

ACHIEVING A SUSTAINABLE FUTURE

2020 HALO Branded Solutions ESG Report



A MESSAGE TO OUR STAKEHOLDERS

At HALO, we view sustainability as more than just good business. Our sustainability effort reflects our vision of corporate accountability to our clients, the communities in which we operate, and the global reach of the products and services we provide. For decades we have led our industry in social responsibility in our supply chain. We have added a focus on the environmental impact of the products we distribute from the time of manufacture to the final delivery to our customer's door.

A more comprehensive approach to sustainability began with the incorporation of a series of low-impact, high efficiency features in our modern corporate headquarters in Sterling, Illinois. We are now embarking on an aggressive recycling and energy management initiative in our satellite offices and working with our top manufacturers and freight carriers to align our sustainability goals within our supply chain.

To better formalize our vision, we worked with the Environmental Defense Fund to create and implement a Sustainability Program that defines key goals in environmental, social and economic issues that impact our primary stakeholders through their Climate Corps program. We are proud to provide our first annual ESG report to the public and look forward to providing insight on the progress we are making ,and the steps we will continue to make, to improve our corporate sustainability in the years ahead.

Marc Simon
Chief Executive Officer



SUSTAINABILITY AND COVID-19

HALO's approach to sustainability provided the framework for our organizational response to the COVID-19 pandemic. How do we best protect our stakeholders—our support team, our account executives and our clients--and assure business continuity and a safe and compliant supply chain during a time of unprecedented global disruption? We answered these important questions by using the best available data, maintaining a keen focus on state and national regulations, and by listening to the concerns of our constituents.

We immediately provided the tools necessary for our entire office support team to collaborate from home; currently over ninety percent of our workforce continues to work from home. We have held frequent all-company status updates to assure every person in the HALO organization remains informed, works collaboratively, and has full transparency to the impact of COVID-19 on our business.

Our “return to work” strategy includes working with each individual on his or her personal work preference based on the guidelines for the state in which they live. We have invested in personal protective gear for every employee and enhanced workplace sanitation in every HALO office. Every employee has received a “Safe Work Playbook” that outlines resources and guidelines for their eventual return to the office environment.

HALO utilized our decades of expertise in supply chain management, compliance and logistics to provide our clients with trusted sources for PPE gear at time when businesses were flooded with sources offering counterfeit product and demanding deep deposits for these scarce resources. We demand transparency and compliance from our supply chain and provide that to each HALO client. And, we set a maximum profit margin well below our company average to provide our customers with the greatest possible value on those PPE items essential to mitigating the impact of COVID-19.

HALO continues to collaborate with our clients, our suppliers, and our industry peers to assure the best way forward. Our belief is that the key to navigating these turbulent times is sharing information openly and honestly, and utilizing those resources that have created success for HALO for nearly seventy years.

Marc Simon
Chief Executive Officer

OUR BUSINESS

HALO is the global leader in branded merchandise, uniform programs, and recognition and incentive solutions. We connect our clients' brands to their customers, employees, and other audiences critical to their success

\$787

Million in total revenue, 2019

1,500+

Team Members

7

Distribution Centers

43

Nationwide Offices

68

Years In Business

108

Fortune 500 Clients

60,000+

Clients Worldwide

NOTABLE HIGHLIGHTS

Over the past two years HALO has developed standards for sustainable practices and setting goals for improving our corporate social responsibility.

Environmental	Social	Governance
Carbon Neutral Shipping As of January 1, 2020, all UPS in-bound and out-bound HALO shipments are certified carbon neutral.	150% Increase in Minority Spend in 2019 HALO increased its minority supplier spend and supplier inclusion by 150% vs. 2018.	EDF Project Completed Through the EDF Climate Corps program, we engaged a Harvard University Fellow for a three month assignment to shape our ESG strategy and create a short and long term road maps for improved sustainability.
Waste Recycling In 2019 HALO recycled 140 Tons of cardboard and 2.5 tons of office paper. HALO has developed a waste and recycling road map to be implemented in our organization in 2021.	14,000+ Volunteer Hours HALO team members logged over 14,000 volunteer hours in 2019 and donated over \$400,000 in aggregate to local and national charities.	HALO Sustainability Committee Established In November of 2019 HALO formed its first Sustainability Committee and published its charter. This grassroots committee meets on a monthly basis.
HALO Announces 3 and 5 year Sustainability Goals The data outlined in this document provides historical baseline data and achievable plans and aspirational goals for improvement.	800+ Suppliers Have Signed HALO's Code of Conduct HALO's "Secure Source" product integrity protocol guarantees that every product we sell is produced in accordance with all local, state, national and international fair labor standards.	Awarded a Bronze EcoVadis Medal In early 2020 HALO was awarded a bronze medal rating by a globally recognized sustainability firm, EcoVadis.

