



January 2023-2024

United Nations Global Compact - Communication of Progress

1. STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER

Please consider this a statement of continued support signed from our company's CEO and Founder:

January 1, 2023

To Our Stakeholders,

We are proud to share that Fill it Forward reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

Our team is passionate and committed. In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely,

A handwritten signature in blue ink, appearing to read 'MWittek', followed by a long horizontal stroke.

Matt Wittek, CEO & Founder

2. DESCRIPTION OF ACTIONS

Human Rights

Here are the actions our company has taken in the area of human rights:

- We have created a safe, clean, accessible and collaborative work environment.
- We protect our workers from workplace harassment including physical, verbal, sexual or psychological harassment, abuse or threats. It is company policy that there is a zero tolerance of such behaviour from staff, visitors, suppliers, etc.

Labour

Here are the actions our company has taken in the area of labour:

- We ensure that our company, our suppliers and third parties we do business with, do not participate in forced or bonded labour of any kind.
- We are members of the Fair Labor Association.
- We do regular audits of all suppliers and their policies and practices as it relates to their labor force.
- We are a Certified Living Wage employer.
<https://www.ontariolivingwage.ca/cupanion>

Environment

Here are the actions our company has taken in the area of environment:

- We ensure climate control systems in our facilities are regularly maintained.
- We ensure our suppliers and any third party companies we do business with, have waste management systems in place that include recycling of raw materials, and finished goods.
- We check that all suppliers have controls and procedures in place to mitigate and address any accidents that could have an adverse effect on the environment.

In 2022 we joined 1% for the Planet with a commitment to giving 1% of gross sales each year to approved environmental partners.

Environmental Partners work to advocate, conserve, steward, educate and activate to create a healthy, vibrant future for our planet. We are committed to building support for the essential work being done by our Environmental Partners within our six core issue areas: climate, food, land, pollution, water, and wildlife. 1% for the Planet approved Environmental Partners are carefully vetted environmental organizations that are eligible to receive funding.

Anti-Corruption

Here are the actions our company has taken to fight corruption:

- We take measures to assess the risk of corruption when doing business. All suppliers are vetted to ensure there is no past history of corrupt behaviours.
- Client communications are vetted when there is suspicion of fraud or corrupt communications.
- Ensure that internal procedures support the company's anti-corruption commitment.

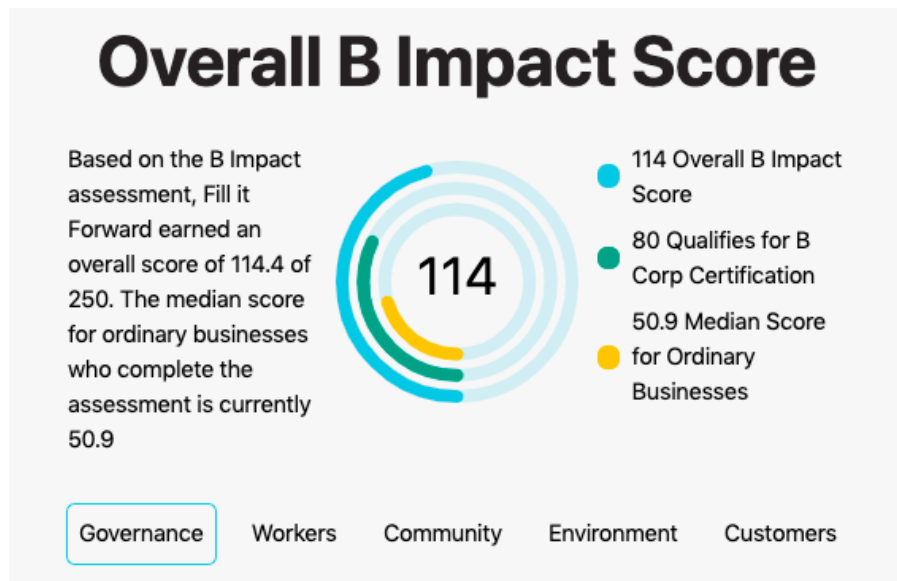
3. MEASUREMENT OF OUTCOMES

Here are the most relevant indicators to measure outcomes:

- Waste management and mitigations to ensure as little waste produced as possible. We receive scrap reports from our decorator and take part in regular communication to address issues that contribute to waste.
- We manage waste generated in our facility as it relates to printing collateral used in packaging our product.
- Diversity of our team is a priority and visible.
- Our commitment to reuse, philanthropic initiatives are goal-driven and published regularly via our normal communication channels.

As a certified B Corporation we are able to use the bi-annual recertification process to qualify the measurement of outcomes of our business, which helps illustrate the degree to which targets are met. We meet the highest standards of social and environmental performance, transparency, and legal accountability. We're making an impact by using business as a force for good. In 2021 our overall B Impact Score increased to 114.4.

<https://www.bcorporation.net/find-a-b-corp/company/cupanion/>



4. ADVANCING THE SUSTAINABLE DEVELOPMENT GOALS

By embracing the United Nations Sustainable Development goals we are committed to improving our corporate social responsibility and have identified 8 goals as targets to advance:

- 3- Good Health and Wellbeing
- 6 - Clean Water and Sanitation
- 9 - Industry, Innovation, and Infrastructure
- 12 - Responsible Consumptions and Production
- 13 - Climate Action
- 14 - Life Below Water
- 15 - Life on Land
- 17 - Partnerships For the Goals

Our business model integrates all eight SDGs to various levels. We create interactive technologies, reusable products, and charitable giving initiatives that amplify the impact of your reuse. 500+ organizations of all sizes are helping Fill it Forward and together we have diverted over 6 million single-use items from our landfills and oceans, while also funding 376+ giving projects around the world. We're working with global brands to move sustainability forward.

Learn more about the Fill it Forward app and how we give here:

<https://www.fillitforward.com/our-giving-model/>