

GLEN RAVEN®



2023 **SUSTAINABILITY** REPORT

ABOUT GLEN R AVEN

At Glen Raven, our drive to improve and our commitment to innovation have helped us grow into a global business offering category-leading brands. Our customers count on our expertise from research and development, design leadership, and quality production, to distribution and logistics and even demand creation. In the markets we serve — shade, marine, furniture, window, lifestyle products, protective apparel, and more — customers trust Glen Raven associates as leaders in their fields. Our portfolio includes flagship brands Sunbrella® and Dickson® as well as GlenGuard® protective fabrics, Strata® geosynthetics, along with customer services through Glen Raven Logistics and Trivantage®, the nation's largest distributor for awning, marine and related industries.

Glen Raven has a global presence with locations in 23 countries across six continents. We are a family-owned company with a deep commitment to our partners, employees, local communities and the environment. Our belief in the importance of relationships forms the foundation of our organizational purpose: "Weaving connections that keep the world spinning."



LETTER FROM THE CEO

DEAR GLEN RAVEN ASSOCIATES, PARTNERS, AND STAKEHOLDERS:

In 2019, our Glen Raven team set ambitious goals in nine areas focused on caring for the planet and for people. Our 2023 Sustainability Report shares the stories and measured progress that highlight our efforts toward those goals. The values of teamwork and dedication shared between our associates and customers create a combined energy that continues to propel us forward.

Our efforts are rooted in our drive to improve. We've learned to stay focused on our mission while adapting to our learnings along the way. Our associates exercise the intention of continuous improvements every day within every facet of our business — from safety improvements and volunteerism in the community, to pilot programs and waste reduction — all while making our products more sustainable.

WE'RE TAKING THE LONG VIEW IN OUR APPROACH TO SUSTAINABILITY, SEEKING TO EVOLVE OUR MINDSET AND CHALLENGE OUR THINKING TO SHAPE OUR BUSINESS FOR DECADES TO COME.

Like all things at Glen Raven, we're taking the long view in our approach to sustainability, seeking to evolve our mindset and challenge our thinking to shape our business for decades to come. This work is about an ongoing journey, not a destination. We're committed to our role and responsibility to innovate towards a more sustainable, prosperous future for all.

Thank you for your partnership and commitment.



C.G. "LEIB" OEHMIG IV

Chief Executive Officer, Glen Raven, Inc.



SCAN TO WATCH
SUSTAINABILITY VIDEO

OUR SUSTAINABILITY GOALS

SUPPORTING PEOPLE & COMMUNITIES

FOCUS



ASSOCIATES

Leadership Diversity

Safety



COMMUNITIES

Volunteerism

SUSTAINING OUR PLANET

FOCUS



ENVIRONMENTAL IMPACT

Energy Management

Carbon Footprint



CIRCULAR ECONOMY

Recycled Material Use

Recycling with Customers

Minimize Waste

GOAL**PROGRESS**

Increase diversity in Leadership by **20%** by 2025.

28.5% of Leadership positions are filled by people of color and women.

Increase the number of women among First-Line Supervisors by **25%** by 2025.

39.6% of First-Line Supervisors are women.

Achieve **zero incidents** each year at our facilities worldwide.

<1 Injury Case per 200,000 hours worked. Total Recorded Incident Rate (TRIR) equals **0.57**.

Gain **100%** participation of all our associates in volunteer activities by 2025.

27% of associates volunteered in local communities, contributing **5,600+ hours** of volunteerism.

GOAL**PROGRESS**

Become **100%** powered by certified renewable electricity by 2025.

50% use of renewable electricity globally in 2023.

Become **carbon neutral** for Scope 1 and 2 emissions by 2030, through a combination of increased efficiency, renewable electricity and carbon offsets.

52% decrease in company carbon footprint from 2019 to 2023, with renewable energy credits applied.

Use **five times** more recycled raw materials in our products by 2025.

658,344 pounds of recycled raw materials used in Glen Raven products in 2023. **2.65 million pounds** over the past four years. Launched Sunbrella® ReMade™ product line.

Help customers recycle an additional **1 million pounds** of Glen Raven products by 2025.