Achieving a Sustainable Future 2020

HALO'S SUSTAINABILITY STRATEGY

In 2019, we took an important first step in our corporate responsibility journey by working with the Environmental Defense Fund to create and implement a Sustainability Program through their Climate Corps Program. The results are a formalized plan, which included:

- Materiality Assessment
- 2018 Baseline Reporting
- The formation of a Sustainability Committee
- Evaluation of Current ESG Practices
- Publishing of our 5 Year Goals
- Annual Progress Reporting Using Recognized Standards

HALO's vision is to enhance our history of corporate responsibility, improve our internal environmental and social initiatives, and expand our circle of influence across our entire supply chain in three stages:

STAGE 1 *Internal*

- Scope 1 GHG emissions
- Energy efficiency and self electricity generation
- Water use
- Waste and recycling
- Employee safety (OSHA, ergonomics, wellness)
- Financial

STAGE 2 *Expanding Circle of Influence*

- Scope 2 GHG emissions
- Utility providers
- Social programming/metrics
- Community involvement
- Product safety metrics
- ESG framework and reporting

STAGE 3 *Full Value Chain*

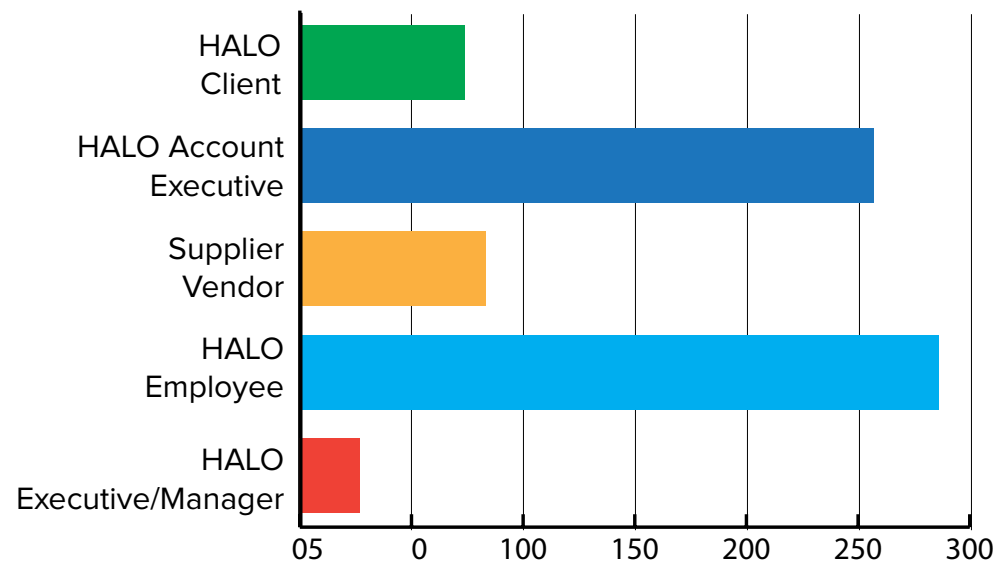
- Scope 3 GHG emissions
- Supply chain sustainability, including raw material sources
- Transportation and travel
- Product consumption and end of use
- Purchasing offset credits for carbon use in product distribution

2019 MATERIALITY ASSESSMENT

To determine where we should focus and prioritize our efforts, HALO identified five internal and external stakeholder groups. A materiality survey was developed and distributed to each of these groups. The questions covered environmental, social and financial components of sustainability.

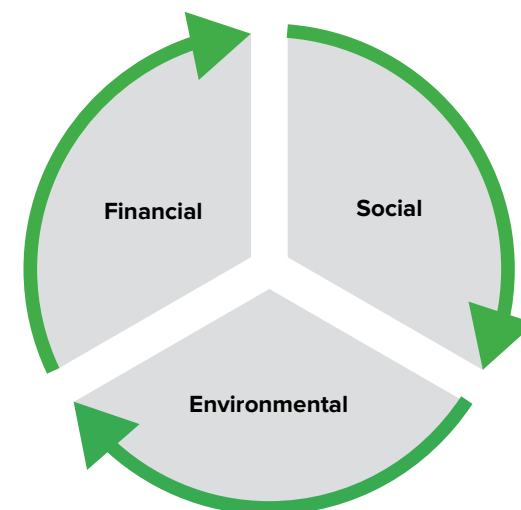
The data was analyzed and plotted to identify the level of materiality and compared to the Sustainability Accounting Standards Board (SASB) standards.

