



2022 IMPACT REPORT

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About Us



Eco Promotional Products, Inc. (EPP) is a woman-owned company, certified by the WBENC (Women's Business Enterprise National Council). EPP was born out of the passion to promote environmental savings and sustainable marketing. EPP understands the endless possibilities to help educate consumers, manufacturers and suppliers on responsible purchasing and to better respect our world. We are also a Certified B Corporation, as well as a certified WOSB (Women-Owned Small Business).

As the safe place for environmentally and socially responsible promotional products, EPP uses business as a force for good and embraces opportunities to serve marginalized groups facing discrimination or exclusion due to unequal economic status, and social and cultural differences. Our team refers to criteria set by the B Lab U.S. and Canada, the Fair Labor Association, the United Nations Sustainable Development Goals, and other conscious institutions seeking to create a more resilient world. EPP ensures its business practices align with global standards for sustainability and workers' rights.



Giving is in Our Nature

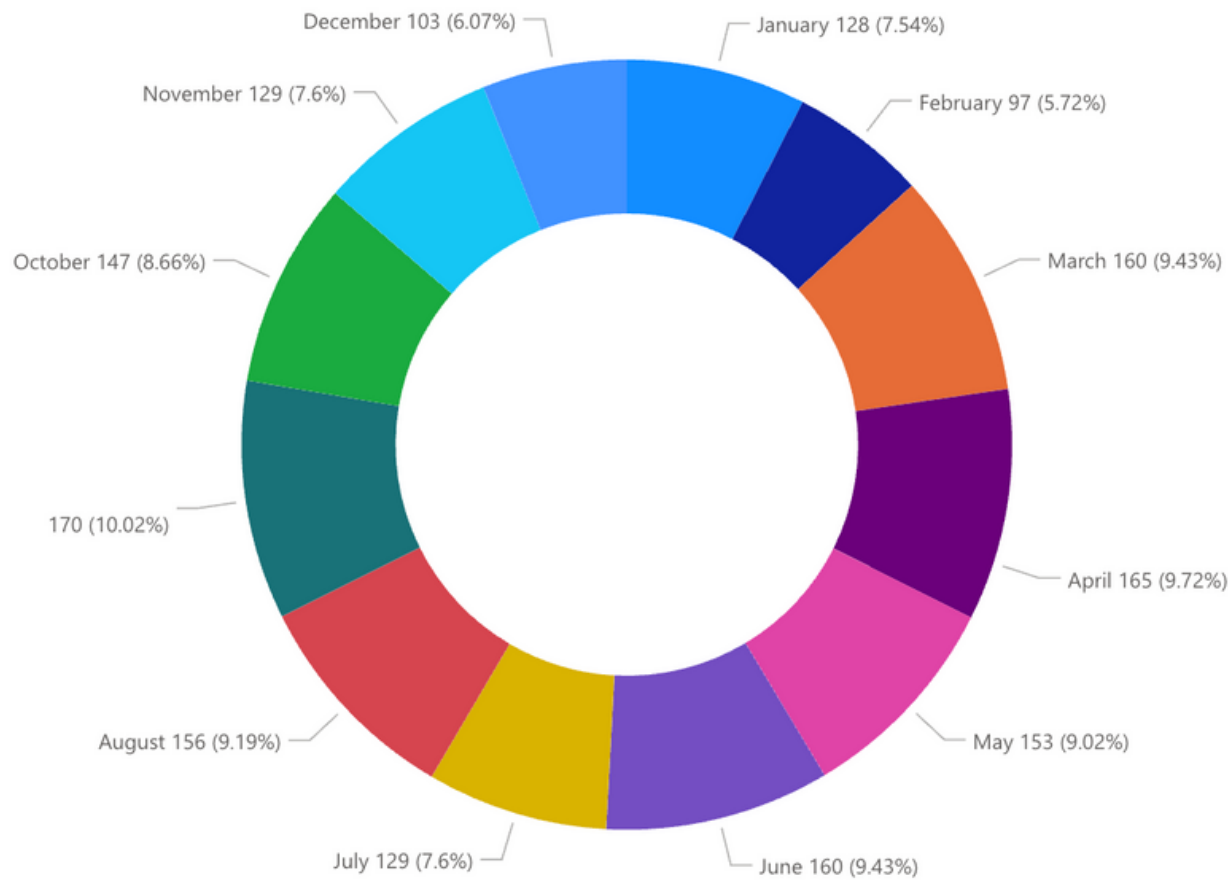
2022



For every invoiced order, Eco Promotional Products, Inc. (EPP) donates a tree seedling to Trees for the Future. EPP’s partnership with Trees for the Future highlights our connection to the United Nations Sustainable Development Goals and emphasizes the company’s dedication to global sustainability.

2022 Tree Seedling Donations by Month

● January ● February ● March ● April ● May ● June ● July ● August ● September ● October ● November ● December



1697

Tree Seedling Donations from Invoices

1000

Trees Donated for Campus Sustainability Month

2303

Gifted from EPP

5000

2022 Total Tree Seedling Donations

Empowering Impact

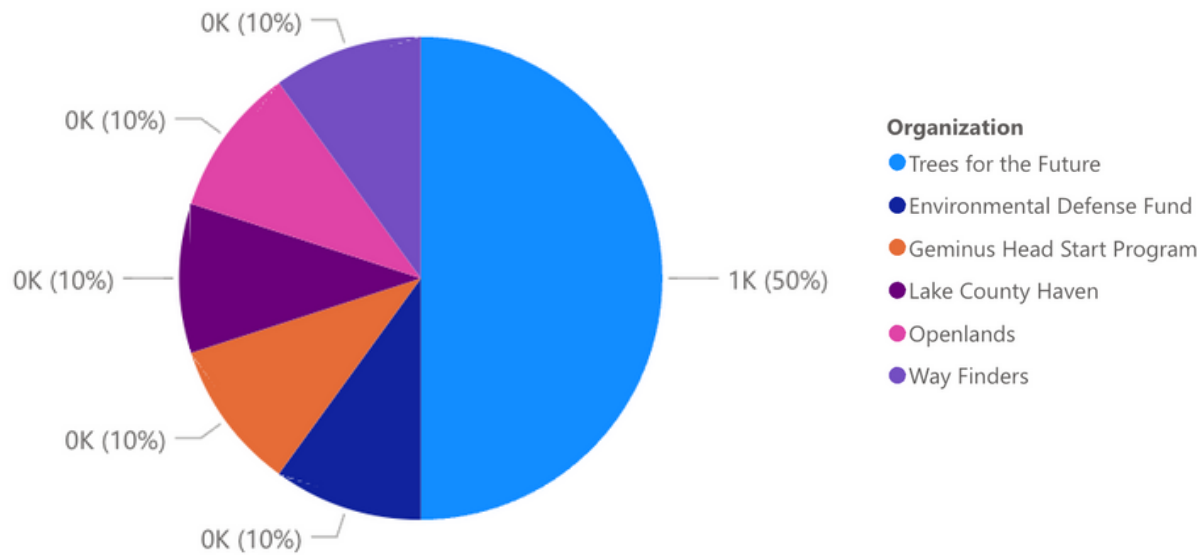
2022



Company Donations

Eco Promotional Products, Inc. (EPP) company donations play a pivotal role in embodying our environmental and social responsibility commitments. By generously sharing our charitable giveback efforts, EPP positively impacts global and local communities and shares our dedication to creating a more sustainable and inclusive world. EPP’s giving addresses specific challenges within sustainability, such as environmental conservation, social justice, and community development.

