

HALO Branded Solutions, Inc. Environmental Sustainability Policy Statement

HALO Branded Solutions (HALO) recognizes that our planet faces significant environmental challenges related to climate change, biodiversity loss, pollution exposure, and natural resource depletion. We are at a critical point in history that requires all of us to find better ways to protect life and health. HALO believes it is time for a change in the promotional products industry toward a more circular and sustainable future.

HALO's values around equity, justice, and environmental quality will inform our decisions regarding the production, sale, and distribution of promotional products. These values will be supported as follows:

- HALO will determine the issues material to the business, using a double-materiality evaluation that considers both financial performance and environmental aspects important to both internal and external stakeholders. Materiality will serve as a guide for business sustainability strategy.
- HALO depends significantly on its supply chain and upstream partners. HALO will work closely with suppliers to offer products that reduce impact to local communities' air, climate, land, water, and biodiversity in the extraction and manufacturing chain.
- HALO will strive to offer products to customers that reduce impacts throughout the value chain and move toward a more circular economy.
- HALO will establish Green House Gas reduction targets using Science Based Targets and will partner with our customers in their efforts to reduce carbon emissions.
- HALO will continue to evaluate waste generation in operations and will establish goals to reduce, reuse, or recycle materials to minimize waste sent to landfills or treatment facilities. Further, HALO will explore and provide, where possible, promotional products that are compostable and biodegradable to reduce end-of-use impacts to land, water and air.
- HALO will partner with other members of the promotional products industry to explore options and achieve results that improve environmental, social, and governance performance throughout the industry.
- HALO will publish annual reports to stakeholders that present a transparent view of HALO's ESG performance. HALO will also communicate in a way that is as accurate and defensible as possible, with a strict guide to avoid intentional greenwashing.

HALO's Northstar for environmental sustainability is to be a leader in the industries in which we operate, serving as a model for how sustainability can improve our world while also demonstrating business success.