Survey Respondents - 727



KEY MATERIAL FOCUS AREAS:

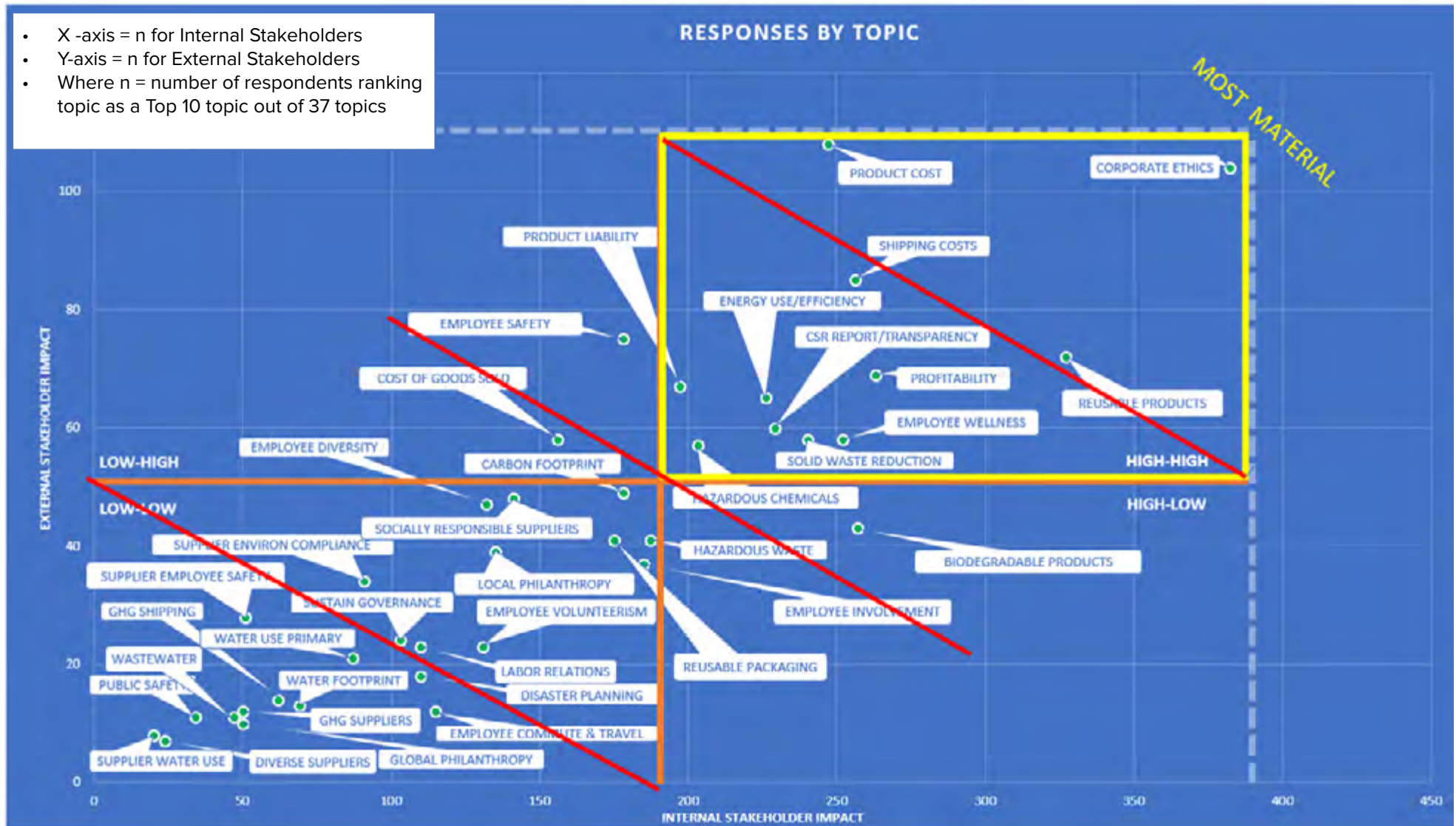
- Ethics, Governance and Transparency
- Financial Performance and Economic Impact
- Waste Minimization and Circular Economy
- Energy Efficiency and Carbon Emissions
- Product Liability, Safety, and Chemistry
- Employee Safety and Wellness
- Socially Responsible Sourcing
- Data and Information Security*



**Consumer goods sector - multi-line and specialty retailers & distributors*

2019 MATERIALITY FINDINGS

- X-axis = n for Internal Stakeholders
- Y-axis = n for External Stakeholders
- Where n = number of respondents ranking topic as a Top 10 topic out of 37 topics



MATERIALITY RESULTS COMPARISON WITH SASB MATERIALITY MAP

In order to establish some validation to our Materiality Assessment, we compared our major material categories to the Materiality Map developed by the Sustainability Accounting Standards Board (SASB). SASB has evaluated material topics for a wide range of business types, and has mapped those topics indicating their assessment of the most material issues for each business type. The SASB Materiality Map breaks down industries by category and sectors.