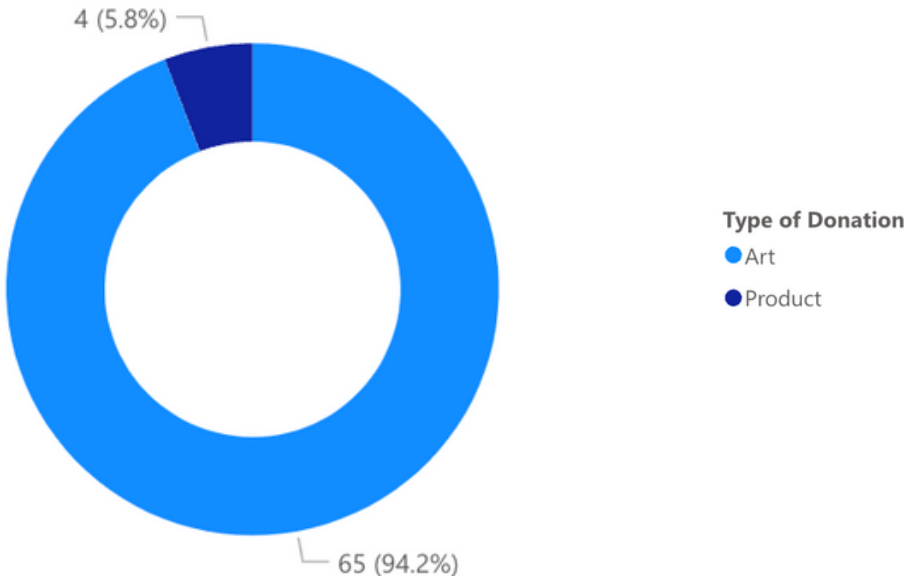
2022 Company Donation by Organization & Amount



Product & Service Donations

EPP goes above and beyond in its commitment to support our customer’s sustainable marketing journey. By offering valuable contributions like free artwork services and product donations, EPP aims to increase collaboration with partners who may be vulnerable to financial and social barriers. This is a part of EPP’s high priority to increase customer access to sustainable solutions.

Product and Service Donation Breakdown



2022 Company Donation Table Summary

Organization	Donation Amount (\$)
Trees for the Future	1250
Environmental Defense Fund	250
Geminus Head Start Program	250
Lake County Haven	250
Openlands	250
Way Finders	250
Total	2500

\$2500

2022 Total Donation Amount

2022 Product & Service Summary

What we provided	Sum of Value (\$)
200 Cork Journals	2,800.00
24 Hats	182.77
250 Food Containers	1,297.50
50 Sunglasses	100.00
Vector Artwork Creation	1,620.00
Total	6,000.27

