



MaChers' Bring Your Own Initiative

# CONTENTS

---

**A Message from our President**

**MaCher At a Glance**

**Who is MaCher?**

**Certified B Corps: Using Business as a Force for Good**

**Sustainable Development Goals**

**Our Strategies and Priorities**

**People**

- SDG #3 - Good Health and Well-Being
- SDG #5 - Gender Equality
- Core Values and our CRAFT Culture
- Developing our Culture
- Team Member Benefits

**Planet**

- SDG #12 - Responsible Consumption and Production
- SDG #13 - Climate Action
- Our Sustainability Objectives

**Prosperity**

- Client Impact
- Life Cycle Assessment Calculator

**Partnerships**

- SDG #17 - Partnerships for the Goals
- Strategic Partners
- Communication Channels
- Stakeholders

**Peace**



 *Bamboo Reusable Lunch Kit*

\*This report is based on our fiscal year beginning July 1, 2017 and ending June 30, 2018

# A MESSAGE FROM OUR *President*

Time flies! 10 years ago we took a few baby steps, learning to measure and fully offset the environmental impact of our US business operations. Our commitment to creating meaningful impact in the world continues. In 2016, we published our first annual Progress on Sustainability Report and in 2017, MaCher was honored as a [Best for the World Changemaker](#) by [B Lab](#).

MaCher's purpose is to positively influence others, using our business as a force for good to improve lives and help our environment. In 2017, we upped our commitment to the [UN Global Compact](#), moving from a Signatory to a [Participant](#), helping us accelerate and scale our impact around the globe.

Today, less than 6% of our products produced are single use, and we have committed to replace, by 2023, all plastic polybags with sustainable materials in our shipments.

We have learned these larger steps start from smaller steps at home and in the office. We find kindness goes a long way. And then treating others with respect. And then we enlarge our focus to be kind to our environment and soften our impact on our earth as much as we can within the practical parameters of business. The process evolves and grows as we influence others and take on bigger challenges. At MaCher, we have found that encouraging these small changes leads to more confidence, improved business performance and far greater impact.

Inspired by [#FashionRevolution](#), we will also bring to life our incredible factory workers who produce the most beautiful products, while also providing for their families. We are proud of our fair and responsible working standards, and we are excited to share their stories via a simple "I made your bag" program.

In March 2017, we introduced MaCher's Life Cycle Assessment (LCA) Calculator, a powerful tool that helps clients measure, reduce and offset the environmental footprint of their products.

People often ask how to start their sustainability journey. Our advice is simple: Make a small change. Make it personal. Be curious. Change one daily habit, e.g. use a water bottle, recycle and/or compost. Take the free [B Corp Impact Assessment](#) to benchmark your business today. As you engage your teams in valuable, albeit sometimes uncomfortable, conversations the business case and the path ahead will reveal itself.

I hope you will be inspired and informed by our Progress on Sustainability Report, and encourage you to read sustainability reports from other businesses. Any of our team are happy to help you on your own journey toward a more sustainable future.

*Derek Hyder*



# MaCher

## AT A GLANCE



Honored by B Lab as a  
BEST FOR THE WORLD  
CHANGEMAKER 2017



100% company paid  
MEDICAL COVERAGE



80% OF MACHER'S TEAM  
*is female*



1/3 OF BOARD OF DIRECTOR'S  
*is female*



26% OF EMPLOYEES PARTICIPATING IN  
*Green Commute program*



94.7% OF OUR PRODUCTS  
*were reusable*



100% CARBON OFFSET FOR OUR IN HOUSE  
*custom marketing products*



Launched  
"SWITCH OFF, TAKE OFF"  
*initiative*



All suppliers meet  
ISO SA8000 STANDARDS



644 hrs volunteered  
BY MACHER TEAM



49,865  
PRODUCTS DONATED



41  
CHARITIES SUPPORTED



1.1%  
REVENUE DONATED



1.7%  
OF PAID WORK HOURS USED FOR  
VOLUNTEERING

# WHO IS MaCher?

At MaCher we are continually reinventing and improving our impact giving on behalf of industry powerhouses in Travel, Health & Beauty, Retail, Direct Selling, Wine & Spirits, e-Commerce, and many more.

We are a global team of over 60 professionals with 30+ years of custom design and manufacturing experience for bespoke products, gifts with purchase, corporate gifting, premium packaging, private label, and promotional items.

We help our clients give better and get more. By partnering with our clients we uncover previously unseen opportunities and develop strategies that minimize costs, increase sales, and reduce waste.

Our surprisingly clever and always delightful products & packaging influence consumer purchasing behavior, generate word of mouth marketing, and foster loyalty. This is why we're known as - [The Brand Behind The Brands](#).

