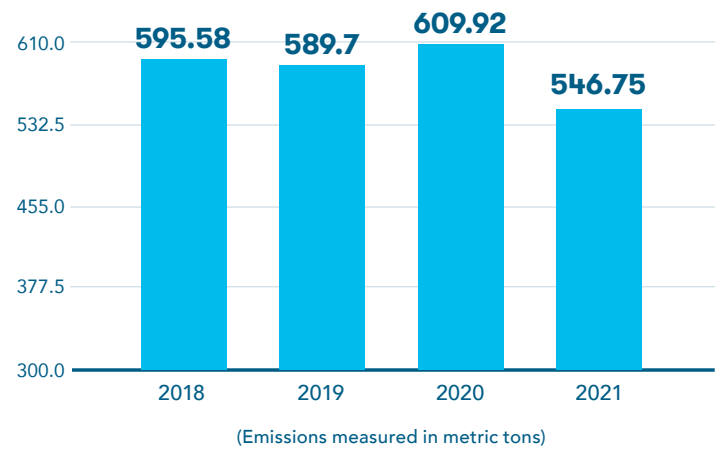


## Scope 2 – Indirect Emissions

Our Scope 2 emissions in 2021 were the lowest of the past four years, due in part to the updated emission factors for the regional electricity grids that we operate in. As electricity grids become “cleaner” with more renewable energy, our carbon footprint has gone down. In addition, we used less electricity in our office spaces as a result of the ongoing COVID-19 pandemic and hybrid work schedules for our office employees. Compared to 2020 levels, our electricity usage (kWh) decreased by over 6%.

Our Scope 1 and 2 emissions were audited and verified by a third-party partner, SCS, to ensure that we are delivering accurate calculations of our emissions and progress toward our Science-Based Target emission reduction goals. In 2021, we set a Science-Based Target to reduce our Scope 1 and Scope 2 emissions by 50% of our 2018 levels by 2030 to align with the 1.5-degree Celsius global temperature increase limit identified in the Paris Agreement adopted at the 2015 United Nations Climate Change Conference.

### Scope 2 Emissions 2018 – 2021



In 2021, we set a **Science-Based Target** to reduce our Scope 1 and Scope 2 emissions by **50%** of our 2018 levels by **2030**.

## Scope 3 – Indirect Emissions

Scope 3 emissions are emissions not produced by the company but by processes that the company is indirectly responsible for throughout the value chain. Scope 3 emissions include all sources that are not within Scope 1 and 2 boundaries.

**We measure and monitor  
Scope 3 emissions including  
Purchased Goods  
(raw materials and packaging),  
Waste, Business Travel,  
Employee Commute,  
Downstream Transportation  
(shipping finished goods), and  
Use of Sold Products.**

This year we also verified our Scope 3 emissions in the Purchased Goods & Services category. We are considering setting a Science-Based Target related to our Scope 3 emissions, as this continues to be a large bulk of our emission portfolio and will be crucial in reducing our overall carbon footprint.

### Transportation Emissions

We strategically located our four manufacturing facilities across the United States – in California, Washington, Illinois, and New Jersey – to reduce emissions associated with transporting our finished products to customers. We also partner with the U.S. Environmental Protection Agency (EPA) SmartWay Transportation program, which allows us to track and measure our GHG emissions associated with product distribution from our warehouses to storefronts and consumer homes.

In 2021, we dramatically reduced our emissions associated with shipping by almost 50%, calculated as 2,971.42 metric tons of carbon dioxide equivalent (CO<sub>2</sub>e). This reduction is likely due to decreased shipments following the 2020 surge of shipments during COVID-19 pandemic and our increased participation in the U.S. EPA SmartWay program.

	2020	2021	Change
% of SmartWay Carriers (Ct.)	<b>60%</b>	<b>70%</b>	<b>+16.6%</b>
% of Ton-Miles SmartWay	<b>73%</b>	<b>82%</b>	<b>+12.3%</b>
Emissions (Metric Tons CO <sub>2</sub> e)	<b>5,823.44</b>	<b>2,971.42</b>	<b>-48.9%</b>

## Scope 3 – Indirect Emissions

### Purchased Goods & Services Emissions

Having a clear picture of our emissions at every stage of our product life-cycles is crucial to setting our goals and reducing our emissions. Indirect emissions are often the most difficult for a company to measure, with many stakeholders involved and many variables in estimating emissions.

Our plastic packaging emissions make up an estimated 10% of our calculated emissions portfolio. Our Sustainability and Innovation teams are actively researching a marketable solution to replace our plastic containers to further reduce our environmental impact. As we look for the best solutions for our product packaging, we will continue to source more recycled content in our plastic to reduce our impact while advocating for more successful recycling programs and waste education for consumers.

In 2021, we sourced more than 35% recycled content for our corrugate and paperboard packaging. In addition, most of our fiber-based products were produced from trees that were harvested sustainability; over 75% of our packaging holds either a Sustainable Forestry Initiative (SFI) or Forest Stewardship Council (FSC) certification.

### Waste Emissions



Although our facilities have been Platinum-level Zero Waste certified since 2015, there are still emissions generated from the small amount of our remaining waste that goes to landfill and the materials that we recycle. We calculate these emissions using U.S. EPA emission factors to monitor the footprint of our waste streams. Because we were able to improve our reuse program and increase the number of materials reused rather than recycled in 2021, our waste emissions decreased by 18%. More information on our waste program can be found in the Material Recycling & Reuse Section of this report.

### Business Travel Emissions

We monitor all our business travel to effectively manage and offset our emissions associated with air travel. We understand the large impact that air travel can have on the environment, so we work with travel partners to record and offset all travel associated with company business.

2021 continued to prove that most business interactions can successfully function remotely. Although we saw an increase in our travel-related emissions from 2020, as COVID-19 restrictions were lifted and employees felt comfortable resuming essential air travel, we continued to see an increase in virtual conferences and the use of video conferencing to replace in-person meetings.

Our Sustainable Travel Policy along with advancements in video conferencing and virtual events have resulted in a successful reduction of our emissions associated with business travel. We hope to continue to reduce our travel emissions from 2019 levels as we encourage the use of virtual meetings. In 2021 we continued to offset 100% of our air travel emissions, 32.4 metric tons of CO<sub>2</sub>e, with an additional 10% offset to achieve Climate Positive status.

Metric Tons CO <sub>2</sub> e from Air Travel		
2019	2020	2021
21,548	15.4	32.4



### Scope 3 – Indirect Emissions

#### Employee Commute Emissions

In addition to business travel, we measure the emissions associated with our employees commuting to work. These emissions are offset in our annual carbon offset purchase. We encourage employees to reduce their commute emissions by incentivizing low-carbon methods of transportation such as carpooling, walking, biking, or taking public transportation. Employees who participate in a low-carbon transportation method are rewarded points in the ECOS Sustainability Passport program.

Because of the COVID-19 pandemic, many of our office employees worked remotely from their homes during the first half of 2021. Beginning in June 2021, those employees switched to a hybrid system, splitting the work week between working remotely from home and returning to office. Meanwhile, our production staff continued to work onsite every day to help supply consumers with the essential safer cleaning products they need.

**With fewer employees commuting to the office each day, we were able to save 218 metric tons of CO<sub>2</sub>e related to avoided driving time.**

We hope to continue to offer our employees a flexible work schedule while also incentivizing the use of public transportation and high-efficiency and electric vehicles at our facilities.

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**We incentivize our employees to reduce their commute.**

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#### Consumer Use Emissions

Since 2020, we have estimated the emissions associated with consumer use of our products. These emissions primarily come from electricity associated with laundry machines when consumers use our laundry detergents. Due to the many variables associated with the household laundry process (e.g., temperature of the water, type of washing machine), this number is difficult to confirm. Currently, we use data collected from consumer behavior studies that are publicly available. In the future, we hope to use an ECOS-specific consumer survey to better understand the ways in which our consumers use our products in their home.

**These emissions primarily come from electricity associated with laundry machines when consumers use our laundry detergents.**



### Science Based Targets

In 2021, we joined over 1,500 organizations taking action toward a zero-carbon transition and the promotion of a circular economy with our participation in the Science Based Target initiative (SBTi). Our Science Based Target includes a 50% reduction in our Scope 1 and 2 emissions from 2018 levels by 2030. Although we have been a carbon-neutral manufacturing operation since 2013, this new target will help reduce our carbon footprint associated with the absolute emissions produced during our operations (emissions produced prior to offsetting). This will reduce our need to offset our annual GHG emissions with carbon offsets and RECs.

To achieve this reduction, we are exploring several emissions-reduction projects, including building electrification, LED lighting retrofitting, phasing out propane forklifts in favor of electric, and installing additional solar onsite at facilities with capacity. In addition, we will continue to procure 110% renewable energy through both our existing onsite solar and Green-e-certified RECs.

**Our Science Based Target includes a 50% reduction in our Scope 1 and 2 emissions from 2018 levels by 2030.**

These goals will help us continue our leadership in sustainable manufacturing and reduce our climate impact. We look forward to reporting on the progress toward our Science-Based Target and hope that other manufacturers will join us in helping to reduce global warming. More information about the Science-Based Target initiative and our participation in SBTi can be found at [sciencebasedtargets.org](https://sciencebasedtargets.org).



### Carbon Reduction Projects

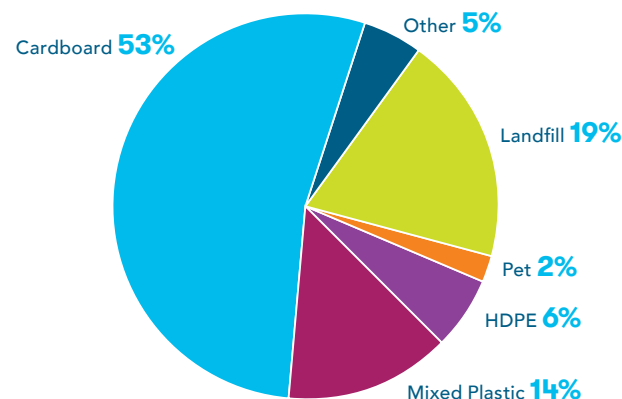
We prioritize carbon-reduction projects in our facilities, including saving energy, switching to lower-carbon fuels (especially renewables), and sourcing renewable electricity. In 2021 we continued our program to implement energy-saving projects in every factory. We commissioned projects focused on energy-efficient buildings, fuel control in manufacturing, and LED lighting. At the same time, our manufacturing of sustainable products is expanding quickly. With the growth of our sustainable business, it will be increasingly challenging to reduce our energy use. We therefore need to accelerate our switch to renewables, as these have a much smaller carbon footprint than fossil fuels. In 2021 we introduced several emission-reduction initiatives, totaling savings of over 1,900 metric tons of CO<sub>2</sub>e.