HALO's business could fit within three sectors of the Consumer Goods category:

- Accessories and Footwear
- Multi-line and Specialty Retailers and Distributors;
- E-Commerce

Comparing HALO's materiality results with SASB, we found a strong connection with SASB in the following:


- Waste Minimization and Circular Economy (life-cycle management)
- Energy Efficiency and Carbon Emissions (energy management)
- Product Liability and Safety
- Socially Responsible Sourcing (supply chain management and materials sourcing/efficiency)


We found a slight connection with our Employee Safety and Wellness material issue compared with SASB Human Capital.

HALO's highest material issues around Corporate Ethics, Governance & Transparency and Financial Performance & Impact are not identified as material issues in any of the SASB Consumer Goods sectors.

Finally HALO did not evaluate Data Security and Privacy during the materiality assessment, but these are noted as material by SASB in the E-Commerce and Multi-line and Specialty Retailers and Distributors sectors. Data privacy and security are critical aspects of HALO's business, so we believe we are in line with SASB.

HALO Materiality Map Compared to SASB Consumer Goods Categories			
HALO Top Materiality Categories	Apparel, Accessories & Footwear	Multi-line & Specialty Retailers and Distributors	E-Commerce
Ethics, Governance and Transparency			
Financial Performance and Economic Impact			
Waste Minimization and Circular Economy			
Energy Efficiency and Carbon Emissions			
Product Liability and Safety			
Employee Safety and Wellness			
Socially Responsible Sourcing			
Data and Information Security			

 = Strong connection between HALO materiality results and SASB.

 = Slight connection between HALO materiality results and SASB.

Achieving a Sustainable Future Goals

OUR ROAD MAP

YEAR 1 - 2020	YEAR 1 STATUS	YEAR 2 - 2021	YEAR 3 - 2022	YEAR 4 - 2023
Finalize Corporate Vision/Mission	Complete	Develop job description for Chief Sustainability Officer Sustainability Manager	Fill Chief Sustainability Officer and Sustainability Manager positions	Establish full-time data analyst position.
Develop Sustainability Goals	Complete	Formalize sustainability goals for 2024 target.		
Establish and charter Circular HALO Grass Roots Sustainability Committee	Complete	Begin plan for reusable packaging evaluation.	Continue reusable packaging and reverse logistics evaluation.	Finalize reusable packaging evaluation and develop roll out plan.
Establish Executive Performance	In Review		Develop Executive Pay At-Risk policy, based on ESG performance.	Implement Executive Pay At-Risk policy.
Finalize 2018 Baseline Data	Complete			
Publish ESG Report	Complete		Publish annual ESG report using SASB framework.	
Commit to GHG Protocol for GHG accounting. Report full GHG emissions, and energy use metrics.	Complete		Identify local forest preserve and river projects for volunteer work.	Continue forest preserve and river activities. Initiate support of local sustainable agriculture program.
Commit to SASB for disclosures and reporting framework. Disclose per framework.	Complete	Initiate Transportation GHG Scope 3 evaluation.	Evaluate options for carbon offset projects	Finalize carbon offset policy.
Initiate three energy efficiency projects	In Progress	Complete three energy efficiency projects.	Focus on targeting facilities to meet goal of 50% in top quartile Energy Star Score by 2025.	
Formalize Human Capital accountability	In Progress	Formalize Corporate Diversity and Inclusion improvement plan	Measure improvement in Diversity and Inclusion in the workforce	
Join Sustainable Apparel Coalition	In Review	Begin evaluation of green chemistry options. Begin Life Cycle Analysis or value chain of 3-5 high risk products.	Continue green chemistry policy and program evaluation. Set goals for green chemistry targets and sustainable apparel 2024 targets.	
Initiate strategic partnership discussions with strategic suppliers and clients	In Progress	Continue growth of strategic partnerships	Develop formal goals for Promotional Products Sustainability Coalition.	
Complete facility inventory	In Progress	Update facility inventory		
Track and report safety metrics, broken out between warehouse and office.	In Progress	Office and Industrial ergonomics program developed.		
Establish, assemble and report Key Social Performance Indicators (KSPI).	In Review	Formalize Supplier Environmental and Social audit program.		
Establish waste reduction and recycling goals	In Progress	Establish data quality assurance program for energy, GHG emissions, waste/ recycling, and water metrics.	Confirm data quality program.	