As a [Certified B Corporation](#), our purpose is to use business as a powerful force for good, benefiting all our stakeholders...not just our shareholders.

We use our business to positively influence others to make change in the world by addressing social and environmental issues, while advancing progress on the [United Nations 17 Sustainable Development Goals \(SDGs\)](#).



# Certified B Corps:

## USING BUSINESS AS A FORCE FOR GOOD

B Corps are for-profit companies certified by the nonprofit B Lab to meet rigorous standards of social and environmental performance, accountability, and transparency. We look to “B the Change” in the world we live in and openly communicate and share sustainability best practices. We use the B Corp certification process to annually benchmark our progress against goals, while playing an active role to help grow the B Corp movement.

MaCher was first [certified](#) in 2014 and we have since had our biannual recertification as well as an independent audit by B Lab.

This past year, MaCher was Honored as a [Best for the World Changemaker 2017](#) by B Lab. This was recognition of our positive input across the four impact areas of the B Corp Impact Assessment: Environment, Workers, Community, and Governance.

All MaCher team members contributed to our progress and together we look forward to the future, where all businesses are a force for good.





📷 Building Mobility Ramps | Tourism Cares for Toronto

## Sustainable DEVELOPMENT GOALS



Our objectives and progress reporting are aligned to the United Nation's [2030 Agenda for Sustainable Development](#) under 5 categories:

- 
- People
- Planet
- Prosperity
- Partnerships
- Peace
- 

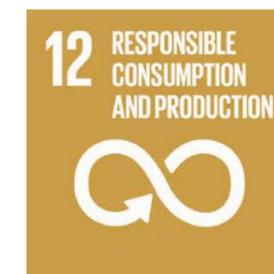
The “5 Ps” are the pillars that support the [United Nations 17 Sustainable Development Goals](#) which were launched in 2015 and aim to mobilize efforts to end all forms of poverty, fight inequalities, and tackle climate change.



# SUSTAINABLE DEVELOPMENT GOALS

17 GOALS TO TRANSFORM OUR WORLD

After attending the [United Nations Leaders Summit](#) in 2017 and the [UN Global Compact Symposium](#) in 2018, we reassessed our prior commitments to the SDGs. We feel we can improve our contribution by focusing on 5 SDGs where we can make a significant difference, instead of the 12 we originally targeted.



# OUR *Strategies* AND *Priorities*

Driven by the desire to grow our business while maintaining a purpose beyond profit, we plan to prioritize the following:

- + Remain fully committed to the B Corp standards measurements and focus on improving our score in a sustainable nature.
- + Positively influence our clients by proposing sustainable solutions including waste reduction and increased reusability of their products.
- + Educate our team and clients on the latest sustainability focused innovations.
- + Create a healthier working environment and reduce our environmental impact on the Earth.

We intend to accomplish these goals through **five key strategies**:

1. Facilitate team member education and professional development.
2. Focus on sustainable design.
3. Host or facilitate peer learning round tables.
4. Develop and expand partnerships with industry associations and not-for-profits.
5. Adopt and establish sustainable better practices.





Halloween Parade, Venice CA

# People

In this fast changing world, we believe that by working together with the best of our abilities, talents, understanding of each other's differences, and good intentions, that we can continue to contribute to company progress and live our vision.

MaCher strives to provide the best workplace, do right by the Earth, and positively impact others; this includes any person, party, or stakeholder influenced by our business.

# People

SDG Goal:

ENSURE HEALTHY LIVES AND PROMOTE WELL-BEING FOR ALL AT ALL AGES



SDG GOAL # 3.8

## SDG TARGET

Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all.

## MACHER'S CURRENT CONTRIBUTION

Providing **100%** company paid medical coverage and comprehensive Employee Assistance Program for MaCher employees, including part-time team members. Our medical coverage is inclusive of all gender preferences.

## MACHER'S COMMITMENT FOR 2019/20

Continue to provide 100% company paid medical coverage for MaCher employees, including part-time team members.

SDG GOAL # 3.4

## SDG TARGET

By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being.

## MACHER'S CURRENT CONTRIBUTION

In addition to providing **volunteer opportunities** for team members to work with not-for-profit organizations that promote health and well-being we have:

- Provided 5 **standing desks** for team members to encourage mobility throughout the workday

## MACHER'S COMMITMENT FOR 2019/20

By 2020, all team members to have access to standing desks workspace.

Meet a minimum of 50% of team members using all 20 hours of paid volunteer time by June 30, 2019.

SDG GOAL # 3.9

## SDG TARGET

By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination.

## MACHER'S CURRENT CONTRIBUTION

**100%** of all products produced by MaCher meet or exceed [California Prop 65 material compliance](#) standards.

Part of our rigorous manufacturing **audit** process confirms every factory practices safe storage and handling of chemicals to ensure a **safe working environment**.