Through our intensive recycling processes and encouragement of a circular economy, we were able to reuse over 2,000 tons of material and prevent more than 2,507 tons of material from being sent to landfill; in total, this saved us more than \$106,000 in hauling fees. More importantly, our waste diversion efforts successfully saved 1,247 metric tons of carbon dioxide from entering the atmosphere.

### Solar Energy Generation

All four of our U.S. facilities use onsite solar photovoltaic panels. Our solar array in Lacey, Washington, is the largest and most productive of our four facilities, where we produce almost 20% of our energy from the sun. In 2021, our solar installations saved more than 57 metric tons of CO<sub>2</sub> compared to energy from the grid. **In addition, our solar panels saved us over \$17,641 in electricity costs, including the additional cost of offsetting our use through RECs.**

### Total CO<sub>2</sub>e Emissions Associated with Waste Recycling



### Electric Vehicle Charging Stations

**All four of our U.S. facilities have electric vehicle (EV) charging stations onsite to encourage our employees to invest in zero-emission vehicles.**

Overall, our stations have saved almost 6,500 kg of GHG emissions and almost 2,000 gallons of gasoline. Beyond this, our employees are offered an incentive of up to \$2,500 when they purchase a vehicle with a fuel economy over 45 miles per gallon. We encourage employees to take sustainable actions both at work and at home, including lowering the carbon footprint of their commute. We hope to offer more EV charging stations to our employees to further reduce GHG emissions associated with commuting.



## REDUCING OUR IMPACTS

### Product Innovation



Our Innovation team is continually improving our products to become more effective with safer ingredients; they also look to reduce the environmental footprint of our products by developing formulas that require less water and less plastic packaging. These include products like our new ECOS Laundry Detergent sheets.

ECOS Laundry Detergent sheets significantly reduce the water needed to build a safer, effective laundry detergent and can dissolve effectively in both warm and cold water. These sheets use over 90% less water than our traditional liquid detergent, saving almost 230,000 gallons of water a year. They are packaged in 100% plastic-free packaging, which removes almost 107 metric tons of plastic from the environment and saves over 177 metric tons of CO<sub>2</sub> annually. Removing the liquid in our products has also resulted in a 90% decrease in shipping emissions and a savings of 103 metric tons of CO<sub>2</sub> per 500 miles by reducing the weight of the products we ship. We will continue to measure the emissions associated with using plastic packaging and include this impact in our annual carbon offset program while we continue to research additional sustainable solutions.

Our Innovation team has also created a laundry detergent that is four times as concentrated as our standard detergent, allowing for the same number of uses to be distributed in a smaller bottle. Other innovative products include our Mother & Child refill system, which enables consumers to purchase a larger quantity of our product (in a "mother" bottle) with a smaller refillable bottle ("child") attached. They can refill the smaller bottle several times, rather than purchasing multiple individual bottles with multiple trips to the store.



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**In total, our innovative formulas and packaging designs saved over 280 metric tons of GHG emissions and almost 230,000 gallons of water in 2021. As we continue to advance our products and grow our liquidless line, we expect to see greater carbon and water savings in the future.**

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### Paperless Campaign

In 2021 we worked with our cross-functional teams to explore carbon-reduction initiatives. As part of our goal to become a paperless office by 2022, our Human Resources team has been transitioning to a paperless department by investing in digital onboarding software that saves almost 30,000 pages of paper annually. Other alternatives to paper we have implemented include switching from paper checks to direct deposit, digital performance reviews, and online communications. In total, the Human Resources department saved more than 800 pounds of carbon dioxide.



### Plastic

**We understand the serious environmental impacts of plastic, and we are working to reduce our plastic packaging wherever possible. Our new liquidless detergents are plastic-free and packaged in 100% recyclable paper boxes.**

In 2021, we worked closely with our Procurement team and our suppliers to record emissions associated with packaging as we work to identify ways to reduce these emissions and source plastic-free alternatives. In 2021, the recycled content in our bottles saved over 467.3 metric tons of CO<sub>2</sub>e compared to using virgin material. We will continue to work with our suppliers to increase the amount of recycled resin in our containers with a goal of a minimum of 50% PCR content in our plastic bottles by 2025.

We have also investigated the feasibility of other resins to create plastic-like packaging. We investigated sustainable alternatives to petroleum-based resin, such as polyhydroxyalkanoate (PHA). PHA is a biodegradable alternative to plastic and is made from methane gas emitted from landfills, mixed agriculture, or wastewater treatment plants. Although PHA-based materials are a promising replacement for oil-based plastics, the technology is not yet available to provide a fully marketable solution by the end of 2022. There is an inherent risk in entering co-development partnerships with the PHA providers at such an early stage in the research process. We plan to monitor the market for additional solutions and follow the latest developments in biodegradable plastics.



### Waste

**We stand by our commitment to making products with the smallest environmental impact because we understand how manufacturing processes can adversely affect the planet.**

This includes our focus on our company's waste and recycling impacts. As we have achieved what our industry holds as the gold standard in sustainable manufacturing, our mission is to continue our efforts and reach new heights by realigning our waste and recycling practices with a more circular economy approach.



We have continually pushed the boundaries of sustainable manufacturing and in 2015 achieved TRUE Platinum-level Zero Waste certification at all four of our U.S. manufacturing facilities. **In 2021, we received the new U.S. Green Building Council (USGBC) LEED Zero Waste certification at all four of our facilities for diverting a minimum of 95% of our waste from landfill.**

Through our intensive recycling processes and encouragement of a circular economy, we were able to reuse over 2,000 tons of material and prevent more than 2,507 tons of material from being sent to landfill; in total, this saved us more than \$106,000 in hauling fees. More importantly, our waste diversion efforts successfully saved 1,247 metric tons of CO<sub>2</sub> from entering the atmosphere. We are proud of our robust and successful recycling program at all four of our facilities and will continue to promote a culture of reuse in our waste streams.

On the consumer side, we carefully select the packaging used to distribute our products with product end of life in mind. Our bottles are made with most-commonly recycled plastic, such as #1 PET and #2 HDPE, and our caps are made of #5 PP. Our pumps and spray bottles are made with 100% plastic to avoid any mixed materials such as metal within our products that would be a barrier to recycling.



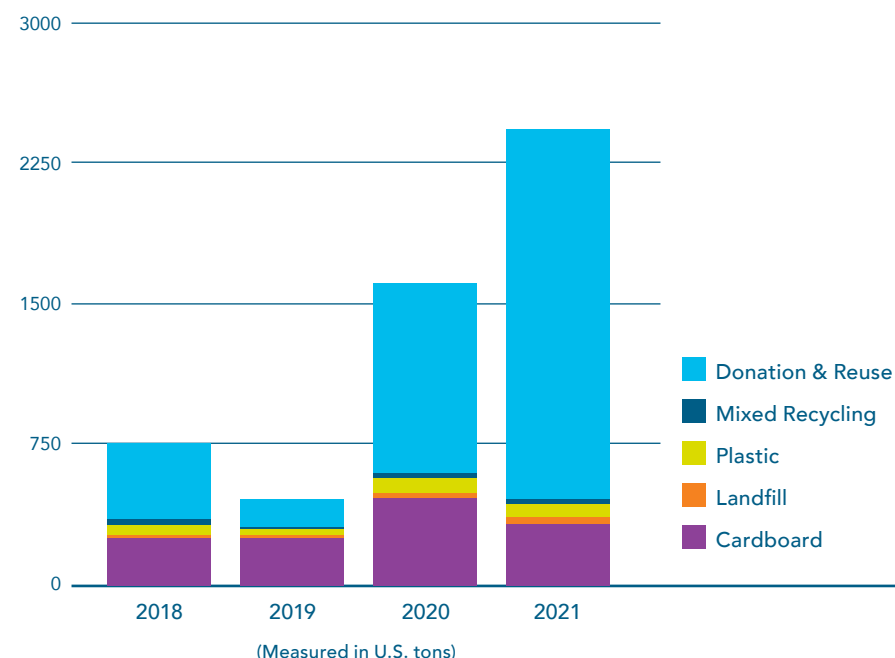
## REDUCING OUR IMPACTS

Our waste reduction journey started in 2009, when our waste diversion stood at 10%. Our mission was to achieve zero waste, and with our goals and milestones in place, we were able to reach an unprecedented standard in sustainable manufacturing by 2015 in all four facilities, diverting over 95% of our waste from landfills.

In 2021, we achieved 99% waste diversion as a culmination of zero-waste practices and recycling education. Our ECOS Zero Waste Policy and Sustainability Training are included in our new-hire onboarding process. Throughout the year, the Sustainability department provides quarterly trainings to employees addressing recycling contamination and source separation. We are dedicated to ensuring a high quality of recyclable byproduct and preserving the market value of our recyclable materials.

Re-use plays a significant role in our sustainable manufacturing process as it helps reduce our disposal costs, creates less waste, and reduces pollution. Shipping materials such as plastic containers, steel drums, wood pallets, and cardboard packaging are sent back to our suppliers to be reused within the supply chain and reduce the need to create more resources. In addition to reusing shipping materials, our facilities collect unmarketable products to be donated to local non-profit organizations in the communities we work in. See the Community Outreach & Donations section in the Addenda to learn more about our donation programs.

### Waste Profile 2018 – 2021



### Water

**Since 2016 we have been water neutral, a result of our commitment to reducing our water consumption in our facilities through the installation of low-flow water fixtures, water efficient appliances, and employee education.**

Because the majority of our water usage (approximately 80%) goes into the production of our cleaning products, our Innovation team continues to develop more concentrated cleaning formulas, including our new liquidless products.