FUTURE STATE (YEAR 5 - 2024)

CORPORATE ECOSYSTEM				
INFRASTRUCTURE	INFORMATION	OPERATION	ORGANIZATION	SOCIAL
Cloud-based data management for energy, water, and waste accounting.	All facilities accounted and tracked in facility log	25% of packaging in reusable/ reverse logistics program.	Chief Sustainability Officer is official position.	Share sustainable best practices with peer companies, industry trade associations and suppliers
Green House Gas Protocol used as GHG accounting methodology.	ESG Report published annually.	100% Carbon offset for transportation operations goal set for 2030. Project proposals selected by 2023.	HALO supplier ratings system that evaluates the vendors and items we offer by their environmental and social practices.	Member of Sustainable Apparel Coalition.
SASB framework in place for reporting financial, environmental and social performance.	Transparent reporting on GHG, Electricity, Gas, Solid Waste.	50% of facilities in top quartile of Energy Star rating.	Sustainability Grass Roots committee chartered and meeting monthly, with goals tracked and reported to Executive Committee.	Membership in a National or International environmental organization, with plan for delivering one presentation per year.
Sustainability Program Manual in place to provide guidance for program elements.	Recycling metrics tracked.	Top quartile safety performance for all warehouse operations.	Full-time Data Analyst and Sustainability Manager. Positions filled in 2022 or 2023.	Annual internal Circular Halo innovation competition for green or safety ideas.
Energy Star Portfolio Manager used for data tracking and Energy Star Score.	Metrics for social (including safety, wellness and diversity) clearly developed, tracked and reported.	All Tier 1 and 2 suppliers signed on to environmental performance commitments.		Annual participation in river clean up or forest preserve activities.
		Ergonomic evaluation program in place for office and warehouse workers.		Continued operation of HALO employee led wellness programs.
		Bi-annual audit program in place for quality review of GHG, energy, waste and recycling accounting.		

ENVIRONMENTAL

CARBON NEUTRAL SHIPPING

To reach our goal of 100% carbon neutral HALO has enrolled in the UPS offset credit program. Currently 95% of incoming and outgoing shipments are certified as carbon neutral.

The UPS program is verified by Société Générale de Surveillance (SGS), an inspection, testing, and verification company. For more information please see UPS.com.



UPS offset project at Garcia River Forest in CA.

WASTE AND RECYCLING

Due to COVID-19, facility waste stream audits which would have provided baseline metrics and guide goals had to be postponed.

Our intended strategy consists of a tiered approach:

- 1. Understanding Waste Stream Mapping** The material composition of waste generation occurring across locations, production lines and product types
- 2. Near Term Actions & Quick Wins** Guided by analysis of waste streams and prioritized selection of value focused initiatives, near term goals around waste and recycling can be created & launched.
- 3. Long Term Goals.** With initiatives and KPIs in place for near term strategy, activation of long term strategic efforts will be selected, socialized and launched.

WASTE & RECYCLING ROAD MAP

Year 1

- Understand Waste Streams
- Near & Long Term Goal Setting
- Prioritized Initiative Development & Deployment
- Quick Wins
- KPI's & Performance Milestones

Year 2

- Near Term Plan Execution
- Value Capture & Target Updating
- Long Term Initiative Launch
- Performance Reporting

Year 3

- Long Term Plan Implementation & Execution
- Value Capture & Target Updating
- Performance Reporting

Year 4+

- Value Capture
- Performance Reporting

ENVIRONMENTAL

FACILITY ENERGY EFFICIENCIES

Our goal is to operate efficient spaces with long term environmental impact in mind. We have collected data on the following metrics and have developed energy saving strategies and goals for implementation across all HALO facilities:

- Fuel
- Lighting
- Appliances
- Heating and Cooling
- Technology
- Water Usage

Energy and Gas consumption is currently tracked using Energy Star Portfolio Manager.

Scope 1 and Scope 2 green house gas emissions are currently tracked using the Greenhouse Gas Protocol.