## MACHER'S COMMITMENT FOR 2019/20

Produce MaCher transparency video(s) to educate clients and promote compliance with laws against harmful chemicals in products, such as Prop 65.

# People

SDG Goal:

ACHIEVE GENDER EQUALITY AND  
EMPOWER ALL WOMEN AND GIRLS



SDG GOAL # 5.4

## SDG TARGET

Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate.

## MACHER'S CURRENT CONTRIBUTION

We provide generous **maternity and paternity paid** leave benefits.

Flexible schedules for parents.

## MACHER'S COMMITMENT FOR 2019/20

Continue to provide maternity and paternity leave benefits as well as flexible schedules for parents.

SDG GOAL # 5.1

## SDG TARGET

End all forms of discrimination against all women and girls everywhere.

## MACHER'S CURRENT CONTRIBUTION

80% of MaCher's team is female, represented across all departments and leadership positions.

**Managing Unconscious Bias** is now a required training for all new/existing employees.

MaCher provides **equal pay** for equal job status.

## MACHER'S COMMITMENT FOR 2019/20

We will increase our team member training on inclusive and diverse practices. We will also encourage and promote diversity and inclusion training with our clients.

SDG GOAL # 5.5

## SDG TARGET

Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.

## MACHER'S CURRENT CONTRIBUTION

In 2017, one **female** staff member joined the MaCher **Board of Directors**. Today our board is 2/3 male, 1/3 female.

## MACHER'S COMMITMENT FOR 2019/20

Continue to provide equal opportunity for leadership and continued education for both women and men in the workplace.

Increase to 25% of all team members to receive external educational/developmental opportunities annually.

# Core Values

## AND OUR CRAFT CULTURE

How we CRAFT our culture has a direct impact on the happiness of our team and is a key ingredient in sustaining our success.

We define “the best workplace” as a community built on a foundation of trust, respect, and integrity, where everyone is free to be themselves and learn from each other as we celebrate our shared successes, as well as lessons learned.

Our team members actively participated in company goal setting this year and many voices were heard. As a result, the company increased the team member happiness target to 85%. Through quarterly employee surveys and an open door policy, we gather on-going feedback to promote a working environment where diverse talents can flourish.



### **C**OLLABORATION

Teach & learn through shared insights



### **R**ESPECT

Each other, our environment & our communities



### **A**UTHENTICITY

Be yourself



### **F**AMILY PRIDE

Embrace & build MaCher’s family culture



### **T**RUST

Maintain clear, honest & open communication

# Developing OUR CULTURE

MaCher fosters an environment that values individual and group differences within the workplace.

*Below are some highlights of our year:*

- + “Thanks for the Feedback” training was provided in April 2018, offering tools to enhance the giving and receiving of feedback in a way that nurtures relationships, builds self-awareness, and encourages healthy conflict.
- + We introduced the Korn Ferry 360 feedback system, allowing team members feedback from multiple stakeholders both internally and externally.
- + Our [Self Management](#) model was further developed in 2017 and we will continue to encourage all team members to use the [Advice Process](#).
- + In 2017, team members participated in a company softball team.
- + Team member birthdays and other milestones are celebrated monthly with a catered lunch or breakfast.
- + We provide opportunities throughout the year for team members to volunteer with our non-profit partners, building community, and strengthening partnerships.
- + We encourage external volunteering for all our team members to help promote further education beyond our daily routine.



MaCher Softball Team

## TEAM MEMBER *Benefits*

MaCher provides numerous benefits to its employees beyond salary. We are constantly striving to provide our team with the highest quality benefits.



All full-time MaCher team members receive the following company paid benefits:

- + Company *profit share* for all team members
- + Long and short term **disability coverage**
- + Access to long term **financial planning**
- + Benefits package available for *part time* team members
- + **Charity matching** donations
- + **Dental and vision** care reimbursement
- + Generous *paid vacation*
- + Health **Employee Assistance Program (EAP)**
- + **Remote work** when applicable
- + 6 weeks paid *parental leave (mothers and fathers)* plus 6 weeks paid *pregnancy leave (mothers)*
- + Performance **bonus**
- + **Car purchase contribution** for all vehicles over 40mpg
- + **Emergency travel** assistance
- + **Sponsorship** of employee team sports
- + **Green Commute** financial incentives
- + Office hydroponic *vegetable garden*
- + **Choice of** a religious holiday or other public holiday
- + MaCher provides quality **reusable stainless steel straws** and **travel coffee cups** to reduce waste

## PLANET

MaCher is committed to ensuring that sustainability is embedded into our daily lives. Through our procurement processes, we aim to lessen our short and long term impact on the Earth.