In 2021 we focused our attention on water management, recognizing that wasting fresh water is becoming one of the most important global resource issues. We invested in water restoration projects involving non-governmental organizations and carried out four impact assessment pilots at our facilities.

We believe that neighboring communities near our factories should not experience any negative impacts on water resources due to our operations. We regularly consult with communities worldwide on environmental and community issues and recognize the importance of engagement with external stakeholders.

In 2021, we began to work with The Sustainability Consortium (TSC) to implement a water reduction project in our operations. The project includes the installation of high-pressure hose attachments to reduce the amount of water used when rinsing our mixing tanks by 50%.

### Water Restoration Projects

To offset our water use, we invest in programs that restore water to critically dewatered rivers and streams by purchasing Water Restoration Certificates® (WRCs). Our offsets have helped restore the ecological, recreational, and economic health of critical freshwater ecosystems. All WRC projects are certified by a qualified third party against strict criteria to ensure that water flow is restored to the environment in locations and at times that will have optimum environmental benefit.

In 2021 we continued to offset not only 100% of our water use through WRCs but restored an additional 10% of our overall water use to become Climate Positive. This resulted in us purchasing 10,871 WRCs and restoring 10,871,100 gallons of water to critically dewatered rivers and streams in 2021.





## REDUCING OUR IMPACTS

### Water Trust Mill Creek Restoration

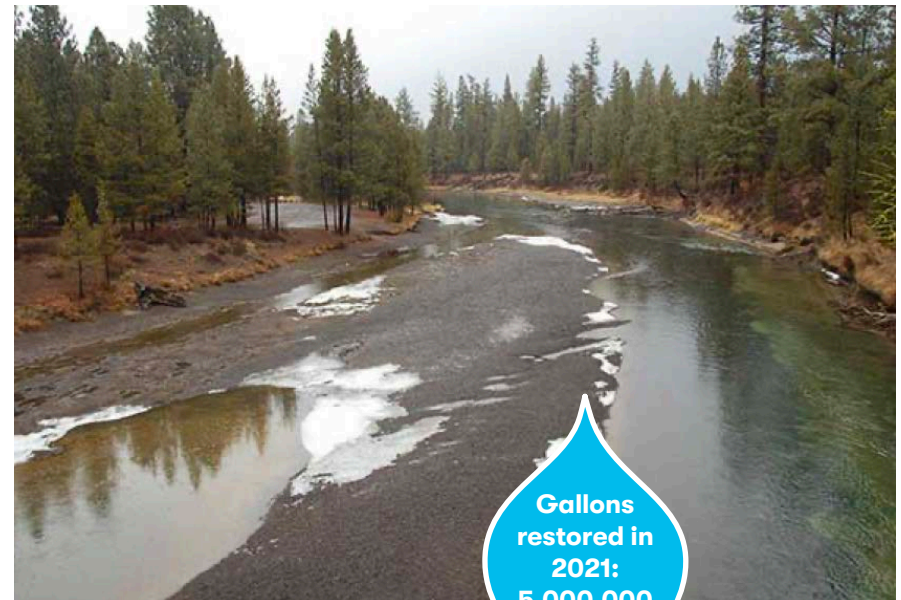
The Water Trust Mill Creek Restoration is a part of a larger Sacramento Valley water portfolio. Mill Creek, a major tributary to the Sacramento River, regularly goes dry in the summer when its flows are diverted for agricultural use. The Nature Conservancy plans to implement a short-term water transfer to leave the water instream to support critical salmon runs and protect the water as it flows downstream. The water will create and enhance wetland habitat for migratory birds in the Sacramento National Wildlife Refuge Complex.



Gallons  
restored in  
2021:  
5,871,000

### Middle Deschutes River Flow Restoration

The Middle Deschutes River is a 35-mile section of the iconic Deschutes River where deep canyons and public lands comprise one of the most scenic desert canyons in Oregon. Red-band trout, otters, ospreys, and myriad wildlife species inhabit this section of river and depend on clean, healthy flows of water. However, historically most of the flow to the middle Deschutes River was diverted to serve agricultural needs. New solutions have been developed to restore over 115 cubic feet per second of flow to the Middle Deschutes during the summer months, fostering a healthy ecosystem for people, plants, and wildlife.



Gallons  
restored in  
2021:  
5,000,000

# Tracking Our Progress

ECOS's carbon footprint, waste diversion efforts, and water use are closely monitored using software applications such as Energy Star Portfolio Manager (ESPM), the U.S. EPA SmartWay program, and the USGBC TRUE Zero and Arc programs.



These applications allow us to gain better insights into our carbon footprint and offer reporting tools to visualize and share our information with both internal and external stakeholders. In addition, many of these software tools make it possible for us to apply for awards and recognitions through the programs.

Through ESPM, ECOS tracks monthly waste, electricity, gas, solar, and water data. With the waste meter, we can track our waste diversion costs and record each material we recycle, reuse, and donate in each period. The reporting feature on ESPM allows us generate reports on annual GHG emissions, including those associated with waste, as well as our annual energy and water performance. ESPM has the capability to link directly to our utility provider to receive monthly data. In addition, ESPM also links to other software applications like Arc to help in transmitting data relevant to our LEED certifications.

## TRUE Zero Waste Certification



USGBC's TRUE Zero Waste certification program guides our manufacturing practices to achieve zero waste, reduce our carbon footprint, and become certified as a TRUE Zero Waste business. We have been awarded a Platinum-level rating, the highest level of achievement in the TRUE Zero Waste system, verifying that at least 95% of our total solid waste has been successfully diverted away from landfills and/or incineration (waste-to-energy) through our efforts in reducing, reusing, recycling, and composting. The TRUE certification also recognizes that our waste and recycling practices comply with local, state, and federal regulations. At least 12 months of data have been validated by leaders in the zero-waste field. Our TRUE certification keeps us on track to reduce the environmental impacts of our manufacturing process and helps us advance a green economy by redesigning, reducing, and reusing as much as we can in our forward-thinking approach to sustainable manufacturing.

ECOS's Platinum TRUE Zero Waste certification includes 15 credit categories, including Redesign, Zero Waste Purchasing, Leadership, and Upstream Management. As we reached our goal of becoming a zero-waste company, our priorities have begun to shift. Our mission to become a zero-waste company initially involved recycling as much as we could. Our priorities now are to reduce and reuse more, recycle less, and approach waste diversion efforts for a more circular economy.



### LEED Existing Building Certification



LEED is a nationally recognized benchmark for the design, construction, and operation of high-performance green buildings. In 2021, the USGBC awarded ECOS its prestigious LEED Gold certification for Existing Buildings for its four U.S. manufacturing facilities. ECOS was recognized for its exceptional energy, water, and transportation performance; use of materials and resources; indoor environmental quality; and innovation.

### LEED Zero Certification



The USGBC awarded ECOS three of its prestigious new LEED Zero certifications — LEED Zero Carbon, LEED Zero Energy, and LEED Zero Waste — to its four U.S. manufacturing facilities. ECOS is the first manufacturer in the world to receive LEED Zero Carbon, LEED Zero Energy, and LEED Zero Waste certifications at 100% of our manufacturing facilities.

LEED Zero Carbon recognizes buildings operating with net zero carbon emissions, including carbon emissions caused by energy consumption and transportation and carbon emissions avoided or offset. LEED Zero Energy recognizes buildings that achieve a source energy use balance of zero. LEED Zero Waste recognizes buildings that achieve GBCI's TRUE Zero Waste certification at the Platinum level (a minimum of 95% reduction in waste).

### WELL Certification



Accredited by the International WELL Building Institute, WELL certification is the premier building standard to focus on enhancing people's health and well-being through the buildings where we live, work, and play. ECOS was awarded WELL certification at the Platinum level for its Illinois facility based on seven categories of building performance — Air, Water, Light, Nourishment, Fitness, Comfort and Mind. ECOS is the first company in the Industrial sector to receive the prestigious Platinum-level award.



# Our Commitment to Green Chemistry

Our mission is to eliminate the negative impact of harmful chemicals by using environmentally sound ingredients that are safer for human and planetary health.



Our product designs align with international standards, and we are committed to transparently sharing our results as we progress.

We work with the U.S. EPA's Safer Choice program to certify that our products are made using chemicals that are safer for human and planet health. Our formulas are readily biodegradable and do not bioaccumulate. Important factors we consider when formulating a product are sourcing green chemicals and ensuring that each of those chemicals has a functional purpose in the formula. This ensures that we do not have any unnecessary added carbon costs for non-vital ingredients. We are committed to staying at the forefront of green chemistry; from removing phosphates from our products ahead of regulations in 2010 to banning more than 500 known toxins, we ensure that our chemical policy adapts ahead of shifting consumer preferences and regulatory requirements.

## Innovations in Safer Chemistry

Our research and development (R&D) work is the catalyst for our success in sustainability. Eliminating toxic ingredients in cleaning products must be scientifically substantiated. **We have been awarded the U.S. EPA Safer Choice Partner of the Year award five times;** one of the criteria for this award is continually innovating more effective and sustainable products. We strive to continually be at the forefront of green chemistry and help consumers make smarter decisions when it comes to purchasing their cleaning products. In the future, we hope to expand our liquidless product line to reduce the water used in our products, cut down on shipping emissions and costs, and provide a plastic-free alternative to packaging dry products compared to liquid.

*ECOS® is a Five-Time Winner!*



2015 | 2017 | 2019  
2020 | 2021



### U.S. EPA Safer Choice Certification



[epa.gov/saferchoice](http://epa.gov/saferchoice)

As a long-time partner in the Safer Choice program, we are committed to advancing EPA's mission of safeguarding human and environmental health through safer chemistry in manufacturing. Our mission is strongly aligned with that of the Safer Choice program—to ensure access to products that are safer for families and the environment.

We are proud to be one of the founding companies in the Safer Choice labeling program. We were honored to have the first product to feature the Safer Choice logo—one of our ECOS laundry detergent SKUs—when we unveiled it at the grand opening of our New Jersey facility in 2015. It was an excellent way for us to help kick off media attention for the Safer Choice program, and we were thrilled to have EPA present for launch the first Safer Choice product.

