

# CONTINUING A PATTERN OF GOOD

Corporate Sustainability  
Progress Report 2021

 GLEN RAVEN®



2021 was an important milestone in Glen Raven's sustainability efforts as we published our inaugural Corporate Sustainability Report. The goals we outlined represent the company's continued focus on social and environmental improvement.

The past year brought new and unexpected challenges and many of our resources were focused on addressing the pandemic's impact on employee health and supply chain disruption. Yet we remain committed to our sustainability goals by communicating them broadly, establishing teams to champion them, and seeking ways to incorporate them into our operating practices. Positive impact is still possible with hard work and dedication.

We've always believed where there's a will, there's a way. While progress has been slower than desired due to ongoing challenges of the pandemic, our teams found new ways to build on our legacy, demonstrating that growth can be especially meaningful when done with the greater good in mind.

A good example of how these priorities can support one another is our \$250 million investment to expand and update our manufacturing facilities so that we can improve our ability to serve our customers. Through this expansion, we will produce our fabrics even more efficiently, and we will create economic growth in our communities.

Through all of this, I'm grateful for our associates, who are making sustainability part of their daily routines here at Glen Raven.

– **C.G. "Leib" Oehmig IV**  
Chief Executive Officer, Glen Raven, Inc.



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## ABOUT GLEN RAVEN

At Glen Raven, our drive to improve and our commitment to market-driven innovation have helped us develop into a global business growing category-leading brands. Our customers count on Glen Raven's expertise from research and development, design leadership, spinning, weaving, and finishing to distribution and logistics and even demand creation. In the markets we serve – awning, marine, furniture, protective, and more – customers trust Glen Raven associates as leaders in their fields.

Our work includes fabrics from flagship brands Sunbrella® and Dickson® as well as GlenGuard® protective fabrics, plus 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.

INCREASED WASTE DIVERSION  
FROM LANDFILL RATE TO

**97%**

**SIX**

NEW POSITIONS CREATED  
TO HELP FOSTER  
ASSOCIATE GROWTH AND  
INCLUSIVITY

**25%**

USE OF RENEWABLE ENERGY  
ACHIEVED FOR  
GLEN RAVEN OVERALL

DECREASED SCOPE 1 AND 2  
CARBON EMISSIONS BY

**33%**



**50%**

INCREASE IN USE  
OF RECYCLED MATERIAL



**75**

EMPLOYEE  
ENGAGEMENT  
SCORE \*

**73%**

RECOMMENDED  
AS A GREAT PLACE  
TO WORK \*

*\* Based on a third-party survey of U.S. associates.*



## A COMMITMENT TO DIVERSITY AND INCLUSION

Our commitment to diversity and inclusion is greater than ever as we strive to achieve our aspirational goals. We will continue to invest in our associates and build an inclusive culture that invites different perspectives, because we know that is how we'll keep leading and innovating.

In 2021, we established a new diversity, equity, and inclusion (DEI) core team to develop and champion Glen Raven's opportunities for improvement. We engaged BSR, a leader in DEI consulting, to help guide our journey to fostering a more diverse and inclusive workplace. As a result, we've taken important first steps:

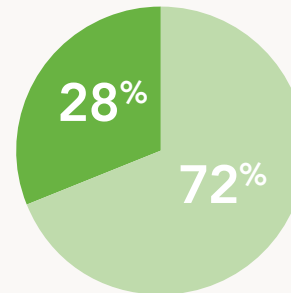
- **Performed a thorough review** of the company's existing DEI policies and initiatives to identify areas of future opportunity.
- **Conducted focus groups** with a wide variety of associates across levels and functions to gauge their perspectives on DEI. Their honest feedback and open discussion were valuable to further defining our ambitions.
- **Defined what constitutes "leadership" and "first-line supervision"** across our regions and divisions, allowing the company to establish a clearer appreciation of our coworkers and communities and to measure the potential impact of our programs.
- **Created new Manufacturing Services Manager positions** to ensure all operations associates are supported and receive training and development to enable future advancement.
- **Created a new Talent Development Director role** to help foster growth and advancement in a manner that supports our diversity goals.

The shared mission of these new resources is to build a pipeline of internal talent in support of our inclusion goals as they help to provide a foundation for success to all associates from the start of their careers at Glen Raven.