We encourage and challenge our fellow employees, clients and vendors to reduce, reuse, and recycle. Our goal is to influence positive change with our stakeholders through initiatives that include the reusable cup program, Earth day pledges, green commute, carbon offsetting, and partnering on plastic reduction programs. A cleaner, healthier, and safer world for future generations depends on these daily actions and life decisions.



# Planet

SDG Goal:

ENSURE SUSTAINABLE CONSUMPTION AND PRODUCTION PATTERNS



SDG Goal:

ENSURE SUSTAINABLE CONSUMPTION AND PRODUCTION PATTERNS



SDG GOAL # 12.5

**SDG TARGET**  
By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.

**MACHER'S CURRENT CONTRIBUTION**  
In 2018 we updated our waste policy, the following are examples of our current **waste reduction initiatives**: recycling paper, compost, purchasing non toxic chemical cleaning product and disposing print toner, ink and e-waste responsibly.

MaCher has a **responsible procurement policy**, where we source from other B-Corps for all internal purchasing, when possible.

Since 2016 MaCher went paperless for record keeping.

*For further contributions please refer to Table 1A*

**MACHER'S COMMITMENT FOR 2019/20**  
*Refer to Table 1B*

SDG GOAL # 13.3

**SDG TARGET**  
Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.

**MACHER'S CURRENT CONTRIBUTION**  
MaCher has partnered with **The Conservation Fund** for 10 years to **offset 100%** of our US operations resource usage.

Our **Green Commute program** encourages employees to reduce commuting impact through riding, walking, public transport, or car pooling.

In 2018 we introduced a stainless steel straw and reusable cup program to **eliminate unnecessary waste** within our internal operations.

*For further contributions please refer to Table 1A*

**MACHER'S COMMITMENT FOR 2019/20**  
*Refer to Table 1B*

# OUR SUSTAINABILITY Objectives

TABLE 1A

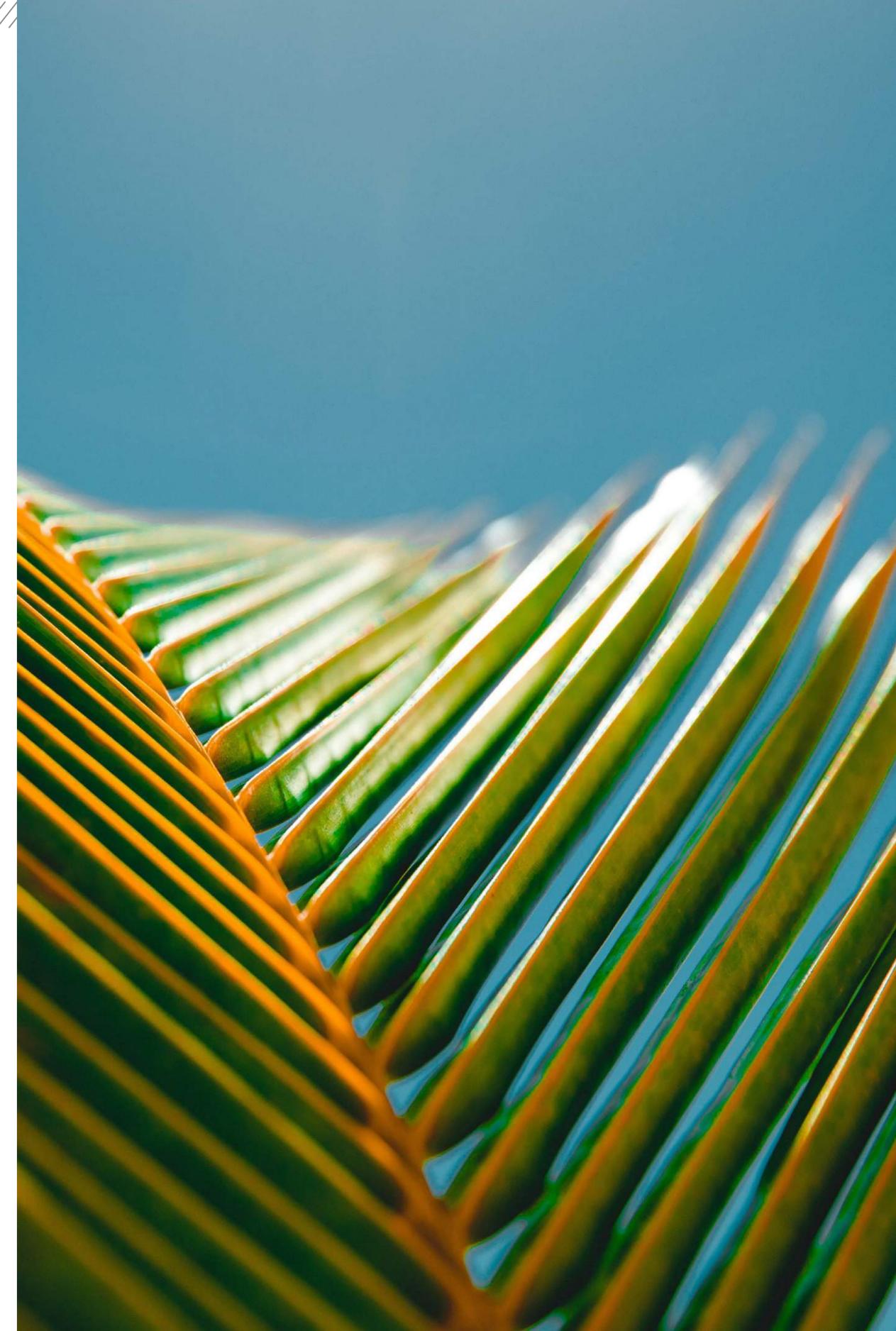
How did we do this year?