Since that day in 2015, we have been dedicated to promoting the Safer Choice program as the heart of our product formulation and marketing efforts, offering Safer Choice-certified products throughout our consumer, baby, pet, and industrial green cleaning product lines. We offer more Safer Choice-certified products than any other manufacturer (currently a total of over 150 SKUs in our consumer and industrial lines). In addition, we have had the opportunity to help many of our private-label customers promote safer chemicals through their participation in the Safer Choice program as well.

### USDA Organic Certification



All four of our U.S. facilities are USDA Organic certified, which allows us to manufacture USDA Organic products. ECOS Organic Fruit + Veggie Wash is the only organic product we manufactured in 2021.

### Leaping Bunny Certification

NOT TESTED  
ON ANIMALS



Leaping Bunny is the internationally recognized gold standard for cruelty-free organizations. ECOS is a Leaping Bunny-certified company, meaning that all our products and ingredients are not tested on animals, either by us or by our suppliers.



# Taking Action on Climate Change

Climate change affects all of us, wherever we live on this planet. From rising temperatures and extreme weather events to impacts on crops and human health, the time is now to take action, before it's too late to reverse these dangerous conditions.



Climate change is caused by GHG emissions, mainly from industry and agriculture. Stabilizing the global temperature increase below the internationally agreed 1.5 degrees Celsius requires rapid changes in all aspects of society, including in our industry. Our carbon footprint extends across our value chain, from the supply of surfactants and other materials to production, packaging, and product end of life. We are on a journey of continuous improvement in line with international climate agreements such as the Paris Agreement, and we believe that urgent action by all stakeholders is necessary.

We are actively identifying, assessing, and responding to climate-related risks and opportunities. We have a sustainability policy that mandates, at a minimum, an annual assessment and review of climate-related risks and opportunities for the business. For direct operations and upstream and downstream risks and opportunities, the evaluation includes a review with the executive team, supported by key functional roles in Operations, Finance, Procurement, and Quality in coordination with the Sustainability team. From the review process, the team creates actionable items, identifies prospective mitigation plans, and makes decisions for implementation. **ECOS is ISO 9001-certified, which provides a supportive framework and tools in risk evaluations.**



### Financial & Strategic Impacts

Considering various ways of defining a substantive financial or strategic impact on the industry, we analyze the impact based on a percentage calculation of annual revenues and profits. For our growing company, the quantitative threshold is not a factor in managing our business risk.

We have established various thresholds in our manufacturing process, controls, and governance that require reviews, approval, and growth. This approach may vary depending on the sensitivity of the circumstances. We may acknowledge the need to take on certain risks to grow as a business. In other situations, we may take a zero-tolerance approach to specific business areas, whereby any financial or reputational impact is unacceptable.

Regarding climate change, there is a potential for a substantive impact, mainly because our products are heavily dependent on coconuts and other agricultural ingredients. We estimate a moderate financial impact on our people and properties, approximately based on our history of business events and trends. Typically, disruption activity has a far lower financial implication because our estimate may reflect a potential range of possibilities. Similarly, we may focus on lower-threshold events, such as new tax laws; this risk would not be significant for the company. However, we are ready to take action if needed.

### Climate-Related Risk Assessments

We support transparent and positive environmental regulations, as they have a tremendous impact on our plans for long-term growth and marketplace success. Taking the necessary time and steps to anticipate sustainability regulations across the globe leads to significant opportunities. Sustainability regulations play a vital role in driving our business performance. At the same time, regulations present the options that are recognized and pursued. We support transparency through continuous and consistent corporate disclosure and engagement in sustainability strategies, which improve relationships with our stakeholders and offer better anticipation and response to environmental, social, economic, and regulatory changes as they arise.

We approach market risks from two different angles—eliminating climate-related risks and finding new opportunities within those risks. For example, consumer concerns about water scarcity, energy security, climate change, and environmental pollution are driving factors shaping our business. We have approached climate risks and turned them into opportunities by minimizing our water footprint, and consequently the carbon footprint, of our products due to transportation by manufacturing liquidless and concentrated cleaning products.



### Climate-Related Scenario Analysis & Business Strategy

In 2017, we signed the We Are Still In commitment to the Paris Agreement of the 2015 United Nations Climate Change Conference. The central aim of the agreement is to strengthen the global response to the threat of climate change by keeping a global temperature increase this century well below 2 degrees Celsius above pre-industrial levels and pursuing efforts to limit the temperature increase even further to 1.5 degrees Celsius. We have taken qualitative considerations from the 2-degree climate scenario to compare our past, present, and future actions for how our company is aligned with the scenario. One example where we have been proactive and aligned with the 2-degree scenario is in significantly reducing GHG emissions across our Scope 1 and Scope 2 sources through our carbon neutrality achievements since 2015. Part of our carbon neutrality for electricity use combines onsite solar power generation with renewable energy from utility providers to achieve 100% renewable energy in all four of our U.S. facilities.



### Climate-Related Risks & Opportunities

Our business model is based on localizing production at our four geographically diverse manufacturing facilities across the U.S. so we can source locally and ship to our customers regionally. We consider the shipping carbon footprint of all incoming and outgoing materials for each manufacturing facility.

Our suppliers undergo a robust sustainability audit to ensure that they prioritize potential climate impacts in their manufacturing and product development processes and adhere to strict U.S. EPA Safer Choice standards for chemical safety and environmental impact. For our primary surfactants and packaging components, we use a nationwide network of suppliers to ensure that we can service our four manufacturing centers locally; this model significantly reduces our shipping carbon footprint.

Our product development processes reduce environmental impacts by replacing petroleum-derived and nonrenewable materials with sustainable and regenerative options. We consider direct packaging and chemical inputs and the downstream and upstream climate impacts of each component. Our efforts have primarily focused on reducing emissions by taking plastic out of the product lifecycle. We are achieving this through innovations such as creating refill kits that allow consumers to purchase in bulk, reducing store trips and single-use plastic consumption and increasing product concentration to reduce water use and shipping carbon footprints.

We use plant-derived active ingredients that avoid fossil fuel and petroleum derivatives to avoid GHG emissions and depletion of nonrenewable resources. In addition, we source plant ingredients from indigenous areas to ensure cultivation with less water and energy than in non-indigenous regions. Most of our surfactants are derived from plant oils such as coconut oil, a renewable alternative to crude oil surfactants.



One coconut tree can produce over 50 coconuts annually for up to 80 years. This reduces new deforestation and the extensive energy input that would be required for non-indigenous species. **Using plant oils instead of crude petroleum oil ensures fewer negative byproducts and pollutants in the production cycle. Furthermore, plant sources can absorb CO2, further contributing to positive climate impacts.**

Our Stage-Gate product development process ensures that all funded R&D projects uphold our company's climate-positive mission. Recent R&D initiatives have focused largely on light-weighting, waste reduction, and formula concentration to reduce shipping emissions. We are investing in technologies that improve our climate-positive position.

We have invested in concentration and dehydration of our formulas that reduce the overall water, waste, and carbon footprint of our product life cycles. By increasing active content and reducing water content, we reduce packaging, minimize water use and unnecessary bulk in shipping, and deliver performance with less carbon use. Our ECOS liquidless and concentrated laundry detergents can ship significantly more doses of laundry per truckload and save consumers trips to the store.

One  
coconut tree  
can produce over  
50 coconuts  
annually for up  
to 80 years.



### Engagement on Climate Action

ECOS is a member of The Sustainability Consortium (TSC), a global nonprofit organization working to transform the consumer goods industry by partnering with leading companies to define, develop, and deliver more sustainable products. To comply with the TSC standard, we coordinate with suppliers in asking for sustainability strategies and climate change impact, goals, and practices through an annual supplier survey. We use survey results to build an understanding of preferred suppliers that are environmentally responsible. We provide training to our suppliers with sustainability resources and webinars.

We have adopted a proactive approach to measuring and managing the business connections to supplier engagement. This has resulted in substantial economic gains, including lower costs, more outstanding supplier support, higher quality, and improved product development. By engaging suppliers in component development and design processes, we have improved the odds for success, which has provided advantages in approaching the global warming issue.

Relying on our suppliers' expertise in sustainable materials and component suitability has saved us time and costs in the development process. Our ability to remain competitive has been primarily due to our supply chain's effectiveness. Enhanced quality, decreased costs, and better access to sustainable supplies have collectively improved component design, resulting in better and more efficient manufacturing processes. Our suppliers' engagement has helped us establish and maintain a mutually beneficial framework of collaboration, innovation, and trust. Examples of this collaboration include switching label backings from non-recyclable to recyclable materials and removing the metal spring in our sprayers and switching to all-plastic sprayers to improve recyclability.



### Stakeholder Dialogue

Our business transformation has brought us in touch with a growing number of external parties and partners, including sustainability organizations, agribusinesses, suppliers, consumers, academia, public health experts, human rights organizations, and e-waste recyclers. We are learning from them, and we hope that they also benefit from our experience. Our direct engagement with our stakeholders occurs in three ways: information disclosure, dialogue, and participation. Stakeholders are identified based on the degree to which they are affected by our activities and relationships and their ability to influence our business objectives. Engagement helps enhance a mutual understanding of interests, concerns, and aspirations, especially as we transform our business.

We recognize that our suppliers are a crucial part of achieving our sustainability goals. We work closely with our raw material and packaging suppliers to instill sustainability principles at all levels of our supply chain. In 2021, we redesigned our Supplier Scorecard to include environmental, social, and governance (ESG) questions for the companies we work with. The questions include implementation of ESG policies, measuring and reporting GHG emissions, water usage, waste tonnage and diversion rates, sustainability certifications, and responsibly sourced materials. Suppliers who answer the questions and score favorably are rewarded with priority when doing business with us.

At the end of 2021, we hosted a supplier sustainability training for our top suppliers. The training was a pre-recorded webinar that touched on effective sustainability solutions that can be implemented in manufacturing processes. We also educated suppliers on how to measure and report their carbon footprint before taking effective action to reduce their impact. This training helped increase awareness on sustainability principles and improve relationships among partners in our value chain.

We also worked with our customers with their sustainability assessments. By providing accurate data and information on our sustainability programs and emissions, our customers are better able to report on their Scope 3 emissions and the impact in their supply chain.