221,393 pounds of product recycled over the past four years. In 2023, **41,193 pounds** of product recycled through the Recycle My Sunbrella and Recycle My Dickson Programs.

Maintain **zero-waste-to-landfill** practices for all facilities.

98.7% of waste diverted from landfill in 2023.

SUPPORTING PEOPLE & COMMUNITIES: DIVERSITY AND VOLUNTEERISM



Patti Bates, Suzie Roberts, and Kate Carter, Material Solutions Group Business Unit VP/GMs (left to right)

EMPOWERING FEMALE LEADERS

Within our Material Solutions Group, Glen Raven's largest operating division, we're fortunate to have long-tenured females leading three respective business units. Their vision, determination, and innovative thinking have not only enriched our company but also our entire industry. We asked all three to reflect on what has shaped their career development and the advice they have for future female leaders.

Patti Bates, Vice President and General Manager, Protective Business Unit (36 years with Glen Raven)

"I've had fantastic mentors who gave me a lot of support, guidance, and most of all, confidence. Young leaders need to seek out mentors and role models both at work and in the community."

Suzie Roberts, Vice President and General Manager, Furnishings Business Unit (34 years with Glen Raven)

"If growing your career is important to you, seek new challenges and stay open to opportunities. My career has been an example of this mindset and the support I've received from Glen Raven has been unwavering. Balancing your work-life equity is critical to being your best. Stay curious, open to feedback and be yourself!"

Kate Carter, Vice President and General Manager, Shade and Marine Business Unit (9 years with Glen Raven)

"I have been a fortunate recipient of strong support, encouragement, and mentoring from people all across Glen Raven. I know the impact of this support and I'm committed to being a leader who fosters an environment where people from all backgrounds and experiences will be nurtured and challenged."

WE BELIEVE A DIVERSE WORKFORCE IS AN INNOVATIVE WORKFORCE

Innovation is the driving force behind our company's success, and it's fueled by the thoughts and ideas of a diverse workforce. We're proud of the progress that's been made globally in building a Glen Raven that includes more diverse leaders and we're eager to see this growth continue through our inclusion initiatives.

Since its formation in 2021, our Diversity, Equity and Inclusion (DEI) Core Team has worked to lay a foundation for how Glen Raven will evolve its policies and culture through DEI initiatives related to three pillars — People, Communities and the Marketplace.

In 2023, we launched five U.S.-based project teams, made up of a cross-section of employees, who meet monthly to discuss opportunities related to diversity training, hiring, promotion, and retention, and to consider how Glen Raven can better engage women and minority-owned businesses.

We're providing diversity training programs at the managerial level to help our associates see their implicit biases and provide tools to adjust patterns of thinking and behaviors. Attracting and retaining the best talent means building a workplace where each associate is supported and included.



Habitat for Humanity, Women's Build Team (NC, USA)

VOLUNTEERISM

Taking care of people, neighbors and communities has always been a part of Glen Raven's culture, and in 2023 we elevated our volunteerism efforts and impact.

We developed a best practices guidebook to help our associates engage in Glen Raven-sponsored volunteer activities and other initiatives taking place in their neighborhoods, networks, and faith communities. Our impact efforts in 2023 focused on supporting each Glen Raven location as they work to establish

long-term partnerships. For example, we are cultivating relationships with local school systems and other educational nonprofits that resonate most with our associates, and meet critical needs in each community.

Impact partnerships at Glen Raven are evolving to become deeper and stronger than ever. Yet, what hasn't changed is the deep commitment of hourly and salaried associates alike to invest in the future of their communities.



Material Solutions Group Annual Meeting Bike Build Team (NC, USA)

BIKE BUILD

During their annual meeting in September, the Material Solutions Group came together to build 35 bicycles in two hours! The bikes were distributed to children at Hillcrest Elementary and The Salvation Army Boys & Girls Club of Alamance County.



Supporting our Communities Through a Focus on Education

MORE THAN A STRUCTURE — A PROMISE

What does it look like to care for the communities where we operate? We believe it begins by asking the question: *What do you need?*

Our team in India just completed a project that reflects their deep commitment to education and the empowerment of future generations. Approached by the government of Daheli village, where the manufacturing facility is located, the team learned that a local school for 260 children was on the verge of closure due to deterioration of the building. In partnership with the Rotary Club of Mumbai Western Elite, our team embarked on a mission to not only rebuild, but to transform the school into a state-of-the-art educational facility that would stand as the pillar of opportunity and progress in Daheli.