SDG GOAL #	2017 GOALS	TOOLS AND METHODS	2018 PROGRESS
N/A	Increase our B Corp score to 101 by recertification, September 2018.	Provide tools for sustainability initiatives to be used for increasing client, employee, and partnership engagement.	<b>B Corp recertification</b> has been rescheduled for September 2019. Based on our current progress we believe a realistic, revised goal of <b>99.6</b> will be achievable.
12.5	<b>95%</b> of our products being reusable and/or recyclable by June 2018.	Offer our customers a recycled/recyclable or sustainable solution with every presentation of a single use item.	<b>94%</b> of our products were <b>reusable</b> from the 17/18 fiscal year. As of March 2018 we are able to offer a Life Cycle Assessment (LCA) calculation and carbon offset for any MaCher product. We did not offer sufficient training to our sales team on how to present an alternative option to a single use item to our clients. We are committed to continuing our progress in this area.
12.5	100% of MaCher marketing items to be <b>sustainably sourced</b> and/or a high level of reusability by June 2018.	Define standards and create an implementation and measurement plan.	<b>94%</b> of Macher marketing items were <b>sustainably sourced</b> or had a high level of reusability. We will continue to be committed to improving this score as we progress. For the first time we have completed an LCA and paid for a carbon offset for all custom marketing products ordered during the year.
13.3	New product development team to present quarterly product ranges for our clients that have a focus on utilizing <b>sustainable materials and design</b> for 2018.	Provide 2 FYI educational sessions to the team on sustainable new products. Define plans for a circular economy by 2018.	MaCher's new product development team worked on product lines for four <b>sustainable material designs</b> to offer to our clients. These material categories were RPET, stone paper, paper pulp packaging, bamboo/husk fiber plastics. We started <b>LCA training</b> for team members in May 2018.
13.3	<b>Reduce</b> the number of polybags used for samples and bulk production by June 2018.	Create a system to audit, measure, and reduce poly packing on bulk production.	We have not been able define a workable system to audit, measure and <b>reduce polybag packaging</b> on bulk production. We will continue to invest in developing a system to track and then reduce our usage in this area. While our process needs improvement, we have multiple projects where we have reduced wasteful packaging or introduced recycled packaging.
13.3	By June 2018, have a workable <b>Life Cycle Assessment</b> that we can offer an environmental offset to our clients on all orders.	Continue partnership with Clean Agency and build an internal/external education program around it.	We partnered with <b>CLEAN Agency</b> to complete our Lifecycle Assessment calculator in February 2018. Offering <b>LCA calculations and offset</b> to our clients began in March 2018.
13.3	Define and document core supply partners' <b>environmental impacts</b> by June 2020.	Define our standards and create an implementation plan. Transparent communication with supply partners to understand processes and conduct interactive trainings. Environmental impact evaluation during supplier on boarding.	Core supply partners have done an <b>environmental self assessment</b> . Though it is not required at this point, we encourage factories to have <b>ISO 14001 certification</b> for environmental management system to mitigate adverse environmental impacts. In the future we hope to have all our factory partners committed to a minimum of ISO 14001 standards. By the end of 2018, we are aiming to have built our first environmental assessment guide for our factory partners.

