

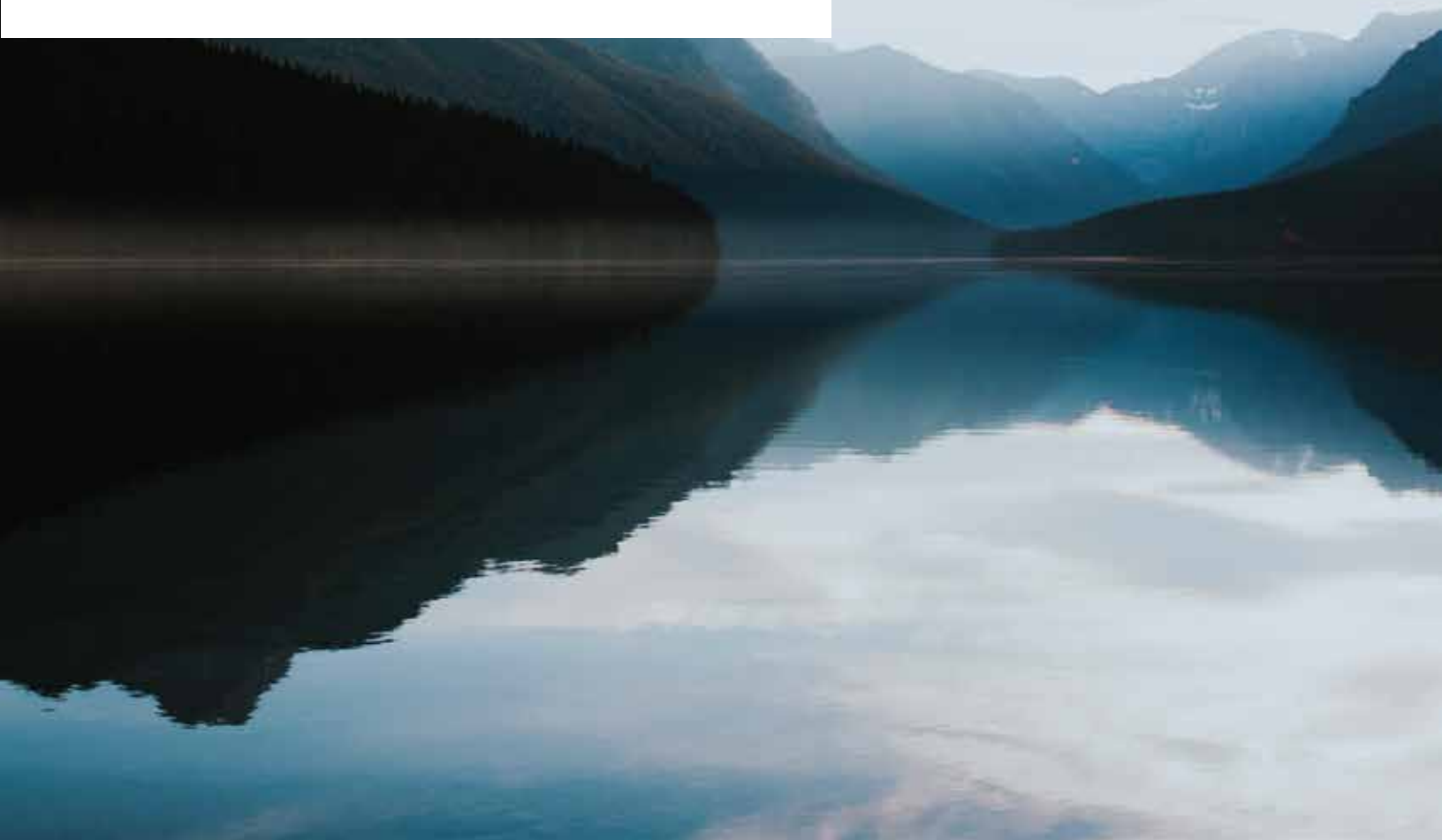
2021 - 2024

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# Sustainability Report



**VANTAGE**



## INTRODUCTION

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*Dear Friends & Customers,*

Protecting our planet is a social and moral imperative–

While commerce is necessary to sustain a social order, smart commerce will be necessary to sustain the natural world. By smart commerce, we mean commerce that is embedded with ESG– environmental, social and governance in how we make individual and group decisions.