\$6000

2022 Total Product & Service Donation Value

Empowering Impact

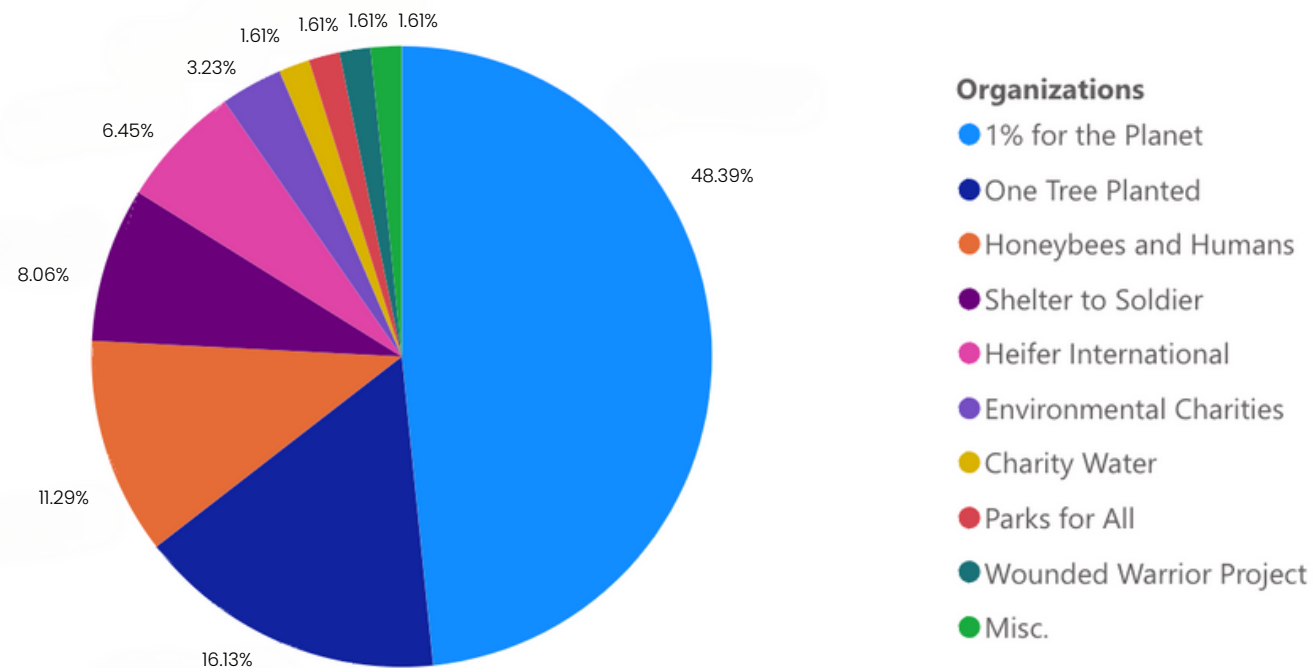
2022



Double Donations

Eco Promotional Products, Inc. (EPP) empowers businesses and organizations to expand their impact toward a more resilient future with our consciously curated product collection. Over 30% of EPP's products offer an additional giveback in which a percentage of sales from select items are donated to incredible organizations supporting environmental and social causes.

Double Donation Organizations



- Total: 62
- 1% for the Planet: 30
- One Tree Planted: 10
- Honeybees and Humans: 7
- Shelter to Soldier: 5
- Heifer International: 4
- Environmental Charities: 2
- Charity Water: 1
- Parks for All: 1
- Wounded Warrior Project: 1
- Miscellaneous: 1



Breaking Barriers

2022



Eco Promotional Products, Inc. (EPP) achieves high performance by developing, expanding, and nurturing our business relationships. We strive to drive business towards marginalized groups who experience economic, social, and environmental barriers when trying to increase their accessibility to more sustainable solutions.

Supplier Diversity

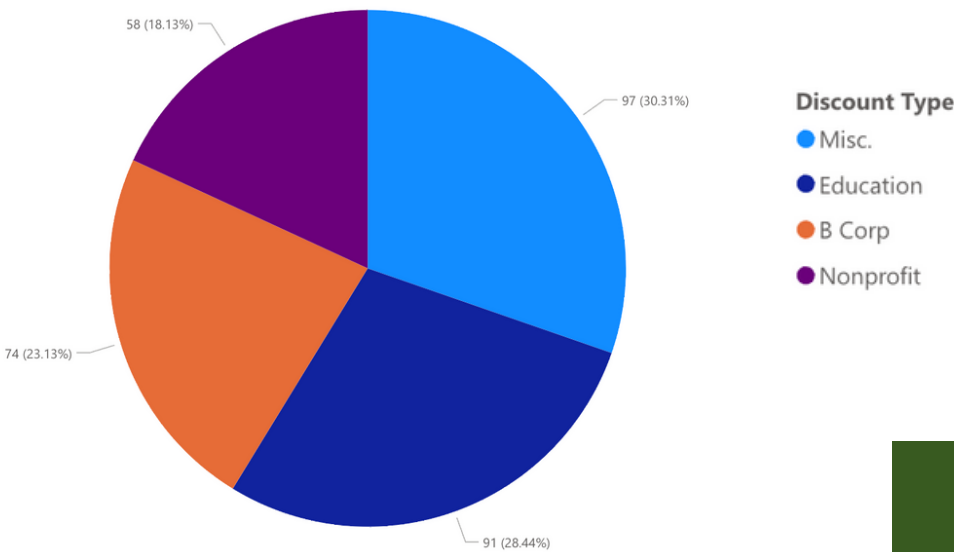
Whenever possible we work to grow local relationships as well as global relationships. By increasing our diverse suppliers and partners, we build a broader insight into sustainability – defined by people, planet and profit. While our tracking system is not sophisticated, we do keep a growing list of diverse partners. Our diverse suppliers must be at least 51 percent owned and managed by women, ethnic minority, veteran or LGBT (lesbian, gay, bisexual and/or transgender). Our goal is to spend 20–25% or more with our diverse suppliers by 2024.