# OUR SUSTAINABILITY Objectives

TABLE 1B

SDG GOAL #	2018 GOALS	TOOLS AND METHODS
N/A	Increase our B Corp score to 101 by our February 2020 recertification.	Provide tools for <b>sustainability initiatives</b> to be used for increasing client, employee, and partnership engagement.
12.5	Replace all single use plastics by 2023, with either a biodegradable or reusable option (ie. polybag packaging). Measure and eliminate PVC usage by 2023.	Measure single use plastic current usage and research alternative materials. Provide sales tools and training to increase client <b>awareness of PVC impact</b> . Create an alternative list of materials to replace PVC for clients. Encourage clients to participate in <b>reducing PVC usage</b> in their business.
12.5	100% of MaCher marketing items to be sustainably sourced and/or a high level of reusability by June 2019.	<b>Introduce KPIs</b> for marketing department to ensure we are meeting our commitment.
12.5	Eliminate single use plastics by 2023. Measure and eliminate PVC usage by 2023.	Research alternative methods for packing. Develop a tracking system for <b>measuring polybag usage</b> .
13.3	Have a minimum of 5 significant suppliers reporting on resource usage by 2020 for either energy or water consumption.	Increase understanding of current practices and baseline for our key <b>suppliers' resource usage</b> . Define a framework to <b>track and report resource usage</b> of significant suppliers with the aim to conserve resources in the future. Improve adoption of <a href="#">ISO 14001 certification</a> with significant suppliers. Currently 1 significant supplier is certified.
13.3	Improve company natural resource use.	Continue to monitor, record, and set specific reduction targets for company energy and water usage. Switch our energy use to <b>100% renewable energy</b> starting July 1st, 2018. Continue with goal to achieve building <a href="#">LEED certification</a> by the end of 2020 which includes installation of solar power on the LA office building.
13.3	Increase adoption of our LCA offset to 20% of all orders by 2020.	Educate clients around sustainable product development and the benefits of LCA calculations to offset product impact. Provide <b>internal team training</b> on using the LCA and how to educate clients on the benefits of offsetting. Implement <b>sustainable materials sales tool</b> to increase adoption of more sustainable product options.
13.3	By the end of 2018, all team members to have sustainability KPI's (both social and environmental).	Encourage all team members to <b>adopt sustainability KPIs</b> .



# PROSPERITY





## CLIENT IMPACT

---

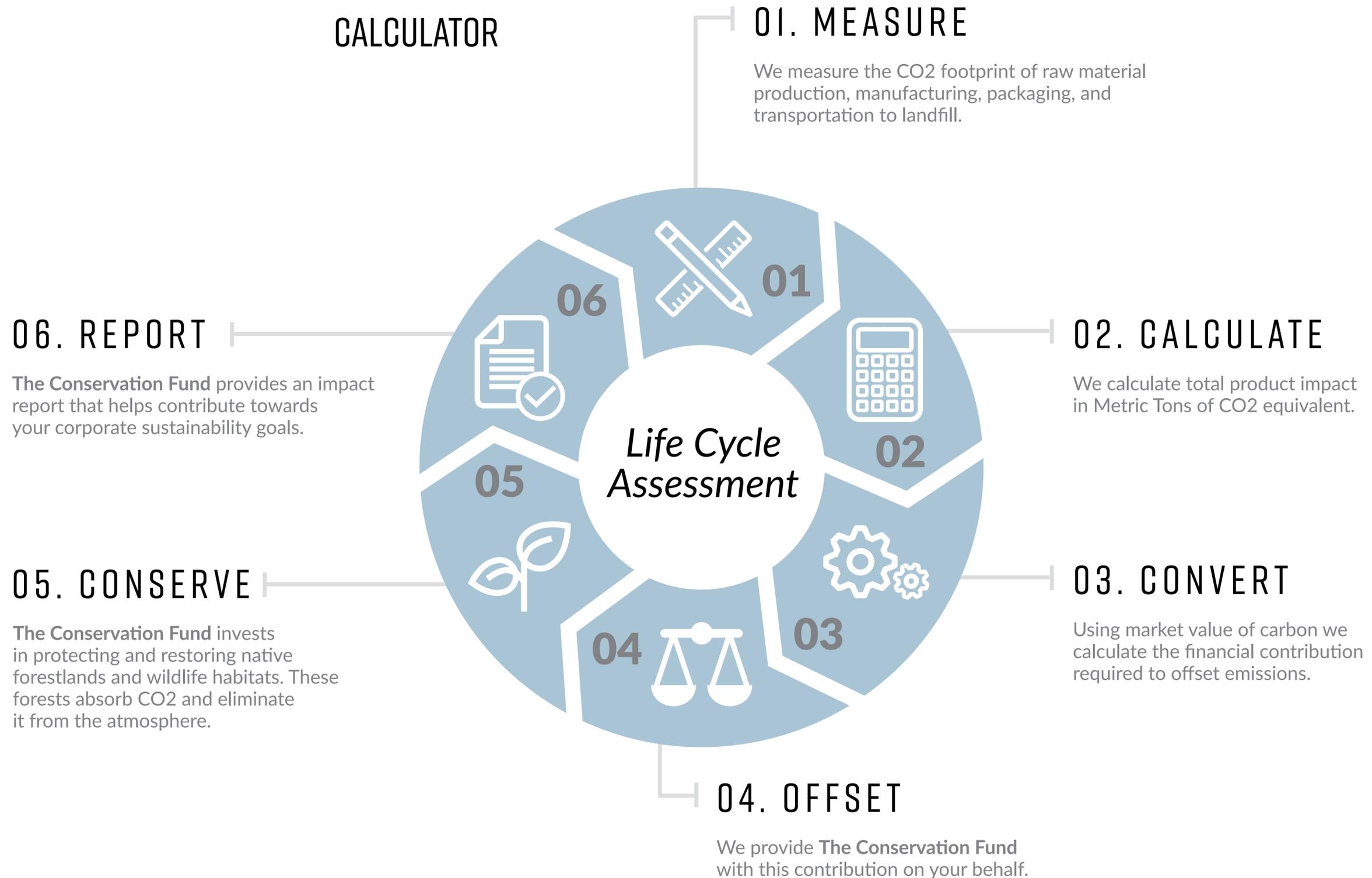
MaCher is proud of our sustainability journey and how it continues to evolve and grow. We are especially grateful to a number of our clients who have helped us progress in measuring sustainability practices in business and inspired us to further improve our own best practices.

