

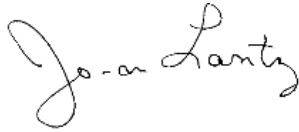
## Communication on Progress

### Implementing UN Global Compact Principles at Geiger 2022

#### Statement of Continued Support

I am pleased to confirm Geiger's continued support of the ten principles of the United Nations Global Compact on human rights, labor, environment and anti-corruption. We continue to make implementing and improving on those principles a priority for our business. We are committed to making the UN Global Compact and its principles part of the strategy, culture, and day-to-day operations of our company, and to engage in collaborative projects which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals. We support public accountability and transparency and are happy to report on our progress every year.

Yours sincerely,



Jo-an Lantz  
President & CEO

At the start of 2021, Geiger signed on to support the UN Global Compact and began the process of documenting our areas of strength and where we need to make improvements. This is our first communication on progress and lays out our goals and our improvement priorities.

#### Human Rights and Labour

*Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and*

*Principle 2: make sure that they are not complicit in human rights abuses.*

*Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;*

*Principle 4: the elimination of all forms of forced and compulsory labour*

*Principle 5: the effective abolition of child labour; and*

*Principle 6: the elimination of discrimination in respect of employment and occupation.*

Geiger supports the Universal Declaration of Human Rights. [The Geiger Way](#), our code of conduct, lays out our values of respecting others, fostering individual growth, and giving back. We use The Geiger Way as a framework to guide us -- as well as our employees and our independent sales partners -- and to inform our decision-making. The core of Geiger's value system is to treat every person with the same fairness and dignity we want for

ourselves. We recognize that we are stronger when we all feel empowered and valued as individuals.

Our Compliance team vets all potential production partners to ensure they comply with our requirement for 3<sup>rd</sup> party certification documenting their supply chains. We helped draft our industry's [Product Responsibility Code of Conduct](#), and only source products from suppliers who have pledged to respect human rights in their workplaces.

All employees receive mandatory annual training on sexual harassment and ergonomics. We also maintain suggestion boxes in our offices for employees to use if they don't feel comfortable bringing something directly to the management.

Both as a company and as individuals, we seek to be leaders in education, charity, and civic affairs. All Geiger employees are encouraged to volunteer and fundraise either through Geiger events or on their own, and paid time off is offered for those who volunteer in their communities. Geiger supports events including an annual fundraiser for the United Way, American Red Cross blood drives, fundraising for the American Heart Association, and charity runs and walks for area nonprofits. Geiger also financially supports the following nonprofits:

- **Ann Geiger Center for New Beginnings:** The center offers services and support to youth at risk of homelessness. The goal of New Beginnings is the promotion of youths' healthy development and the creation of opportunities for safety, connections, and growth.
- **Geiger Center for Leadership and Learning at Tree Street Youth:** The vision of Tree Street Youth is to cultivate leaders who fear less, love more, dream big, and boldly shape their futures. To that end, the center provides programs rooted in academics, the arts, and athletics in a safe space that encourages healthy physical, social, emotional, and academic development while building unity across lines of difference.
- **Next STEP High:** Next STEP High serves a diverse student population and works to re-engage off-track or disengaged students with their education by empowering them to make an impact on their world. Students and staff co-create a dynamic learning environment to meet high expectations within a culture of mutual respect that honors unique identities, life experiences, and aspirations.
- **Store Next Door Project:** This project provides in-depth supplemental services to help eliminate barriers to education for youth and families experiencing high mobility and homelessness by addressing students' basic needs. The Store Next Door Project provides tangible items such as clothing, footwear, backpacks and school supplies, toiletries, household goods and food.

We are dedicated to supporting organizations that create a positive impact on our communities. Working with local Somali leadership, we employ non-English speaking

Somalian women in our Distribution and Decoration Center and sponsor English language classes for these valuable employees.

We recognize the importance of embracing and leaning into the strengths of a vibrant and diverse company culture. More than 50% of our senior leadership, and 69% of our workforce are women. The majority (93% of those who self-reported) of Geiger's workforce is white, which is similar to the [demographics of Maine](#), Geiger's home state. We do not track sexual orientation. Our nine person board of directors has two women serving, one of whom is our female CEO & President. Our goal is to create an environment where diverse viewpoints and experiences are welcomed and celebrated for the immense value they offer our company.