### 2021 GLOBAL LEADERSHIP

● Diverse



### GOAL

Increase diversity in leadership by 20% by 2025.



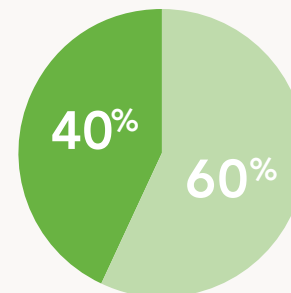
#### PROGRESS TOWARD GOAL

- **Established a DEI team to lead us and engaged BSR to aid our journey.**
- **Increased diversity in leadership by 2% year over year.**

### 2021 GLOBAL FIRST-LINE SUPERVISION

● Women

● Men



### GOAL

Increase the number of women among first-line supervisors by 25% by 2025.



#### PROGRESS TOWARD GOAL

- **Created new positions at U.S. plants to focus on associate equality, growth, and development.**
- **Increased the number of women among first-line supervisors by 1% year over year.**

## TAKING CARE OF OUR PEOPLE

We are committed to being among the safest companies in the world, and work to provide a risk-free environment for every associate. We strive for safety excellence and continuous improvement by empowering all associates to help create a hazard-free workplace.

We measure workplace safety performance through key metrics such as AIIR (All Injury and Illness Incidence Rate) and LTCR (Lost Time Case Incidence Rate).

In 2021 in the U.S., our safety record once again surpassed industry benchmarks as published by OSHA. However, as we have experienced higher-than-normal associate turnover and absenteeism due to the pandemic, along with destabilizing factors such as emotional and physical fatigue, we suffered more safety incidents in 2021.

In response, we brought in expert safety consultants to review our systems and practices, and conducted extensive employee surveys to gather new insights.

We also continue to refine and emphasize our Behavioral-Based Safety (BBS) practices. BBS is a peer-to-peer observation process in which at-risk behaviors are identified, discussed, and corrected. With this inclusive system, every associate becomes engaged in creating a safe environment.

### GOAL

Improve safety with zero at-risk behaviors each year at our facilities worldwide.

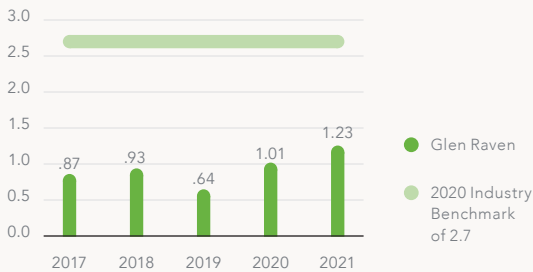


#### PROGRESS TOWARD GOAL

**Our safety rates are 50% better than the latest OSHA benchmarks.**

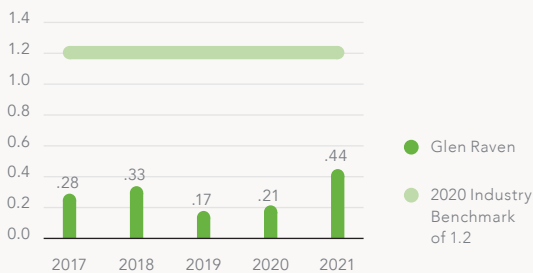
### ALL INJURY ILLNESS RATE

Total recordable cases per 200,000 work hours



### LOST TIME CASE RATE

Cases with days away from work



## SAFETY CERTIFICATIONS

Our manufacturing facilities in Anderson, South Carolina; Burnsville, Burlington, and Norlina, North Carolina, are Star-certified, the highest level of certification as part of the U.S. National Voluntary Protection Program, which recognizes employers and their associates in the industry who have implemented effective safety and health management systems and maintain injury and illness rates

## VOLUNTEERISM

We aspire toward a future in which our Glen Raven communities are thriving, the environment is healthy, and people work together to take care of each other. Our goal is to facilitate those opportunities through a commitment to volunteerism and the investment in key programs.

Our volunteerism rate in 2021 was nearly 12% of our global workforce. As we continue to evaluate the evolving COVID-19 situation, we will look for ways for our employees to safely participate in more volunteer activities.

### GOAL

Gain 100% participation of our associates in volunteer activities by 2025, with a specific focus on early childhood development.