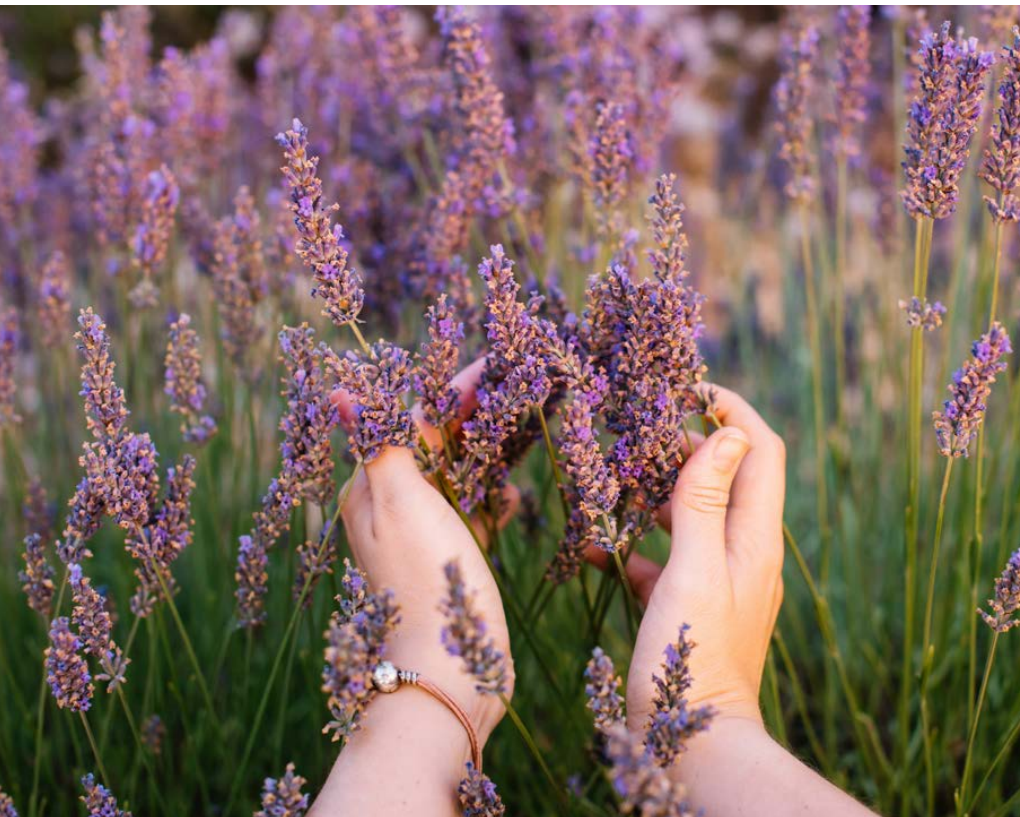
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**We recognize that our suppliers  
are a crucial part of achieving  
our sustainability goals.**

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### Sourcing Responsibly

The sourcing of raw materials and other supplies is evolving and becoming increasingly diversified as we grow our business. We engage with our new partners to implement our responsible sourcing principles. We are working with our suppliers to transition to other crops as we expect a gradual decrease in our surfactant requirements over time and thus fewer purchases from suppliers. Consequently, we are continually expanding the support we provide to suppliers.



We report steady progress in enforcing the requirements of our sustainable procurement guidelines to source surfactants and other categories in a responsible manner. Securing our supply chain from raw materials to consumers and consumers to product recycling and disposal is very important to prevent the diversion of critical components and products. We currently focus on supplier distribution scorecard processes and are setting up new operating standards with our partners and the end of the life cycle of our products. At the same time, we continue to enhance our standards for product tracking requirements, focusing on our supply chain. Monitoring may range from self-assessments to desktop reviews and supplier onsite audits. **Our objective is to support suppliers in a continuous improvement approach to align their practices with our requirements, improving the overall working and living conditions in our supply chain.**

An integral part of the scorecard is a process to ensure that suppliers have established action plans for potential gaps and that they rigorously and promptly implement them. Tracking and reporting our suppliers' performance, both internally and externally, will drive transparency. We will also continue looking for further opportunities to collaborate with our suppliers in specific projects to improve social and environmental sustainability. We are setting up an online supplier platform (based on information collection and data exchange) to deliver supplier sustainability scores.

# Sustainable Employment Practices

Sustainability has been part of our mission for over 50 years, and in those years we have learned that sustainability must be holistic and woven into every aspect of the business to be successful. Simply put, you can't make sustainable products in an unsustainable way.



We believe it is critical to be sustainable not just in the way we manufacture our products but also in the way we engage with our team. That's why we support our employees by paying a living wage and offering them a wide variety of family-friendly benefits. Our commitment to being a **"high-road employer"** is an important form of sustainability that helps our company, our employees, our local communities, and our economy achieve long-term success.

Our approach to managing people and developing their skills is consistent with the principles of our company. We respect the rights and dignity of all employees, and everyone who works for ECOS contributes to our success. Working together, drawing from our diverse talents and perspectives, we stimulate new and creative opportunities for our business. Collectively we generate a more exciting and rewarding environment for work in which every individual feels responsible for the performance and reputation of our company.

We are committed to creating a work environment of mutual trust and respect, in which diversity and inclusion are valued, and where everyone who works for ECOS

- knows what is expected of them in their job,
- has open and constructive conversations about their performance,
- is helped to develop their capabilities in a culture of innovation,
- is recognized and competitively rewarded for their performance,
- is listened to and involved in improving the team's performance,
- is fairly treated, without discrimination, and
- feels supported in the management of their personal priorities.

### Diversity, Equity & Inclusion

We pursue our business with integrity, respecting the different cultures and the dignity and rights of individuals in all the countries where we operate. In our advocacy and foundation work, we supported the resilience of underserved, minority, and Native American communities. We're also passionate about ethically sourcing the ingredients to make our products. We believe that a sustainable supply chain should support local farmers and preserve the history and traditions of the generations before ours.

ECOS President and CEO Kelly Vlahakis-Hanks, a woman of African American and Greek descent, has made equity and inclusion for women and minorities central to our mission. As a women-owned and minority-owned company, ECOS is a **WBENC-certified** Women-Owned Business Enterprise (WBE) and an **NMSDC-certified** Minority Business Enterprise (MBE).

We have cultivated a corporate culture of diversity and empowerment with a leadership team that is 63% female and 45% BIPOC (Black, Indigenous, and People of Color). In addition, our Innovation/R&D team and Quality Control/Technical team are over 60% female, which reflects our strong support of women in STEM fields. Through mentorship and a clear focus on DE&I in hiring and promotions, our company reflects the diversity of ECOS consumers across the U.S. and around the world.

**In 2021, the Shelby Report, the leading trade publication of the grocery industry, honored ECOS with its "Diversity, Equity & Inclusion Award" for advancing DE&I in the U.S grocery industry.**

We're committed to helping to build a culture where everyone is empowered to thrive, and our diverse workforce is representative of the communities where we do business. Only with genuinely inclusive and diverse teams can we be confident that we generate the best ideas and product innovation. Our challenge, as well as opportunity, is to enhance the openness of our workplace culture and organizational structures to support diversity further so that all persons feel valued, respected, and included and have the space to deliver their best, individually and collectively.



THE SHELBY REPORT



ECOS  
Leadership Team  
is **63% Female**  
& **45% BIPOC**

Innovation,  
Quality Control &  
Technical Teams  
are over  
**60% Female**





### Green Incentives

We offer financial incentives aimed to encourage employees to live a sustainable lifestyle outside of work. Often, sustainable living can be cost-prohibitive, so we offer full-time employees the ability to redeem certain incentives after completing 90 days of employment. Our sustainability incentives are given in the form of a direct deposit to our employees and include activities such as:

- **High-Efficiency Vehicle** – Employees who purchase a vehicle that gets over 45 miles per gallon or is all-electric will receive a \$2,500 rebate incentive.
- **Solar Panels** – Employees who install solar panels on their homes can receive an incentive of \$2,000.
- **Relocation** – For employees who currently live more than 10 miles away from the nearest facility and choose to relocate within a 10-mile radius, we will provide a \$1,000 incentive to help cover the cost of moving.

In 2021, many of our employees took advantage of our incentive program and took the leap to start living a more sustainable lifestyle. In summary,

- **8 Employees** purchased a new high-efficiency vehicle
- **4 Employees** relocated closer to the facility they work at
- **1 Employee** installed solar panels on their home

### Professional Development Opportunities

We offer our employees many different opportunities for continuing education and professional development. We offer scholarships for programs such as the Retail Management Certificate and enrollment in either the Food Industry Management Program or the Food Industry Executive Program at the University of Southern California. We also keep employees updated on third-party scholarships available to them and their family members through programs such as the California Grocers Associate Scholarship.

### Employee Service Awards

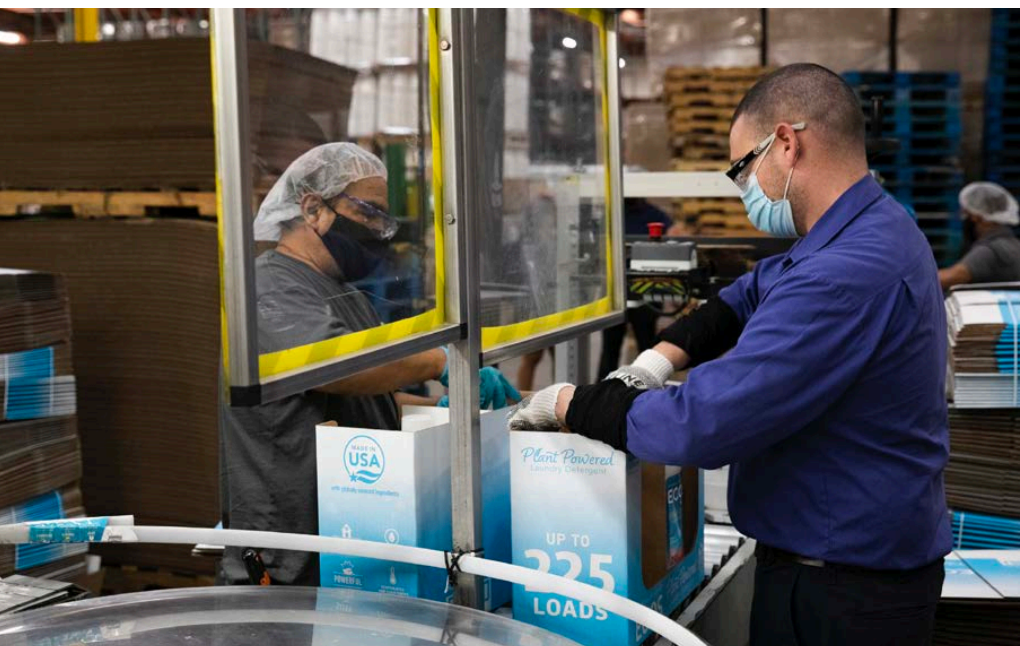
We are proud of our employee retention rate, and we reward our employees who have been with us for many years. Employees who have been with ECOS for 10 years receive a bonus, while those who have been with the company for 20 years receive an all-expense paid trip. In 2021, we celebrated six employees who received the 10-year award and one employee who received the 20-year award.