We continue to build a significant body of experience around impact measurement and the business case to creating meaningful change in the world. We are happy to support and help all our clients use their business as a powerful force for good.

Over the past year, we have been working hard to develop our first **Life Cycle Assessment (LCA) Calculator**, which allows us to calculate the environmental impact of every product MaCher creates. We are happy to announce that the LCA Calculator is now live and being offered to our clients to offset the environmental impact of their products via our partnership with [The Conservation Fund](#).

# Life Cycle Assessment (LCA)

## CALCULATOR



## PARTNERSHIPS

We have committed to Goal 17 of the SDGs, “Partnerships for the Goals” as a continued main focus moving forward. We believe that as a B Corp, MaCher is in a strong position to contribute greatly towards this goal. We strive to partner with other organizations strategically to support them in affecting positive change to solve social or environmental issues facing the world today.

We have always believed our purpose is to positively influence others and focus on building meaningful partnerships with associations, non-profits, and government organizations to encourage change and care for our environment. We believe we’re better together and are proud to partner with such a diverse and talented group.



📷 USTOA, Miami

# Partnerships

SDG Goal:

STRENGTHEN THE MEANS OF IMPLEMENTATION AND REVITALIZE THE GLOBAL PARTNERSHIP FOR SUSTAINABLE DEVELOPMENT



SDG GOAL # 17.17

## SDG TARGET

Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships.

## MACHER'S CURRENT CONTRIBUTION

MaCher helps all of our strategic partners. In the past year, we have actively engaged in the following issues: Freedom to Travel, Overtourism, Mental Health and Wellness, National Parks funding, Cancer related Education and Support, Impact Measurement, Environmental Education, Life Cycle Assessments, Diversity & Inclusion, Sustainable Travel, Leadership & Culture Development in non-profits.

## MACHER'S COMMITMENT FOR 2019/20

We will continue all these multi-year partnerships as well as forge new partnerships in the field of **sustainable packaging** eg joining SPICE (Sustainable Packaging Initiative for Cosmetics).

SDG GOAL # 17.16

## SDG TARGET

By 2030, substantially reduce waste generation through prevention, reduction, recycling, and reuse.

## MACHER'S CURRENT CONTRIBUTION

MaCher has meaningful partnerships with **non-profit organizations** which aim to help solve many of the challenges faced in meeting the UNSDG's by 2030. Ensure all Suppliers meet **SA8000**. For the past 2 years, MaCher has been an active member of the **B Local community** partnering with Conscious Capitalism to host B Corp Hackathons which aims to foster the B Corp community and encourage more sustainable business practices.

## MACHER'S COMMITMENT FOR 2019/20

Continue our contributions to our non-profit partnerships. Continue our advocacy for mental health reform though building **Switch Off, Take Off initiative**. Build a transparent system to monitor and track resource usage in our supply chain. Continue our active participation in the B Local community to foster and mentor more businesses to become B Corps or B Corp like.

# STRATEGIC Partners



[Tourism Cares](#) mission is to advance the travel industry's social impact to help people and places thrive. Tourism Cares creates shared learning and meaningful impact programs via delegations, workshops and online.

## THE CONSERVATION FUND

[The Conservation Fund](#) makes conservation work for America. By creating solutions that make environmental and economic sense, they are redefining conservation to demonstrate its essential role in future prosperity. Top-ranked for efficiency and effectiveness, they work in all 50 states to protect more than 7.8 million acres of land since 1985.