Commitment extended beyond financial aid, as members of our engineering team dedicated their expertise and resources in collaboration with the construction company and architects. The new Prathmik Shala educational center is equipped with modern amenities and represents more than just a structure. Narendra Dalmia, CEO of Strata India explained: "Education is the cornerstone of progress. Our team believes in creating opportunities for the future. This project is not just about constructing walls and roofs. It's about laying the foundation for countless dreams and possibilities. We are now witnesses of the rebirth of this school, and children are filling these halls with laughter and curiosity, enjoying the modern facilities provided. This is the true measure of our happiness: seeing these young minds flourish in an environment that nurtures their potential."



Hillcrest Elementary Volunteer Event (NC, USA)

DEEPING OUR RELATIONSHIP AT HILLCREST

Now in year two of our partnership at Hillcrest Elementary School in Burlington, NC, our team of volunteers are becoming familiar with how to meaningfully collaborate with the school staff. Whether it's a teacher appreciation event, a student need, or an opportunity to envision new possibilities, our engagement is proving to be impactful.

This collaborative, trust-based partnership with schools is a model we are replicating in other Glen Raven communities. Early education is an issue that weighs heavily on every community and teams in each location are building relationships that will help local children achieve a high quality education.



GRA Children's Camp (Suzhou, China)

A CAMP THAT INSPIRES

This past summer in Suzhou, China, Glen Raven Asia (GRA) hosted a one-day interactive camp for the children of our associates to explore materials used in our Sunbrella products. The students learned about different types of fabrics, how they are made, and discovered how they could give fabrics new life by creating art from recycled materials. Some of these special art pieces are on display in the Sunbrella headquarters in North Carolina.

Through this experience, GRA staff worked to inspire the next generation of innovators, while also educating children about the hard work of their parents. Said one camper, "From yarn to fabric, there are many processes. My mom is supporting one of them! I am so proud of her!" At Glen Raven, we're committed to nurturing the minds of tomorrow and paving the way for brighter futures.

SUPPORTING PEOPLE & COMMUNITIES: SAFETY



Safety Meeting, Burlington Yarn Plant (NC, USA)

STRENGTHENING SAFETY TOGETHER

At Glen Raven, every member of our team plays a crucial role in fostering a safe work environment that meets safety goals and expectations. Through our multifaceted approach, our associates are empowered to take ownership of their safety and that of their colleagues. Our strategies include:

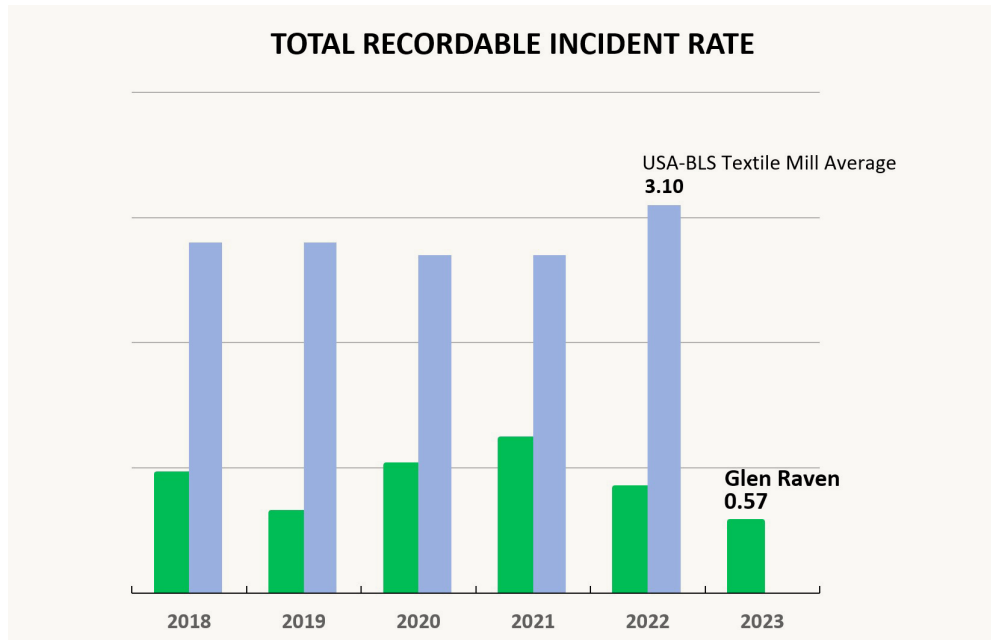
Clear and Consistent Communication: Effective communication is the cornerstone of our safety initiatives, ensuring that safety protocols, procedures, and updates are communicated clearly and consistently. At our monthly Safety Meetings, team leaders encourage associates to raise concerns and share insights that contribute to continuous improvement.