### Health, Safety & Environmental Performance

Everyone who works for ECOS is responsible for our success in Health, Safety and Environmental (HSE). Good HSE performance and the health, safety, and security of everyone who works for us are critical to the success of our business. Our goals are simply stated – no accidents, no harm to people, and no damage to the environment.

We continue to decrease the environmental and health impact of our operations by reducing waste, emissions, and discharges and by using energy efficiently. We achieve our HSE performance through the work of individuals and teams to meet our HSE goals. Performance improvement is achieved through setting and meeting challenging HSE expectations to meet our HSE policy commitments.



To share information on safety concerns, updates, and feedback from our employees, we have established Safety teams in each division to work collectively to bring awareness about safety. Each team is combined with a team member from the Shipping/Receiving, Recycling, Production, Batch, and Lab departments to encourage teambuilding and communication. Team members communicate to gather safety information and submit safety suggestions to earn points.

Safety training also plays a huge role in this challenge. All employees are required to attend safety training monthly throughout the year. If all Safety team group members attend training in the same month, the entire team earns 20 points. Points are tallied each quarter, and the team with the most points at the end of each quarter in each division is rewarded with a free lunch. In addition, we set a goal of 30 safety suggestions minimum to be submitted to be eligible for additional prizes to be raffled in each quarter. These raffle prizes consist of a \$50 gift card, a \$100 gift card, a half day off to leave early or come to work later, and a full day off work. Each division has a suggestion box that we use for employees to submit their safety suggestions.

We have received a total of 298 safety suggestions combined from all four divisions for the 2021 year. These safety suggestions also play a huge role in keeping our employees informed about safety concerns and awareness.

### Employee Engagement

Our annual employee feedback survey showed an improvement in staff satisfaction in 2021. The employee satisfaction index outstripped the target we set for ourselves. Employees feel increasingly positive about ECOS and their own opportunities within it. The results show significant improvements in the areas of diversity and personal development, and employees are also more positive concerning ECOS's interaction with society.

Employee engagement increased in 2021 as a result of refocusing our team efforts on sustainability programs. In 2021, we introduced a mandatory sustainability orientation for all new full-time employees. The orientation is hosted monthly by our Sustainability Manager and covers topics such as climate change, zero waste lifestyle, sustainability procedures at ECOS, green chemistry, and opportunities for community involvement.

In 2021, the Sustainability team revamped the ECOS Sustainability Passport program, a fun competition hosted among employees at each facility that offers incentives for taking sustainable actions at work and at home. The Sustainability Passport is integrated into our Human Resources platform to allow all full-time employees an easy way to record their actions via computer or mobile phone. We select the top five performers from each facility to win a \$25 gift card each quarter. At the end of the year, the employees with the most cumulative points are eligible for two days off, or a \$50 gift card. Over 100 employees participated in our Sustainability Passport program in 2021.

The Sustainability team also uses the Human Resources platform to communicate with our employees on different sustainability topics and news updates. Over the course of 2021, we shared over 60 posts and engaged with an average of over 200 employees each month. Our posts provided unique insight to our employees and served as a forum for our team members to communicate and share ideas.

In light of the continuing COVID-19 pandemic in 2021, with our offices operating on a remote or hybrid schedule, we hosted several sustainability events via online platforms to help keep our employees engaged. In 2021, we hosted two Ecochallenges: one for Earth Month and one for Plastic-Free July. Together, both challenges recruited over 120 employees who used the platform to build better sustainability habits over the course of the challenge.



## SUSTAINABLE EMPLOYMENT PRACTICES

Our Sustainability team also hosted three Wellness Wednesday sessions, which are virtual meetings for our employees to learn about various topics, during Earth Month. Each presentation featured guest speakers from a variety of organizations including Soles4Souls, Homeboy Electronics Recycling, Chapman University, and the California Coalition for Clean Air. Following the presentation from Soles4Souls, we hosted a week-long shoe drive at each of our facilities.

At the end of 2021, we hosted RE-Parties, an event for employees to bring unwanted household items, children's toys, and clothing to the facility to build a free market for employees to shop. Our first RE-Party was hosted

on Thanksgiving and employees enjoyed the opportunity to find treasures for their family and friends. All items that were not taken at the end of the day was donated to a local non-profit thrift store. As a result of the great turnout for our Thanksgiving Re-Party, we hosted a second RE-Party in December for employees looking to shop for a zero-waste free gift for the holidays.



*Our first RE-Party of 2021 in Cypress, CA.*



*RE-Party shoe table, whatever was left at the end of the day was donated.*



*Employees were able to shop for a variety of clothing items for themselves and family members.*



# Expanding Our Social Impact

As a family-owned company, we have a mission that is built on ethics, empathy, and environmental and social justice. From the way we make our products to how we treat our employees to how we support our communities, we're committed to helping people create a safer and more sustainable home.

Our outreach in communities across the U.S. includes volunteering and donating products to non-profit organizations and bringing interactive green science programs into schools to help get the next generation excited about green chemistry and create the environmental stewards of tomorrow.



Collected  
300 Pairs of  
Shoes to Support  
**SOLES4  
SOULS**

Partnered  
with



## Community Outreach

During Earth Month in 2021, we led a company-wide shoe drive effort and collected 300 pairs of shoes to support **Soles4Souls**, a non-profit organization that collects unwanted shoes and clothing to distribute to people in need across the U.S. and worldwide. The shoes donated will serve as resources for people who live in economically underdeveloped countries who can use the shoes to start a small business.

In 2021 we also partnered with **Homeboy Electronics**, an award-winning social enterprise that offers comprehensive IT asset disposition, data destruction, and electronic recycling services. Homeboy Electronics proudly employs people committed to transforming their lives after being incarcerated or involved in gangs. We chose Homeboy Electronics to support its mission and ensure responsible recycling of our electronic waste.

### Sponsorships & Donations

In 2021 we continued our partnership with nonprofit organizations such as **Green For All**, which works with environmental, economic, and racial justice movements to advance solutions to poverty and pollution. We also continued our partnership with other non-profits such as the **American Cancer Society** to support breast cancer research and services and **Folds of Honor** to provide educational scholarships for the families of fallen and disabled service members.

In addition, we donated ECOS products to nonprofit organizations in need. This not only prevented unused or unmarketable product from being sent to landfill but also helped community members in need of cleaning products and soaps. Throughout 2021, we donated over 44 tons of cleaning products with an estimated value of \$140,700 to local non-profit organizations. You can learn more about our donations in 2021 Community Outreach & Donations in the Addenda.

### Education

We are active members of the four communities where we have manufacturing facilities in the U.S., and we educate our local communities and school-age children with hands-on green chemistry experiences through partnerships with schools and museums. To date, over 11,000 fifth-grade students have learned about the science of green cleaning products and the Safer Choice program. We also use our education materials to engage with our consumers, giving them the tools they need to understand the individual impacts we all have on our earth.

### Sustainable Development Goals

The United Nations created its Sustainable Development Goals (SDGs) in 2015 to provide a shared blueprint for peace and prosperity for people and the planet. There are 17 SDGs, which are urgent calls for action by all countries, businesses, and organizations. They recognize that ending poverty and other deprivations require strategies that improve health and education, reduce inequality, and spur economic growth, all while tackling climate change and working to preserve our oceans and forests. Many of the SDGs align with our current business model and future goals. We will continue monitor our progress as a company in relation to these goals and update on an annual basis as part of our reporting. **A full list of our alignment with the SDGs can be found in the Addenda.**

#### Partnered with



Donated  
**over  
44 tons**  
of Cleaning  
Products

Partnered  
with **Schools  
& Museums**





# Future Vision

We've come a long way since 1967, but as the impacts of climate change continue to accelerate, we know there's more we can and must do to continue to reduce our impacts.



## By 2030, we plan to reduce our Scope 1 and Scope 2 emissions by 50% of our 2018 levels.




Although we have had carbon-neutral facilities since 2013, this new target will reduce our carbon emissions produced during operations, reducing our need to offset our GHG emissions with carbon offsets and RECs. This ambitious target was approved through the SBTi and is consistent with reductions needed to limit global warming levels to 1.5 degrees Celsius, in accordance with the latest climate science and the Paris Agreement.

To achieve our SBTi goal of 50% reduction of Scope 1 and Scope 2 emissions, we will investigate additional energy efficiency projects to transition our buildings to zero- or low-carbon operations, such as solar thermal, installing energy-efficient equipment and lighting, and electrifying our operations where possible, in addition to continuing to procure 100% renewable energy through both our onsite solar and Green-e certified RECs.




We know the time is now to create the radical change we need to limit global warming and create a safer and more abundant future. We're proud to play a part in the solution and to share our journey as we create a more sustainable world.