ENERGY	STRATEGIES	GOAL
Fuel: Building Power	<ul style="list-style-type: none"> Find out what fuel source(s) are currently used for electricity and work with local providers at each facility to determine renewable options and costs. If available through energy company, opt-in for their Green Power Program. 	Based on finding switch to 50% renewable energy sources by 2023 and 100% by 2027.
Fuel: Vehicles/Machinery	<ul style="list-style-type: none"> For those operating on gasoline, switch to electric or hybrid in phases. Start by replacing the oldest vehicle/machine until all are either electric or hybrid. 	Switch to electric or hybrid vehicles and machinery by 2027.
Fuel: Backup Generators	<ul style="list-style-type: none"> Determine replacement or modification cost for current diesel-powered generators to run on natural gas. Transition from diesel to natural gas generator across facilities. Evaluate battery storage and compare the benefits and impact between generators and battery storage at each facility. 	Switch diesel-powered generators to natural gas by 2025.
Lighting	<ul style="list-style-type: none"> Convert all lighting energy efficient LED's. Install motion sensors to light space only when people are present. Mandate low or no lighting on nights and weekends. 	Facilities to meet goal top quartile Energy Star Score by 2025.
Appliances	<ul style="list-style-type: none"> Utilize appliance timers to reduce energy consumption when not in use. Replace small appliances until all are Energy Star rated. Large appliances until all are Energy Star rated. 	Switch all non-Energy Star rated appliances to Energy Star rated appliance by 2027.
HVAC	<ul style="list-style-type: none"> Utilize passive heating and cooling techniques. Improve external light management. Landscaping—Utilize climate specific plants, grasses and trees to lower water usage and natural shading. Expand the use of automated thermostats. Expand the use of automated blinds. Update facility air flow strategies 	Reduce overall energy usage by reducing the usage of heating and cooling systems by 2025.
Indoor	<ul style="list-style-type: none"> Convert all water fixtures and toilets low-flow. 	Reduce indoor water consumption by 2025.
Outdoor	<ul style="list-style-type: none"> Increase use of drip irrigation. Use climate specific low use plants, grasses and trees. Utilize greywater and rainwater collection where available 	Reduce outdoor water consumption by 2025.

2019 REPORTING ENERGY AND GREENHOUSE GAS EMISSIONS

We are currently in the process of calculating 2019 energy and greenhouse gas emissions based on recent facility acquisitions to reflect GAAP standards. The data will be updated on [HALO.com](https://www.halo.com) as soon as it is available.

ENERGY USE METRICS Energy Star Portfolio Manager	2018 INITIAL SCREEN (9 Facilities)
Electricity Use	2.65 million kWh
Electricity Intensity	6.4 kWh/sq ft
Electricity Cost	\$270,000
Natural Gas Use	5.87 million ft ³
Natural Gas Intensity	16.1 ft ³ /sq ft
Natural Gas Cost	\$309,000

GREEN HOUSE GAS EMISSIONS Greenhouse Gas Protocol	2018 INITIAL SCREEN (9 Facilities)
Scope 1 Emissions (Direct)	444.0 Metric Tons CO ₂ e
Intensity Metric	0.001 Metric Tons per sq ft
Scope 2 Emissions (Indirect)	1,421.1 Metric Tons CO ₂ e
Intensity Metric	0.003 Metric Tons per sq ft

Scope 1 Emissions - GHG emissions directly from energy production on site, company vehicle operation, emergency generator operation, process equipment.

Scope 2 Emissions - GHG emissions by utility providers resulting from HALO energy consumption.

SOCIAL

VOLUNTEERISM

HALO partners with organizations such as the American Cancer Society Relay for Life. We also provide donations to several local and regional charities, totaling over \$400,000 in 2019.

The majority of our charitable donations for these regional and community initiatives come in the form of HALO sponsored volunteer hours and fundraising support which totaled just over 14,000 hours from 320 HALO volunteers in 2019.

COMMUNITY OUTREACH

HALO provides a fund to Account Executives to support local and regional charities nationwide.



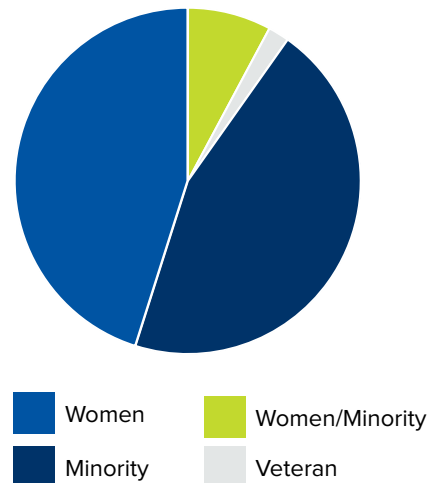
DIVERSITY SUPPLIER SPEND (MWBE)

We believe that when we celebrate and foster the differences among people, it enriches our company, community, and experiences. We've built, and will continue to build, programs that help promote supplier diversity.