Training and Education: Both our onboarding and reoccurring training programs equip our employees with the skills and knowledge they need to identify hazards, mitigate risks, and respond effectively to emergencies.

Prioritizing Mental Health: We know mental health plays a significant role in enhancing physical safety at work, as it directly impacts an individual's cognitive abilities, emotional resilience, and decision-making capabilities. At our Anderson, SC, facility, associates participated in "Safe and Sound Week" to discuss the importance of mental healthcare and how to locate resources. In Burnsville, NC, an open-door policy has been established by management and the wellness clinic to effectively engage and meet physical, mental, and emotional needs.

A NEW MILESTONE FOR SAFETY

In 2023, Glen Raven achieved its lowest Total Recorded Incident Rate (TRIR) metric of 0.57, which is a company record for the past 25 years. OSHA developed the TRIR calculation to gauge a company's safety record compared to its peers. It looks at the number of recordable incidents per 100 full-time workers during a year. TRIR is a useful metric for ensuring that our safety practices are making their intended impact to keep our associates safe and healthy.

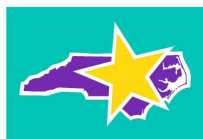


RECOGNITION FOR SAFETY EXCELLENCE

Glen Raven is committed to keeping our associates safe by focusing on associate well-being, and safe working conditions. Our plants in North Carolina and South Carolina are part of the U.S. National Volunteer Protection Program (VPP) and each has been certified as Carolina Star or Palmetto Star sites for their excellent safety records achieved over the years. Glen Raven partners directly with OSHA to audit our factories for the certification requirements.

The Voluntary Protection Programs (VPP) recognize employers who have implemented effective safety and health management systems, and who maintain injury and illness rates below benchmarks set by the U.S. Bureau of Labor and Statistics. In VPP, management, labor, and OSHA work cooperatively to prevent fatalities, injuries, and illnesses through a system focused on hazard prevention, worksite analysis, management commitment, and worker involvement.

In France, our Wasquehal facility is certified to ISO 45001. ISO 45001 is an International Standard that specifies requirements for occupational health and safety management systems to prevent injury and illness. ISO certification drives continuous improvement of safer workplaces, which reinforces our reputation as a good employer, a good business partner, and a good corporate citizen.



“OUR RECORD ACHIEVEMENT IN SAFETY THIS YEAR IS THE RESULT OF A UNITED EFFORT BECAUSE WHEN IT COMES TO SAFETY, EVERY VOICE MATTERS. WE ENCOURAGE EVERY ASSOCIATE TO SPEAK UP ABOUT SAFETY CONCERNS OR PROVIDE IDEAS FOR IMPROVEMENT AT MEETINGS AND 1-1 WITH SUPERVISORS. SAFEGUARDING EACH OTHER ISN'T JUST A RESPONSIBILITY, IT'S OUR COLLECTIVE COMMITMENT TO ONE ANOTHER.”

Stephen Comer, Manufacturing Services Manager, Burlington Plant, North Carolina



Solar Array, Anderson Plant (SC, USA)

SUSTAINING OUR PLANET: ENVIRONMENTAL IMPACT AND CIRCULAR ECONOMY



A SUSTAINABLE JOURNEY TOWARDS GREEN ENERGY

At Glen Raven, we've always believed that respectful stewardship of the environment isn't just a choice; it's a responsibility.