- 11 out of 189 suppliers (6%) are diverse owned
- 15 out of 189 suppliers (7%) are based in Illinois

Customer Discounts

EPP aims to support customers who experience economic, social, or environmental barriers that may limit their accessibility to sustainable promotional products. We also offer discounts to non-profit organizations, B Corps, and educational institutions.

2022 Customer Discount Yearly Breakdown:
Total # of Discounts by Type



2022 Customer Discounts Summary

Discount Type	# of Discounts	Discount Amount (\$)	# of Products
B Corp	74	19,847.44	39561
Education	91	18,814.82	23512
Misc.	97	17,035.51	23486
Nonprofit	58	8,905.20	21567
Total	320	64,602.97	108126

\$64,600

2022 Customer Discounts Value

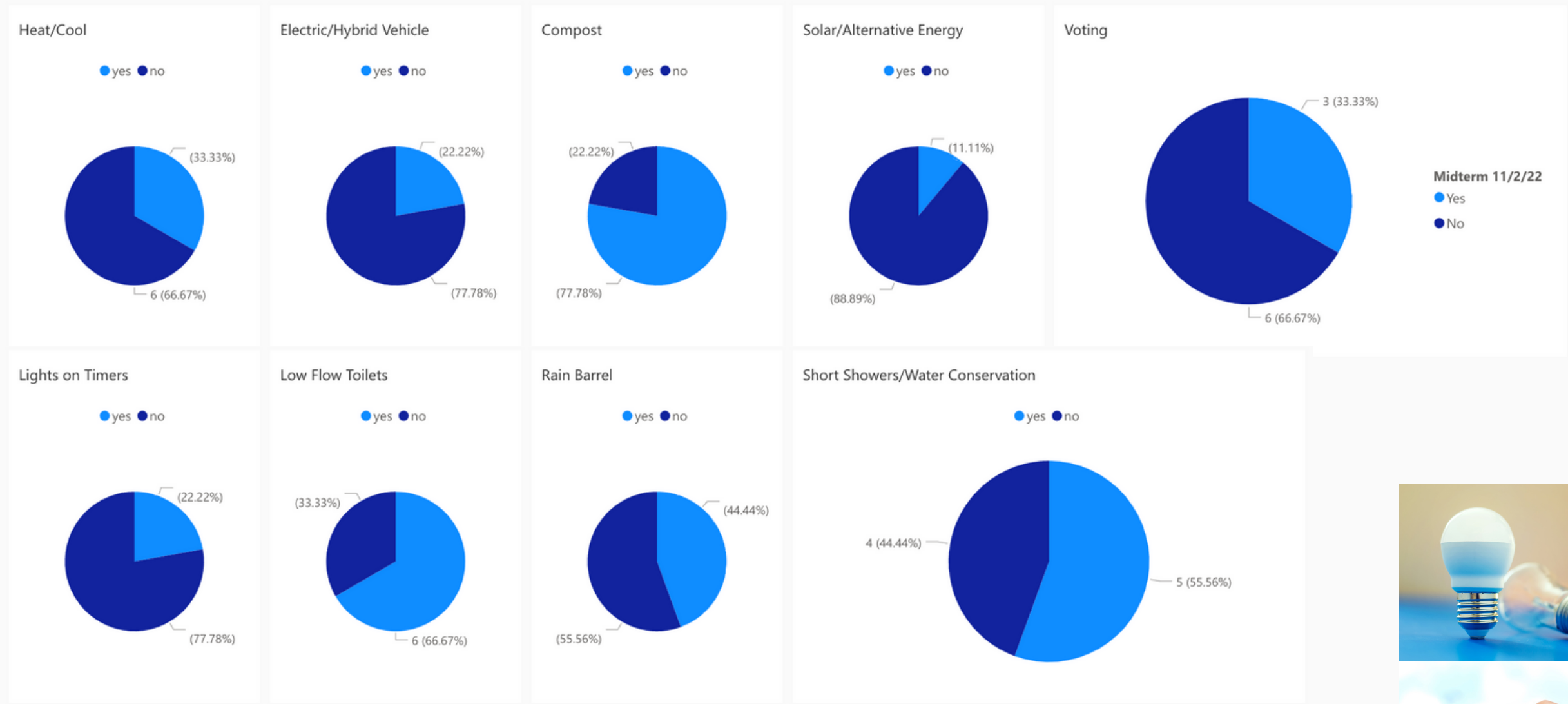


Work Culture

2022

Employee Home Office Sustainability

When possible, Eco Promotional Products, Inc. (EPP) seeks opportunities to educate employees on their at-home sustainable impacts and reduce environmental impact across our remote workspaces.



Employee benefits

EPP is committed to improving and prioritizing employee satisfaction and well-being. We support our employees and their personal values through paid volunteer hours and donation matches.

- Paid volunteer hours: 39.5 hours
- Donation Matches: \$120



100%

Employees who use LED lights



100%

Employees who recycle

Employee Development 2022



Employee Satisfaction Survey Results

Eco Promotional Products, Inc. (EPP) is committed to our employees and their professional growth. They are hard-working, exhibit high integrity and have a strong work ethic. EPP's work culture encourages employees to focus on the company's core values, provide the best customer service, and invest in their careers.

Top 5 Motivators of the EPP Team

- The company's mission and values
- Workplace flexibility
- Professional growth
- Collaboration
- Income

When asked if EPP's mission aligns with their personal values:



Training Summary