# Addendum 1



## UN Sustainable Development Goals

UN Sustainable Development Goals		ECOS Engagement With SDG	Learn More
<div>3</div> <div>GOOD HEALTH AND WELL-BEING</div> <div></div>	Ensure healthy lives and promote well-being for all at all ages.	ECOS takes a holistic approach to sustainable chemistry that incorporates the entire lifecycle of a product or formula, from design and manufacturing to use and disposal. ECOS seeks to maximize both human and environmental health and has been pioneering the field for over 50 years. There are over 500+ human and environmental toxins that we promise to never use in our products.	ECOS provides a list of over 500 ingredients that we commit to never using in our products. We believe people have a right to know what's in their cleaning products and how to avoid toxins from entering their home and bodies. You can browse the growing list of 500+ ingredients <a href="#">here</a> .
<div>5</div> <div>GENDER EQUALITY</div> <div></div>	Achieve gender equality and empower all women and girls.	In 2021, ECOS was proud to receive certification as a Women Owned Business by the Women's Business Enterprise National Council (WBENC). The company is co-owned and led by President and CEO Kelly Vlahakis-Hanks, a woman of African American and Greek descent who has made equity and inclusion for women and minorities central to ECOS mission and promotes a corporate culture of gender equality with a leadership team that is 63% female.	Learn more about our WBENC certification <a href="#">here</a> .
<div>6</div> <div>CLEAN WATER AND SANITATION</div> <div></div>	Ensure availability and sustainable management of water and sanitation for all.	ECOS is committed to improving water use efficiency through low-flow fixtures throughout its manufacturing facilities. 110% of water used in ECOS products, offices, and operations is offset through the purchase of Water Restoration Credits.	We purchase Water Restoration Credits to restore water to critically endangered rivers and streams in North America on an annual basis. Learn about our water restoration projects like the <a href="#">Water Trust Mill Creek Restoration</a> and the <a href="#">Middle Deschutes River Flow Restoration</a> .

## ADDENDUM 1: UN SUSTAINABLE DEVELOPMENT GOALS



<b>7</b> AFFORDABLE AND CLEAN ENERGY 	<p>Ensure access to affordable, reliable, sustainable, and</p>	<p>Since 2013, ECOS has procured 100% renewable energy at all its U.S. manufacturing facilities. ECOS is creating a clean energy future by generating its own solar energy, investing in clean energy wind projects, and installing EV charging stations and electric forklifts at its facilities. ECOS is also using its voice to advocate for clean energy solutions that create green jobs and help protect our planet.</p> <p>Working with the American Sustainable Business Network, ECOS advocates for legislation that will incentivize investment in renewable energy and offshore wind energy projects.</p>	<p>We are proud to be a member of the <b>EPA Green Power Partnership</b> since 2011.</p> <p>We have an incentive program for reimbursement for employees who install solar panels on their homes.</p>
<b>8</b> DECENT WORK AND ECONOMIC GROWTH 	<p>Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.</p>	<p>ECOS is proud of its diverse workforce in its Women- and Minority-owned business. ECOS empowers its employees with strong wages and family-friendly benefits like exceptional healthcare coverage, paid family leave, and green lifestyle financial incentives.</p>	<p>Find out more about why ECOS believes work should be inspiring, engaging, and meaningful. <b>Learn more and view ECOS job opportunities.</b></p>
<b>10</b> REDUCED INEQUALITIES 	<p>Make cities and human settlements inclusive, safe, resilient, and sustainable.</p>	<p>ECOS's diverse workforce is representative of the communities where it does business. ECOS was founded by an immigrant from Greece in 1967, and since then the company's mission has been to provide safer and sustainable cleaning products that everyone can afford. ECOS actively promotes a culture of diversity and empowerment with leadership that is 63% female and 45% BIPOC (Black, Indigenous, and People of Color). ECOS is passionate about ethically sourcing ingredients to make its products. It believes that a sustainable supply chain should support local farmers and preserve the history and traditions of earlier generations. ECOS sources ingredients globally to ensure plant-based ingredients come from where they are indigenously grown.</p>	<p>Our company is built on ethics, empathy, and social justice. We actively work with state and federal legislatures to pass laws that require the disclosure of ingredients in cleaning products. <b>Learn more about California's Cleaning Product Right to Know Act.</b></p> <p>We are also proud to participate in the <b>U.S. EPA's Safer Choice program</b> and promote safer</p>

## ADDENDUM 1: UN SUSTAINABLE DEVELOPMENT GOALS

<p><b>11</b> SUSTAINABLE CITIES AND COMMUNITIES</p> 	<p>Make cities and human settlements inclusive, safe, resilient and sustainable.</p>	<p>ECOS's four manufacturing have each earned LEED Gold Certification from the U.S. Green Building Council. In addition, each of its facilities received LEED Zero certifications for net-zero achievements in Zero Carbon, Zero Energy, and Zero Waste. The Illinois facility was awarded the WELL Certification at the Platinum level, making ECOS the first manufacturer of any kind in the industrial sector to receive this exceptional certification. Beyond this, ECOS facilities are WELL Health-Safety rated to support the health and safety of employees and guests who visit the facilities.</p>	<p>Learn more about our new LEED Zero certifications <a href="#">here</a>.</p> <p>More information on our Platinum-level WELL certification can be found <a href="#">here</a>.</p>
<p><b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION</p> 	<p>Ensure sustainable consumption and production patterns.</p>	<p>ECOS has been a TRUE Platinum Zero Waste manufacturer since 2015. ECOS diverts 99% of its waste from landfill and implement programs such as supplier takeback initiatives and product donation programs to reduce its impacts on the earth and provide safer cleaning products to those who need it most.</p> <p>All ECOS products are packaged in HDPE or PET bottles to increase likelihood of recyclability in major markets. Its pumps and sprayers are made of 100% plastic to avoid the use of mixed materials. ECOS promotes innovation to decrease the amount of plastic packaging through its new liquidless product line, which is packaged in 100% plastic-free containers, reducing over 99% of emissions associated with shipping. ECOS has a target to increase the amount of recycled content in its plastic containers to 50% by 2025.</p> <p>ECOS products are biodegradable and greywater safe, made without toxic petroleum-based ingredients that can breakdown into hazardous chemical substances.</p>	<p>We continue to research how our consumers use our products and how they are disposed of at end of life, helping us gain more insight into consumer use patterns and promote ways to use our products more effectively (e.g., concentrated cleaners only require 1 oz of laundry detergent for He machines; ECOS products are cold-water-compatible, which can save over 60% of the energy typically required to wash clothes).</p>



## ADDENDUM 1: UN SUSTAINABLE DEVELOPMENT GOALS

<p><b>13</b> CLIMATE ACTION</p> 	<p>Take urgent action to combat climate change and its impacts.</p>	<p>ECOS reports to the Carbon Disclosure Project (CDP) on an annual basis. Its Scope 1 and 2 emissions are calculated and verified by a third-party on an annual basis prior to offsetting 110% of its emissions as a part of its Climate Positive initiative. ECOS has a Science-Based Target to reduce 50% of its Scope 1 and 2 emissions by 2030 from a 2018 base year. ECOS manufacturing facilities are strategically located throughout the U.S. to source local ingredients and minimize shipping emissions from its facilities to its consumers. ECOS offsets 110% of its Scope 3 emissions on an annual basis by funding clean energy projects around the globe.</p>	<p>Learn more about our Climate Positive initiative <a href="#">here</a>.</p>
<p><b>15</b> LIFE ON LAND</p> 	<p>Protect, restore, and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.</p>	<p>ECOS works with its suppliers to responsibly source paper- and fiber-based products and raw materials. In 2021, over 70% of its fiber-based products held sustainability certifications such as Forestry Stewardship Council (FSC) or Sustainable Forestry Initiative (SFI).</p> <p>ECOS is also a member of the Roundtable on Sustainable Palm Oil (RSPO) and The Sustainability Consortium (TSC).</p>	

## Addendum 2

# 2021 Community Outreach & Donations

ECOS is passionate about giving back to the communities where its employees work and live. We have four manufacturing facilities strategically located across the U.S. to reduce emissions from the distribution of our products. Our diverse locations also allow us to work with and contribute to local non-profit organizations in a variety of areas.

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Throughout 2021,  
ECOS donated  
**over 44 tons of  
cleaning products,**  
with an estimated  
value of \$140,700,  
to local non-profit  
organizations.

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### All Facilities

#### Soles4Souls



Soles4Souls is a non-profit organization that collects unwanted shoes and clothing to distribute to people in need across the U.S. and worldwide. During Earth Month in 2021, we held a company-wide shoe drive and collected 300 pairs of shoes to support Soles4Souls micro-enterprise model. The shoes donated will serve as resources for individuals who live in economically under-developed countries who can use the shoes to start a small business.

#### Homeboy Electronics



ECOS partnered with Homeboy Electronics, an award-winning social enterprise that offers comprehensive IT asset disposition, data destruction, and electronic recycling services. Homeboy Electronics proudly employs people committed to transforming their lives after being incarcerated or involved in gangs. We chose Homeboy Electronics to support its mission and ensure responsible recycling of our electronic waste.

### Cypress, CA

#### Shower of Hope



The Shower of Hope is a community organization that provides mobile showers to the unhoused community in Los Angeles in over 20 locations. In 2021 ECOS provided an assortment of cleaning products, including ECOS All-Purpose Cleaners and Multi-Purpose Disinfectant & Sanitizer, to help clean the Shower of Hope's mobile showers.

#### Navajo Hopi Solidarity



ECOS supports the Navajo and Hopi Families COVID-19 Relief Fund, which aims to assist high-risk Navajo and Hopi families living in remote and isolated conditions. In 2021, ECOS donated cases of hand soap and six 55-gallon drums to the Navajo and Hopi communities to help the fight against spreading COVID-19.

## ADDENDUM 2: 2021 COMMUNITY OUTREACH & DONATIONS

### Hope of the Valley



Hope of the Valley (HOV) Rescue Mission believes that shelter should be a human right. HOV has created innovative ways to support and house the homeless population by building Tiny Home villages. In 2021 ECOS donated six 55-gallon drums of laundry detergent to assist with washing clothes and linens.



Laundry detergent in a 55-gallon drum donated to HOV Rescue Mission in CA.

### The Pet Food Bank



The Pet Food Bank is the largest national supplier of donated pet food for no-kill animal rescue organizations. In 2021, ECOS donated an assortment of cleaning products and ECOS pet products to help keep people and pets healthy.