With our global footprint, we understand the impact our operations can have on the planet. That's why we are increasing our use of renewable energy in order to reduce our carbon footprint. By purchasing renewable electricity certificates from sources such as solar, wind, and hydroelectric power, we're reducing our reliance on fossil fuels and avoiding the related environmental impacts.

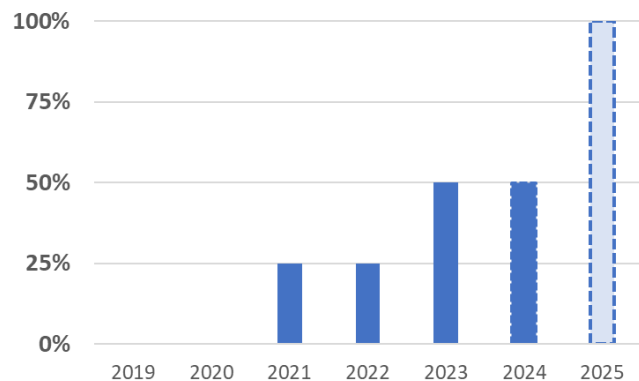
Overall, Glen Raven is using renewable electricity for over 50% of our global needs.

Our manufacturing facilities in France and China have gone even further — and use 100% renewable electricity. Also, 100% of the electricity for our Trivantage and Glen Raven Logistics facilities is renewable electricity. Our commitment doesn't stop there. We're continually exploring new technologies and strategies to enhance energy efficiency across our operations. Energy is a critical resource, and must be thoughtfully conserved and respectfully used.

"WE RECOGNIZE THE CENTRAL ROLE THAT CLEAN, LOW-CARBON ENERGY GENERATION WILL PLAY IN THE GLOBAL ECONOMY OF THE FUTURE. THAT'S WHY WE'RE ON THE PATH TO BE 100% POWERED BY RENEWABLE ELECTRICITY BY 2025."

Jack Woodson, Director of Operations,
Anderson Plant, South Carolina

GROWTH PLAN FOR RENEWABLE ELECTRICITY USE





RECYCLING WITH CUSTOMERS, ONE THREAD AT A TIME

Since 2009, our Recycle My Sunbrella program has provided our customers with a special take-back program for recycling of fabric waste from their operations, or from their customers, such as when replacing a boat cover. Once back in our possession, these materials are reprocessed and may be used to make new industrial felts, insulation, or industrial filter media.

Lakeside Canvas, one of our customers in Buford, GA, collected more than 1,000 pounds of Sunbrella fabric trim waste last year, and delivered it to our recycling process center. We appreciate their proactive approach and their commitment to the environment!

Joni Johnstone with Lakeside Canvas says, “I am so excited about this partnership. All in all, I would say over the years we have kept over a ton of Sunbrella from going into landfills! I hope that in the next year, we will have other colleagues join us. I am happy to join you guys in making the world a better place — one thread at a time.”



SUNBRELLA® REMADE™ LINE MARKS NEW CHAPTER IN RECYCLED PRODUCTS

For more than 50 years, Sunbrella has recycled its manufacturing waste to reduce the amount of fabric waste entering landfills. In 2023, the company took a step forward by launching Sunbrella ReMade, a new offering of home goods made from upcycled Sunbrella fabrics, including tabletop accessories, tote bags, and wall hangings.



ReMade products are crafted with 100% upcycled fabrics from the brand’s design and manufacturing process, including sample sets, design trials, short rolls and other sources. To bring ReMade to life, Sunbrella partnered with sustainability leader ReCircled, whose expertise made them a natural fit for this collaboration. Each ReMade product features our Color to the Core™ technology, ensuring durability and resistance to weather and stains.

“SUNBRELLA REMADE REPRESENTS A NEW EXTENSION OF OUR COMMITMENT TO SUSTAINABILITY AS WE LOOK TO FURTHER CONNECT OUR DESIGN TEAM’S EXPERTISE TO THE CIRCULAR ECONOMY. FINISHED HOME GOODS MADE FROM REPURPOSED FABRICS WERE MISSING IN THE MARKETPLACE, AND WE’RE GLAD TO GIVE CONSUMERS ANOTHER OPTION WHERE PERFORMANCE, SUSTAINABILITY, AND ELEVATED DESIGN CAN COEXIST WITHOUT COMPROMISE.”