Tier 2 Diversity (MWBE) Numbers:

- 2018 122 Suppliers with \$11.4MM Spend
- 2019 228 Suppliers with \$29.4MM Spend

DIVERSITY (MWBE) SUPPLIER INTENSITY %



DIVERSITY AND INCLUSION

HALO maintains an affirmative action program for minorities, women, individuals with disabilities, and veterans.

HALO has created the following diversity and inclusion road map for the next two years:

- **Q3 2020** Launching a Diversity and Inclusion Council charged with co-developing and executing our plan.
- **Q4 2020** Developing a comprehensive 1, 3, 5 year plan focused on diversity, equality and inclusion.
- **Q4 2020** Initiating Executive Education.
- **Q1 2021** Setting 3 year corporate goals.

For more information on our commitment to corporate responsibility you can view our [Corporate Social Responsibility Document](#).

GOVERNANCE

STAKEHOLDER ENGAGEMENT

We value the voices of our internal and external stakeholders. We will continue to work with HALO team members as well as external consultants, investor representatives, suppliers, and customers. Our learnings allow us to identify current and future opportunities related to our sustainability efforts.

SUSTAINABILITY COMMITTEE STRUCTURE

In November of 2019 the HALO Sustainability Committee was formed. The Committee membership consists of an Executive Sponsor and one member from each of our major HALO facilities which represent 90% of HALO's total staffing and energy consumption.

The Committee's goal is to foster grass roots recommendations, evaluate technical options, and assist management deployment of sustainable business practices throughout the HALO enterprise.

SUSTAINABILITY COMMITTEE

Sterling, IL - Corporate Headquarters

- Terry McGuire
SVP Vendor Relations/Communications
- Phil Peden
Marketing Manager
- Matt Reglin
Order Compliance Coordinator

Satellite Facilities

New York, NY

- Shamini Peter
VP of Compliance and Logistics
- Kristy Grippo
Director of Operations

Bellevue, WA

- Kylee Kinzer
Product Safety Analyst

New Berlin, WI

- Ryan Nicholson
Purchasing Manager

Taylor, MI

- Jarret Chamberlain
Special Projects Coordinator

STAGE 2 GOALS - EXPANDING CIRCLE OF INFLUENCE

[Environmental Defense Fund](#) - HALO will be reapplying for an EDF Grant in 2021 to help evaluate our internal efforts and develop methodology and reporting of Phase 2 and Phase 3 upstream objectives.

[Improving Worker Safety](#) - Improving performance and work place safety through a documented improvement plan. Obtaining workplace safety baseline data from our suppliers.

STAGE 3 GOALS - FULL VALUE CHAIN

Collaborating with customers to identify areas of improvement and mutual sustainability goals. Part of this plan will be the implementation of a HALO supplier ratings system that evaluates the products we offer by their environmental and social practices.

GOVERNANCE



GRI REPORTING STANDARDS

HALO's Sustainability Committee's data analysis subcommittee is working with EDF consultants to establish (GRI) reporting standards for HALO. GRI standards are a globally recognized framework for disclosures on environmental, social and governance performance issues most important to our business and stakeholders. Our GRI framework and dataset will be available in 2021.

REPORTING CHALLENGES

HALO's blended model of owned and leased facilities create a challenge related to standardized measurements and best practices on energy use, waste and recycling.



ECOVADIS STATUS

Tens of thousands of companies partner with EcoVadis to collaborate on sustainability with a common platform, universal scorecard, benchmarks and performance improvement tools.

HALO currently holds a Bronze rating and is in the 50th percentile of companies assessed by EcoVadis. We currently hold the following scores:

- Environment 50%/100%
- Labor Rights 50%/100%
- Ethics 50%/100%
- Sustainable Procurement 40%/100%

An updated assessment is in progress and will be available in January 2021. Access to our scorecard is available upon request.



LEAN SIX SIGMA

Lean Six Sigma is the foundation for HALO's customer focused process excellence and continuous improvement program. Employees are trained to map processes, establish baseline metrics, analyze improvement opportunities. Emphasis is placed on Quality [error reduction/prevention] Customer Satisfaction and Financial Performance.



GOVERNANCE

PRODUCT SAFETY AND SOCIAL COMPLIANCE

HALO has established and enforced supplier safety standards and works only with "Secure Source Suppliers". These top tier suppliers have completed our product safety and social compliance dossier which includes documents related to product testing, product liability insurance, indemnification and workplace compliance.