### Combatting Absenteeism in Schools

THINK WATTS  
FOUNDATION



A lack of clean clothes is the second-most cited reason students in the city of Watts miss class, leading to students to fall behind in school. ECOS worked with the **ThinkWatts Foundation** and the **Austin Ekeler Foundation** to donate new washers and dryers and ECOS laundry detergent to five schools in Watts. In 2021, ECOS donated 50 bottles of laundry detergent and two 55-gallon drums to each school, totaling 250 bottles of detergent and 10 55-gallon drums. Schools included South Park Elementary School, Jordan High School, Markham Middle School, University of Pathways Public Service Academy/ Drew Middle School, and 107th Street Elementary School.



ECOS' Monika Hanks (left) and President & CEO Kelly Vlahakis-Hanks (right) donating ECOS Laundry Detergent to schools in South Los Angeles.



LA Chargers running back Austin Ekeler (left), ECOS President & CEO Kelly Vlahakis-Hanks (middle), and ThinkWatts Founder Stix (right) coordinated a donation of laundry detergent and washers/dryers to local schools in South LA.



## ADDENDUM 2: 2021 COMMUNITY OUTREACH & DONATIONS

### Environmental Nature Center (ENC)



The Environmental Nature Center (ENC) is a 501(c)(3) organization that serves as an educational center for students to receive science education and appreciation of the natural world. In 2021, ECOS donated hand soap, disinfectant, and dishwasher rinse aid to help in the operations of the ENC.

### Miracles For Kids



Miracles for Kids is an organization that helps families with food, clothing, shelter, and other basic necessities needed for childcare. Miracles for Kids is one of the only organizations on the West Coast that provides monthly financial aid, subsidized housing, and counseling to families fighting for their child's life. ECOS donated 400 bottles of hand soap and dish soap to support these parents and their children.

## Addison, IL

### Feed the Children



Feed the Children is one of the leading anti-hunger organizations, distributing product donations and food from corporate donors to those in need. In 2021, ECOS donated over 20 tons of cleaning products to help support Feed the Children's mission of providing hope and resources such as cleaning products to those in need of life's essentials.

### Northern IL Food Bank



Northern Illinois Food Bank's vision is to provide everyone in Northern Illinois with the food they need to thrive. In 2021, ECOS donated over half a ton of assorted cleaning products to help support its mission.

### School & Community Assistance for Recycling and Composting Education



SCARCE is an award-winning environmental education non-profit organization dedicated to creating sustainable communities. SCARCE collects and distributes donated supplies to schools. In 2021, ECOS donated an assortment of cleaning products to support students and schools in the local area.

### Chicago's Children Museum



The mission of the Chicago Children's Museum (CCM) is to improve children's lives by creating a community where play and learning connect. In 2021, ECOS contributed to CCM's belief in the power of play by providing Baby ECOS Toy & Table cleaner, hand soaps, and dish soaps to help maintain the cleanliness of the museum.



*ECOS products donated to children's museum exhibit on how to clean a healthy home.*



*ECOS soap used for a fun giant bubble-making experience.*

### Parsippany, NJ

#### Interfaith Food Pantry Network



The Interfaith Food Pantry Network has been a leader in the fight against hunger in Morris County, NJ, for over 25 years. In 2021, ECOS supported the local community by working with Interfaith Food Pantry Network and donating 120 bottles of ECOS Hand Soap.

#### St Hubert's Animal Welfare



St. Hubert's Animal Welfare Center is the largest animal services provider in the region, caring for over 100,000 animals each year. In 2021, ECOS donated more than 3,000 ECOS Pet Shampoo samples to support the health and welfare of pets.

### Lacey, WA

#### Tacoma Food Banks



ECOS donated an assortment of products, including cleaners, detergents, dish soap, as well as products from the Baby ECOS and ECOS for Pets lines of product in 2021. In total, ECOS donated over 3 tons of products to help assist in the Food Banks' mission of providing care to those who need it most.

#### God's Portion Food Bank



God's Portion Food Bank serves organizations directly aiding the most vulnerable community members. A large part of their work is providing food to alleviate food insecurity and hunger in several counties in Washington. In 2021, ECOS donated 500 gallons of laundry detergent to be distributed to communities in need.

#### Thurston County Food Bank



Thurston County Food Bank's mission is to eliminate hunger in the local community. In 2021, ECOS donated 4 tons of cleaning products to Thurston County Food Bank to help support the local community near our Lacey facility.

#### Seattle Children's Hospital



The Seattle Children's Hospital is a non-profit organization that provide hope, care, and cures to every child in need. In 2021, ECOS donated 2 tons of cleaning products, including dish soap and laundry detergent, to help support the Seattle Children's Hospital mission.

## ADDENDUM 2: 2021 COMMUNITY OUTREACH & DONATIONS

### Hands On Children's Museum



The Hands On Children's Museum (HOCM) provides hands-on science and art education for young children. The museum is a 501(c)(3) non-profit that believes all children deserve respect and the opportunity to learn. ECOS provides an assortment of cleaning products to the museum, including ECOS Hand Soap used in their restrooms annually. ECOS' Lacey facility has also donated scrap materials such as cardboard rolls and plastic strappings to support children's learning via recycled art projects.



Zero-waste arts and crafts using ECOS paper cores.



A creative way to reuse laundry bottle caps and divert them from the waste/recycling stream



ECOS Laundry Detergent bottlecap used to make a St. Patrick's Day-themed chia pet



### Hands On School



In 2021, ECOS donated a case of One-Step Disinfectant Cleaner to Lincoln Elementary School in Vancouver, WA.

# Addendum 3

## 2021 Awards & Recognitions



### USGBC LEED® Zero Certification

*LEED is a nationally recognized benchmark for the design, construction, and operation of high-performance green buildings. LEED Zero highlights the achievements of exemplary projects in areas that are critical to the goal of reaching a regenerative future.* The U.S. Green Building Council (USGBC) awarded ECOS three of its prestigious new LEED Zero certifications — LEED Zero Carbon, LEED Zero Energy, and LEED Zero Waste — to the company's four U.S. manufacturing facilities. **ECOS is the first manufacturer in the world to receive LEED Zero Carbon, LEED Zero Energy, and LEED Zero Waste certifications.**

LEED Zero Carbon recognizes buildings operating with net zero carbon emissions, including carbon emissions caused by energy consumption and transportation and carbon emissions avoided or offset. LEED Zero Energy recognizes buildings that achieve a source energy use balance of zero. LEED Zero Waste recognizes buildings that achieve GBCI's TRUE Zero Waste certification at the Platinum level (a minimum of 95% reduction in waste).



### USGBC LEED® Gold Certification

*LEED is a nationally recognized benchmark for the design, construction, and operation of high-performance green buildings.* The U.S. Green Building Council (USGBC) awarded ECOS its prestigious LEED Gold certification for Existing Buildings for the company's four U.S. manufacturing facilities. ECOS was recognized for its exceptional energy, water, and transportation performance; use of materials and resources; indoor environmental quality; and innovation.



### Women Owned Business Certification

*The Women's Business Enterprise National Council (WBENC) is the nation's largest third-party certifier of businesses owned and operated by women in the U.S.* ECOS is co-owned and led by President and CEO Kelly Vlahakis-Hanks, a woman of African American and Greek descent who has made equity and inclusion for women and minorities central to ECOS mission. Vlahakis-Hanks actively promotes a corporate culture of diversity and empowerment with a leadership team that is 58% female and 41% BIPOC (Black, Indigenous and People of Color).





### WELL Certification

WELL certification, accredited by the International WELL Building Institute (IWBI), is the premier building standard to focus on enhancing people's health and well-being through the buildings where we live, work, and play. ECOS was awarded WELL certification at the Platinum level for its Illinois facility based on seven categories of building performance — Air, Water, Light, Nourishment, Fitness, Comfort and Mind. ECOS is the first company in the Industrial sector to receive the prestigious Platinum-level award.



### U.S. EPA 2021 Safer Choice Partner of the Year

The U.S. EPA's Safer Choice program is the gold standard of third-party green certifications. Safer Choice certification means that every ingredient is the safest in its class; that the product has met high standards for performance; and that the manufacturer is continually innovating new, greener products and better, recyclable packaging.

ECOS was named a 2021 Safer Choice Partner of the Year by the U.S. Environmental Protection Agency. The company earned the honor for its outstanding achievement in the design and manufacture of products that are safer for families, pets, workplaces, communities, and the environment. **This is the fifth win for ECOS since 2015.**



### 2021 New Jersey Governor's Environmental Excellence Award — Healthy & Sustainable Businesses

New Jersey Dept. of Environmental Protection's premier awards program for recognizing outstanding environmental performance, programs, and projects throughout the state. ECOS was recognized for its significant contributions to environmental protection in New Jersey.



### New Jersey Dept. of Environmental Protection 2021 Recycling Award

ECOS was recognized for its excellence in diverting waste and recycling and protecting the environment by keeping communities clean and reducing the impacts of climate change. In 2020, ECOS' Parsippany, New Jersey, facility diverted more than 98% of its waste generated by reducing, reusing, donating, and recycling its materials. It also reused or donated more of its waste (172 tons) than it recycled (127 tons), despite a significant increase in production during the pandemic.



### Orange County Register — “Top Workplaces 2021”

*The Orange County Register is a three-time Pulitzer Prize-winning newspaper focused on serving Orange County and helping it thrive.*

ECOS was recognized as a Top Workplace in Orange County for created a positive working environment for its employees. ECOS employees ranked the company in a survey on key attributes such as leadership, values, benefits, training, compensation, and overall workplace culture. **This is the fourth win in a row for ECOS.**



### Thurston County, Washington, Chamber of Commerce — “Green Business Awards”

ECOS was recognized for excellence in implementing and maintaining sustainable, green business practices that align with international sustainability standards, including waste reduction and recycling, water conservation, energy efficiency, transportation, and commute trip reduction, buying and selling green products, producing green products or providing green business services, sustainable product life cycles, and social performance.



*Our Parsippany team from Left to Right: Christine Kostantakis, Office Manager; Mathias Kroll, Recycling Technician; Sonya Kougasian, ECOStars Team Leader; and Osman Vallecillo, Plant Manager.*



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