Vantage has always been committed to doing business the right way, whether it was early on recycling programs, better made products, avoiding fast fashion, or reducing energy consumption. We are fully committed to global sustainability and achieving a better future for the planet.

In the attached you will see how Vantage is helping our world be considerate of natural resources and ensuring a healthy way of life for generations to come.

Best,

*Ira Neaman*  
*Founder & President*





“We are fully committed to global sustainability and achieving a better future for the planet.”



# What is Vantage Apparel?



Founded in 1977, Vantage Apparel has grown to be one of America's leading companies in the promotional products market. We supply, design, and create branded apparel and accessories, ranging from sportswear to corporate attire.

Headquartered in New Jersey, with additional locations in Missouri and California, Vantage has become known for its detailed apparel and quick turn-around times. Since our beginning, we've embroidered and printed over 100 million logos for clients all over the world.



Our decorations are all created in-house, using methods including embroidery, screen printing, laser applique, laser etching, DTG printing, and heat transfer decoration. We also offer additional services including garment customizations, unique packaging options, and drop-ship services. Consider us a one-stop shop for all your promotional needs.



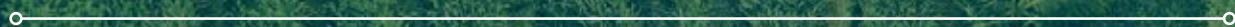


# Environmental Policy Strategy



Vantage Apparel is committed to reducing our impact on the environment. We will strive to improve our company's environmental footprint and initiate additional projects and activities that will further reduce our impact on the environment.

Our commitment to the environment extends to our suppliers, our vendors, our associates, our customers, and the communities where we operate



## **MEET & EXCEED**

all environmental regulations

## **MINIMIZE**

by evaluating our operations and ensuring that they are as efficient as possible

## **WORK WITH SUPPLIERS**

work with our factory suppliers to develop and implement environmental programs

## **TRAIN STAFF**

on our environmental program and empower them to contribute to the further development of the program

## **ACTIVELY**

promote recycling

## **WORK WITH SUPPLIERS**

work with our suppliers to develop and implement environmental protection programs

## **CONTINUALLY IMPROVE**

our program by measuring our environmental impact and setting reduction goals per year

## **PREVENT POLLUTION**

wherever possible





2025

# Sustainability Strategy



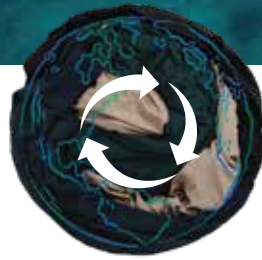
Vantage views sustainability as an approach to operating in a responsible and respectful manner leading to positive environmental and social outcomes for our business, our customers, our vendors, the communities in which we operate in and the world.

In 2019, we formulated our 2025 Sustainability Strategy building on our momentum of our work to date, formally documenting the process to create a more proactive approach to the challenges and opportunities of the future.

Vantage's 2025 Sustainability Strategy will be based on four (4) core pillars; our company, our suppliers, our customer, and other stakeholders. Joining those pillars together will be our brands, packaging, Vantage associates and communities in which we operate, responsible sourcing and the environment. **Product Quality, Safety & Compliance.**

Vantage is committed to a standard of excellence in every aspect of our business, ethical and responsible conduct in all our operations, respect for all individuals, and respect for the environment.





# Apparel With A Purpose



## Vantage Earthwise

Styles that are made with sustainable fabrics/materials (i.e. recycled polyester). This currently includes the Planet Polo (8060/8061), the Trek Hoodie (8062/8063), the Eureka Shirt (8065/8066), the Victory Polo (2945/2946), the Harlow Henley (2325), the Arrowhead Polo (2995) and Cardigan (8068). Our Earthwise Collection is more than just apparel. The line of garments is made using Repreve® Recycled Polyester and contributes a portion of sales to 1% for the Planet. Repreve® is one of the most verified, earth-friendly fibers in the world. High-quality, recycled polyester yarns are made from 100% recycled materials, including post-consumer plastic bottles, pre-consumer industrial waste, or a hybrid blend of both.

Vantage has joined the global movement to protect our planet, pledging to “give back” a portion of sales from select items to non-profits committed to environmental awareness. This currently includes all styles in the Earthwise collection and The Denali Jackets (3180/3181).



## PRODUCT QUALITY & SAFETY

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# Logogeivity™ Quality That Lasts

When it comes to product quality, we want to ensure that our customers are getting the best of the best. One of the biggest problems that plague the promotional products industry today, as well as fashion overall, is the production of low-quality, disposable garments. Instead of creating pieces that will fall apart and find the way to a landfill after one use, we opt to invest in our product quality to create goods that will last for years to come.