In 2021 we began our JEDIS (Justice, Equity, Diversity, Inclusion, and Sustainability) initiative. We employed an outside company to perform a comprehensive and confidential Diversity, Equity, and Inclusion (DEI) Culture Assessment of our employees. The data collected will be used to inform and shape our JEDIS program. We have begun to roll out a training for senior management and plan to conduct future trainings for both management and the entire workforce in the future.

As part of our commitment to doing a greater share of business with minority- and women-owned businesses, our vendor relations team has begun the process of prioritizing the inclusion of these production partners and creating a database that identifies them so we can better track our success.

## **Environmental Principles**

*Principle 7: Businesses should support a precautionary approach to environmental challenges;*

*Principle 8: undertake initiatives to promote greater environmental responsibility; and*

*Principle 9: encourage the development and diffusion of environmentally friendly technologies.*

Our vision on sustainability is to ensure our products and services have the smallest possible environmental footprint and to make a positive contribution to the sustainable development of our organization, people, and planet. Each year since 2019 we have been assessed by [EcoVadis](#) for our sustainability initiatives. In 2021 we were awarded a gold medal, placing us in the top 5% of all companies assessed.

At our Maine headquarters:

- We have the largest solar panel array of any privately held firm in the state, eliminating about 320,000 pounds of carbon pollution from fossil fuel power plants every year. The array consists of 696 panels and generates 100% of the power used at our corporate office and in our Distribution and Decoration Center.

- All printed paper and copies are reforested through [PrintReleaf](#). PrintReleaf tracks the paper used in our copiers and printers and plants a tree whenever we use a certain amount of paper in those machines.
- The energy efficient and sustainable design of our headquarters and distribution center has achieved the prestigious [LEED \(Leadership in Energy and Environmental Design\)](#) gold certification and Maine Advanced Building status.
- The carbon emission of every UPS shipment from our suppliers or to our customers is calculated and fully offset through projects. We are one of the top 10 carbon neutral shippers in the U.S. to have this contractual relationship with UPS.
- We recycle cardboard, glass, plastic, and quality paper at our corporate offices. We continue to grow an account that helps area schools by cashing in returnable bottles/cans.

We have a long history of sustainability and recognize there's much more to be done. In our global operations we are working to:

- Recycle or reuse 100% of unwanted samples.
- Monitor and track our energy and water usage to achieve a 10% year on year reduction.
- Install energy efficient lighting in our warehouse and office space.
- Ensure computer equipment and power supplies are turned off when not in use.
- Minimize use of chemicals for cleaning and production.
- Minimize noise and air pollution to the local environment from machinery and deliveries.
- Recording and reporting on weight of primary and secondary packaging for key customers.
- From Q1 2022, we are starting to track carbon footprint of all high value orders above £20k.

In our UK division, we are committing to the following targets by 2025 and studying the feasibility for the rest of our company:

- Minimum 75% of paper and cardboard packaging to be FSC certified or recycled.
- 100% of plastic packaging to be reusable, recyclable, or compostable.
- Eliminate 100% plastics that can't be reused or recycled.
- Achieving 10% year on year water and energy usage reduction for our UK Direct Distribution Centre.

- Tracking carbon footprint of high value orders above £20k from Q1 2022 with the objective of achieving 30% reduction in carbon footprint by 2025 and carbon neutrality by 2030 through careful selection of materials, transport and production partners and utilization of off set schemes.
- Adoption of responsible sourcing rules for highest priority raw materials and communication of a restricted materials and substances list to vendors.
- Adoption of new approaches to single use products ensuring that durable alternatives are always available.
- Contributing to reduction of waste, water and energy usage across our supply chain through education, leadership and strategic partnership with preferred vendors.

### **Anti-Corruption Principles**

*Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery*

The 9<sup>th</sup> principle of [The Geiger Way](#), our code of conduct, reads: *Doing what is right. Our decisions will be guided by "what is right." It is good business, as well.*

Fair, ethical businesses are part of the foundation of a fair, ethical society. We understand that our actions influence wider society, and it is our responsibility to act ethically. We can improve the world around us by taking steps to ensure our employees are trained and equipped to make fair judgements and take ethical decisions. We can also encourage those that we conduct business with and other stakeholders to act responsibly and within the law. We have made this topic one of our company's Improvement priorities for 2021.

Our staff receives annual training on bribery and corruption to learn how to identify, prevent and report it. Geiger has had zero incidents of ethics related or legal actions.

For more information about Geiger, please see our [about us](#) page.