Complete social compliance - ALL manufacturing processes are socially, and ethically responsible.

HALO leads the effort to establish industry best practices and a standard Code of Product Responsibility.

- HALO is a founding member of our industry's Product Responsibility Action Group.
- HALO is category B member of the Fair Labor Association www.fairlabor.org/

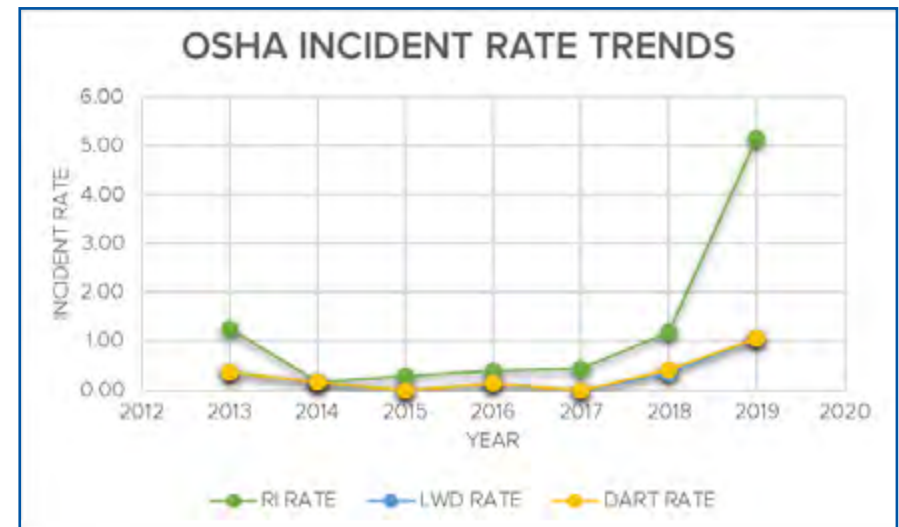
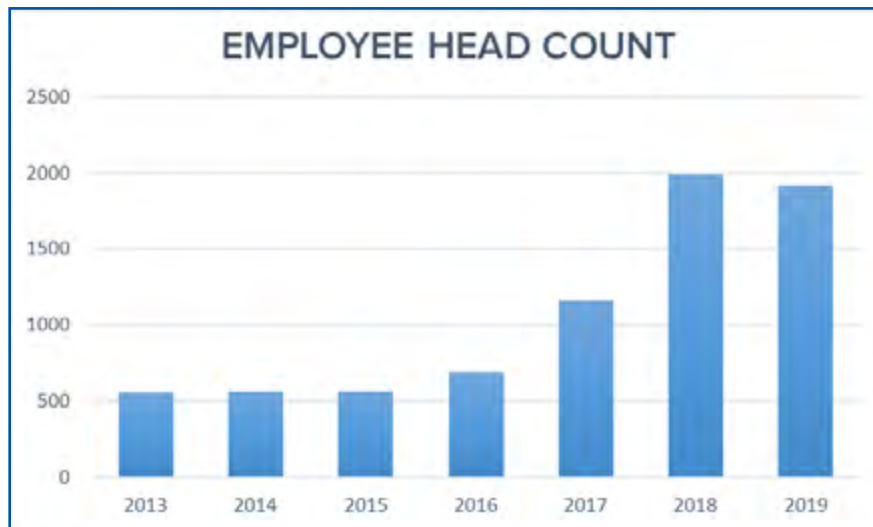
For more information on our Secure Source view our [Corporate Social Responsibility Document](#).

2019 DIRECT AUDITS AND TESTING	
SOCIAL AUDIT	
Total Social Audits	128
Client Directed Audits	14
Internal Directed Audits	4
3rd Party Audit Reviews	100
TESTING	
Total Items Tested	787
Client Directed Testing	245
Prop 65	244
Flammability	64
CPSIA	203
ASTM	72
Heavy Metals in Packaging	131
International Testing Requirements (Including Canada)	80
Other Chemical Testing	100
Other State Testing	335
TESTING FAILURES	
Total	10
Prop 65	3
Labeling	4
Lead	3

HALO conducts social audits with all key suppliers. In addition, we use globally recognized third party testing and auditing firm's Intertek, SGS, QIMA and UL.

EMPLOYEE SAFETY DATA AND TRENDS 2013-2019

2019 numbers have been adjusted based on the impact of COVID-19.
Details on OSHA trends are available upon requests.



THANK YOU.

Thank you for tuning in.
Learn more about our brand at halo.com