Logogeivity™ is a term we coined to translate the commitment we have to creating branded goods with lasting impact.

From superior quality to designs that carry longevity, every step in the creation of our goods keeps the idea of creating a lasting product in mind. Our garments are timeless pieces that will remain as staples in your wardrobe for seasons to come. Combined with our exceptional decoration techniques, when we create a garment, it's made with the intention of lasting through the test of time. Our logos are meticulously designed and made with extreme attention to detail. A modern-day craftsmanship, with the goal of creating the best product possible.



## RESPONSIBLE SOURCING

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# Compliance Through Supply Chain

To move forward making a change, you must first analyze past actions and evaluate where the best place is to start. The supply chain is a map to figuring out the first step and putting changes into action. At Vantage Apparel, we are committed to reducing the environmental impact of our downstream supply chain operations.



### **We work with our factory suppliers and materials manufacturers to:**

- Map our supplier chain from final goods to raw materials production and analyzing where Vantage can best improve our environmental impact
- Provide up to date and comprehensive chemical inventories
- Reduce the use of hazardous chemicals and eliminate chemicals listed in the ZDHC Manufacturing Restricted Substances List
- Conduct environmental risk analysis and mapping to understand which factory processes create the greatest environmental impact
- Conduct annual environmental and chemical use audits at our Tier 1 supplier factories



## COMMUNITY & EMPLOYEES

Social responsibility to employees here and abroad and the communities we interact with

- WRAP, FLA, SA800 • Code of Conduct



Our Company believes we must meet the highest ethical expectations of our customers and consumers. To that end, we have adopted standards for the quality and safety of the products we sell, and we are committed to ensuring that our manufacturing processes respect the rights of individuals and protect the environment.

## Diversity & Inclusion

Diversity, equality, and inclusion are more than words and concepts. They are essential drivers for the growth and continued success of Vantage Apparel. Our commitment is to create an inclusive environment where all team members feel equal, valued, and supported. This empowers our team to thrive in our activity, driving success for our community. At Vantage Apparel, these essential drivers are threaded into the way we foster growth in our company. We hold all team members accountable to understand and live by these essential behaviors to respect and lift one another.



## 1% For the Planet

As a business, one of the most important things you can do is give back, both to the community and the planet. In 2019, we joined 1% For the Planet, an international organization whose members contribute at least one percent of sales to environmental causes. Their mission is to “build, support and activate an alliance of businesses financially committed to creating a healthy planet.” One Percent for the planet members assist nonprofit organizations that protect land, forests, rivers, oceans and encourage sustainable methods of energy production.



## Clean Ocean Action

### AS A PARTNER

When deciding where our one percent contribution would go, we wanted to make sure it was an organization that we could be involved with as much as possible. Thus began our partnership with Clean Ocean Action, a coalition of business, community, conservation, environmental and other groups working together to clean up and protect the waters of New York Bight. Since we are headquartered in New Jersey, we've been able to participate in numerous Beach Sweeps with Clean Ocean Action. Our employees participate bi-annually, along with thousands of other volunteers, to clean local beaches of trash and debris. The long running event is a fun and fulfilling way for our company to give back to our community.



## COMMUNITY & EMPLOYEES (continued)

### Workplace

A company is nothing without its employees; they are the parts to the whole that keep it operating through thick and thin. We strive to create an inclusive, diverse, and welcoming atmosphere for our employees. Our company adheres to these core principles:

- Compliance with laws & workplace regulations
- Health and safety of workforce
- Prohibition of forced labor
- Prohibition of child labor
- Prohibition of harassment or abuse
- Compensation and benefits as required by law
- Hours of work as limited by law
- Limited use of Temporary Labor
- Prohibition of discrimination
- Freedom of association & collective bargaining



Along with creating an inclusive workplace, we strive to maintain a collaborative one. More than a workplace, we want our offices and factories to be an enjoyable environment for all employees. We regularly host various events for leisure, as well as the betterment of our associates. Some examples include:

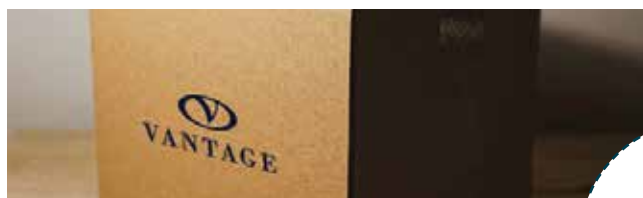
- Hosting a Biometrics Health Fair including services from nutritionists, reflexologists, etc.
- Bringing on-site vaccination services to for the Covid-19 vaccine, as well as the flu shot
- Partnering with local colleges to host training programs for managers and advisors
- Encouraging community through the creation of clubs (i.e., Culture Club, Social Media Club)
- Finding ways to celebrate employees and show appreciation through gifting and recognition
- Holding holiday celebrations and hosting charitable events such as food and toy drives



## ENVIRONMENT

### Packaging

In March 2020, we shifted our packaging to reduce its environmental footprint. We now require that all plastic packaging be made of recycled plastic and be recyclable. In another effort to reduce waste shipping material, we resized our shipping boxes to eliminate wasted space and have reduced our use of tissue paper filler.



### Operations

Overproduction is a huge problem in the fashion industry. Garments are created in surplus quantities and if not sold, will wind up marked down and eventually in a landfill. To avoid overproducing goods, we've adopted the process of decorating on demand, which has become a huge part of our business model. Instead of purchasing extra inventory, customers can opt for no inventory selling, where garments are only put into production once an order has been placed. This method of production keeps excess inventory from being produced and unused, therefore creating less waste.



### Manufacturing

In our directly owned domestic decoration facilities we are working to eliminate and reduce our impact on the environment and community. To do so, we are incorporating more eco-friendly materials such as inks, threads, and technologies. Also, we've incorporated process that cut out the creation of unnecessary waste. Some direct changes we've made include:



- Using Madeira thread that is Oeko-Tex® certified to contain no environmentally harmful substances
- All the inks used in our decoration are phthalate free
- In our screen printing and heat transfer products we use a highly efficient CTS system, which directly transfers the images from the computer to the print screen, eliminating the need for film
- All the water and chemicals used to wash screens are re-circulated to avoid discharge and improve efficiency
- Our New Jersey factory has implemented a variety of energy saving measures to reduce our carbon footprint, including, T-8 fluorescent bulbs and high-density weather insulation
- We've committed to increasing our factories' recycling initiatives and are currently recycling 52% of waste material from our production process

## ENVIRONMENT (continued)



### Recycled Materials

The future of manufacturing is rooted in the idea of a circular economy and the use of recycled materials. Keeping reusable materials out of landfills and instead using them to create something new is just one of the many ways we are helping the planet. Our Earthwise Collection debuted in 2019 and has repurposed nearly 1,500,000 water bottles into quality garments, built to last. The water bottles are used to create recycled polyester, which is then used to make our Earthwise garments.

### THE EARTHWISE COLLECTION

Styles made with sustainable materials (i.e., recycled polyester)



**VANSPORET PLANET POLO**  
8060 | 8061

A planet with a purpose. The high-performing, recycled Planet Polo is as comfortable to wear, as it is good for the environment. 45% recycled polyester/45% polyester/10% elastane. Planet Polo keeps 10 and Women's keeps 7 plastic bottles from landfills and oceans.



**VANSPORET TREK HOODIE**  
8062 | 8063

The eco-wise choice for outdoor enthusiasts. Get moving and do something good. Super comfy, performance Trek Hoodie uses discarded plastic bottles 45% recycled polyester/45% polyester/10% elastane. Trek Hoodie keeps 12 and Women's keeps 11 plastic bottles from landfills and oceans.



**VANSPORET EUREKA SHIRT**  
8065 | 8066

Make a positive impact with this wear-with-everything, easy layering piece. 50% recycled polyester/50% polyester. Eureka Shirt keeps 12 and Women's keeps 11 plastic bottles from landfills and oceans.



**VANSPORET GRACE FLOW CARDIGAN**  
8060

The next stage in loungewear, the eco-friendly 'Grace Flow' cardigan is comfortable, refined, and office approved. 45% recycled polyester, 45% polyester, 10% elastane.



**HARLOW HENLEY**  
2325

A premium blend of style and sustainability. 60% recycled polyester, 40% cotton.



**VANSPORET VICTORY POLO**  
2945 | 2946

A premium blend of style and sustainability. 60% recycled polyester, 40% cotton.





# VANTAGE

Learn More at  
[vantageapparel.com](http://vantageapparel.com)