[Cancer and Careers](#) empowers and educates people with cancer to thrive in their workplace, by providing expert advice, interactive tools, and educational events.



[B Lab](#) is a nonprofit organization that serves a global movement of people using business as a force for good, its vision is that one day all companies compete not only to be the best in the world, but the Best for the World® and as a result society will enjoy a more shared and durable prosperity.



[Beauty Bus Foundation](#) provides dignity through beauty services and compassionate support to chronically or terminally ill patients and their caregivers.



Beauty Bus Foundation 2018 Beauty Drive, Los Angeles



[Conscious Capitalism](#) believes that free enterprise capitalism is the most powerful economic system for social cooperation and human progress ever conceived – when practiced consciously. Conscious Capitalism produces businesses that are good, ethical, noble and heroic. The organization helps companies become more conscious with transformational experiences that inspire, educate and empower them to elevate humanity through business.



[United States Tour Operators Association](#) (USTOA) is a professional, voluntary trade association created with the primary purpose of promoting integrity within the tour operator industry.



[Heal the Bay](#) is an environmental nonprofit dedicated to making the coastal waters and watersheds of Greater Los Angeles safe, healthy and clean. To fulfill their mission, they use science, education, community action, and advocacy.



[Cosmetic Executive Women](#) (CEW) is a global community 9,000 members strong defining the future of beauty. By creating a forum of collaboration, idea exchange and growth, CEW helps its members and the industry as a whole take empowered next steps towards a more beautiful future. In everything they do, the CEW community is propelling the beauty industry forward.



[Do Good Bus](#) promises altruistic adventurism by bringing people together to help local causes in a fun and social environment. During each mystery event, Do Good Bus strives to create awareness for local causes, create community amongst volunteers and prove the power of working together to make a difference.



[Dig Deep](#) is a human rights non-profit working to ensure that every American has clean, running water forever.



Environmental Charter High School

[Environmental Charter High School](#) (ECHS) is an award winning, free, public high school in South Los Angeles that prepares students for 4-year colleges using the environment as a lens for real-life learning.



[Customs Trade Partnership Against Terrorism](#) (CTPAT) is but one layer in U.S. Customs and Border Protection's (CBP) multi-layered cargo enforcement strategy. Through this program, CBP works with the trade community to strengthen international supply chains and improve United States border security.



In the last 2 years, MaCher has led the development of the B Local community in LA. We have 2 active members on the board of the B Local LA chapter. B Local LA has the mission to "Improve the vitality, happiness and growth of the Los Angeles B Corp community by sharing knowledge and collaborating on best practices that inspire change."

# Communication

## CHANNELS

This year we created a new privacy policy and implemented some marketing best practices that adhere to the new GDPR regulations, which went into effect on May 25, 2018. Our sustainability story and KPIs are communicated through a variety of internal and external channels, including (but not limited to):

- + Team Member Sustainability Training
- + Annual Progress on Sustainability Report
- + [Website](#)
- + New Hire Orientation
- + Company, Department and Team Member Meetings
- + Annual Sustainability Goals
- + Public Speaking and Facilitation
- + Association and Not-For-Profit Involvement
- + Industry Roundtables
- + Supply Partner Visits
- + Logistics Supply Chain Collaboration
- + Social Media
- + FYI Sessions





Sample Room | Shenzhen, China

## STAKEHOLDERS //

MaCher defines our stakeholders as those who directly influence and/or are influenced by our day-to-day operations.

We are committed to encouraging and responding to the advice and input from our stakeholders who contribute greatly to the success of MaCher.

*Our stakeholders include:*

- + Team Members
- + Clients
- + Supply Partners
- + Our Local Community
- + Travel, Beauty, and Retail Industry Associations
- + The B Corp Community
- + Charities and Not-For-Profit
- + Owners

## PEACE

MaCher operates within the guidelines of the [UN Global Compact](#), having the confidence that our business and stakeholders are a powerful force for good.

As a [C-TPAT](#) member, we understand that conflicts, terrorism, and other forms of difficulties can threaten peace around the world. With our extensive international networks and through a system of checks and balances, we must come together to promote and protect peace around the world. We also encourage and facilitate diversity and inclusion practices within our workplace to foster an environment of acceptance and celebration of each other's differences.

Our products often start with raw materials that must be harvested, processed, weaved, sewn, and manufactured. We promote and encourage transparency, accountability and inclusiveness throughout our supply chain and comply with strict supplier operating agreements that we are happy to provide on request. In the B Corp community we have been recognized as a best practice in this area.

We believe in creating peace of mind for all our stakeholders.



# THANK YOU



1518 Abbot Kinney Blvd  
Venice, CA 90291

+1 310 581 5222

info@macher.com



Tourism Cares with Jordan