Allen Gant, III, VP/GM Lifestyle Products,
Consumer Solutions Group

REDUCING THE IMPACT OF OUR PRODUCTS

We care about the safety of our products and their impact on the environment, which is why we seek out **industry-trusted, third-party certifiers** who test and validate attributes in an unbiased manner. Glen Raven products are designed with people, communities, and the planet in mind, and meet all of the performance expectations of the market. Our product certification portfolio includes:

HEALTHY INDOOR AIR QUALITY



UL GREENGUARD certification is a testing program for low-emitting products and materials. The majority of Sunbrella collections earn the GREENGUARD Gold certification.



Dickson® Flooring Products carry the **FloorScore** certification, the most recognized indoor air quality certification for hard-surface flooring materials, adhesives, and underlayments.

PROTECTION FROM THE SUN'S HARMFUL RAYS



More than 100 Sunbrella outdoor shade fabrics hold the Seal of Recommendation from the **Skin Cancer Foundation**. The seal signifies that these fabrics pass the foundation's rigorous testing criteria and offer significant levels of sun protection.

PRODUCT CONTENT TRANSPARENCY



We are members of the **Health Product Declaration® Collaborative (HPDC)** and support its mission to improve the material health of the built environment.

ELIMINATING PFAS FROM PRODUCTS

PFAS (Per- and polyfluoroalkyl substances) refers to a group of over 8,000 chemicals that include some element of fluorine bonded with carbon. They are known for their oil and water repellency and have been used over the years in a variety of everyday applications such as food packaging, cell phones, cleaning products, pharmaceuticals, and water-resistant clothing.

Over the past decade, Glen Raven has invested significant resources in partnerships with accredited research laboratories and universities to develop alternatives to PFAS-based chemistries, while maintaining performance characteristics. In 2019, we introduced Sunbrella® Assure™ non-PFAS fabrics for the contract upholstery market, and, as of the end of 2023, are in the later stages of transitioning production of our portfolio of fabrics to non-PFAS solutions. We are working closely with our partners to ensure smooth conversion throughout the supply chain.

We feel strongly that non-PFAS solutions are the right thing for our customers and for the planet.

FREE FROM HAZARDOUS SUBSTANCES / SAFE FOR END USE



Standard 100 by OEKO-TEX®

certification indicates that products are free from harmful levels of over 100 hazardous substances, and are safe for their end use. Most Dickson, Sunbrella, and GlenGuard fabrics are certified.



GreenScreen Certified™ Fabrics

are free from several classes of chemicals of concern including PFAS, and assures purchasers that the product meets industry Environmentally Preferable Purchasing (EPP) standards. Sunbrella with Assure finish is Bronze certified to the GreenScreen Certified™ for Furniture and Fabrics standard.

PROVEN SUSTAINABILITY



In 2011, Glen Raven Custom Fabrics was the first company to validate fabrics under the **NSF/ANSI 336** Sustainability Assessment, a multi-attribute evaluation tool for responsible manufacturing.

Since 2014, we have been certified by UL Environment. More than 350 Sunbrella styles are Facts® certified to the NSF/ANSI 336 standard.

Glen Raven's sustainability efforts are shaped by our six Guiding Principles

1. "All-In" On Doing It Right

We do the right thing for the right reasons, even when no one is watching.

2. Drive To Improve

We protect and nurture the freedom to dream, encourage opportunities to develop, and allow for the lessons that failure may offer.

3. We Get After It

We bring our ideas to the table — and we are not afraid to be advocates, not just associates, when we know those ideas are important.

4. Heart For People

We show kindness, we are respectful, and we embrace difference. At all times. Even when we disagree, we recognize the humanity of each other, and the dignity that every person deserves.

5. It's Not About Me

While we all want to be involved and make a contribution every step of the way, we recognize it is about the whole, not any one piece.

6. We Take The Long View

The longevity of Glen Raven is a testament to our focus on the big picture and our priority of achieving long-term value over short-term gains. We are always learning, and always looking forward.



www.glenraven.com/sustainability

Data from 2023. Published in 2024.
This report is printed on 90% post-consumer recycled paper.

Copyright © 2024 Glen Raven, Inc. All rights reserved.