3 out of 9 employees participated in professional/educational training.

Month	Employee	Topic
	Grace	FLA Training
	Michelle S	B Corp Let's Collaborate
	Michelle S	FLA Training - licensing, needs assessment, social compliance
	Michelle S	Storm Creek - Sustainability School - software training
	Michelle S	UCLA small business resource fair
November	Michelle S	Implementing bin Infrastructure Standards
November	Shirbrina	FLA Training
September	Shirbrina	B Corp webinars

Goals

2022

Eco Promotional Products, Inc. (EPP) is committed to enhancing our tracking capabilities to increase transparency, accountability, and responsibility. To achieve this, EPP aims to make adjustments to our processes and procedures to visually represent data tracked across different sectors.



Goals for the Future:

- Improve gaps from B Corp certification and increase B Corp score by 20% (18.6 points) in 2025
- Spend 20-25% more with diverse owned suppliers by the end of 2024
- Improve 100% of suppliers assigned score from the updated partner questionnaire by end of 2024
- Hire a dedicated representative to prioritize impact in 2023
- Grow a more diverse workforce with varied demographics in age, ethnic background, and skillset in 2023
- Track and measure DEI discounts in 2023
- Grow the number of employees by 20% in 2023
- Distribute a more specific employee demographic survey to better serve team needs and abilities in 2023
- Increase employee participation for paid volunteer hours by 20% in 2024
- Increase number of paid days off, vacation allowances, awards for milestones, and work anniversaries in 2023
- Create a thorough, fully remote workplace handbook in 2023
- Improve website accessibility in 2023
- Increase number of employee professional development trainings and travel opportunities by 20% in 2024



Contact Us

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The safe place for environmentally and socially responsible promotional products.