#### PROGRESS TOWARD GOAL

- **Formalized our volunteer playbook and created Community Impact Teams.**
- **12% of global workforce participating in volunteer activities with 2,193 hours of volunteer work conducted.**

below national Bureau of Labor Statistics averages for their respective industries. Our Wasquehal, France, facility is ISO 45001 certified for its safety management system.

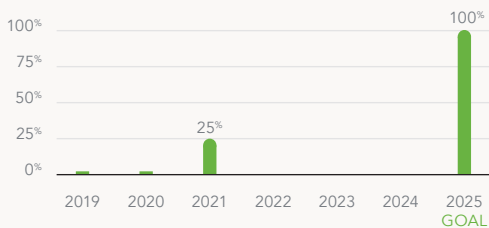


## ENERGY MANAGEMENT

We have established new methods to secure renewable electricity credits and made meaningful progress toward our goal of increasing our use of renewable electricity. Twenty-five percent of Glen Raven's electricity use in 2021 came from renewable sources.

Notably, our plants in Wasquehal, France, and Suzhou, China, were 100% powered by electricity generated from hydroelectric and biomass sources. Foundations are in place to further increase our use of renewable electricity and meet our goal for 2025.

### RENEWABLE ELECTRICITY %



#### GOAL

Become 100% powered by certified renewable electricity by 2025.



**PROGRESS TOWARD GOAL**  
**Achieved interim goal of 25% use of renewable electricity in 2021 (up from 0% in 2019).**

## CARBON FOOTPRINT

We continue our efforts to reduce our carbon footprint through a combination of energy conservation, increased efficiencies, renewable electricity, and carbon offsets.

We embarked on several conservation initiatives, including the U.S. Department of Energy's 50001 Ready Program, which provided training and tools for our factory engineers to better measure and manage our buildings and equipment. We are equipping factories with new state-of-the-art looms, converting to LED lighting, and modernizing HVAC systems.

#### GOAL

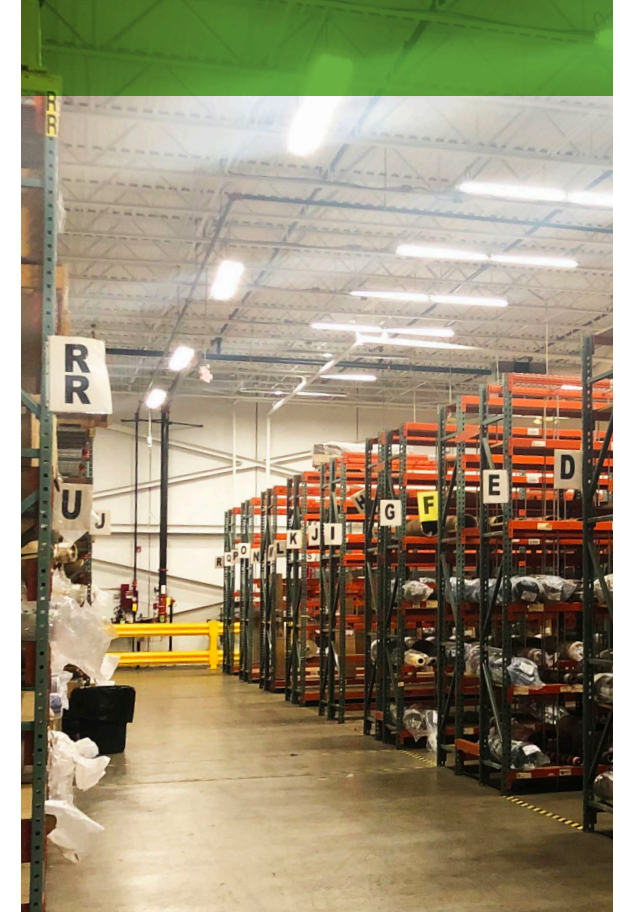
Become carbon neutral for Scope 1 and 2 emissions by 2030 through a combination of increased efficiency, renewable electricity, and carbon offsets.



**PROGRESS TOWARD GOAL**  
**33% decrease in carbon emissions from 2019 – 2021 predominantly due to our renewable energy certificates.**

## WEAVING EFFICIENCY

The weaving process is a core competency and competitive strength at Glen Raven. As we grow, the company is purchasing new looms for our factories around the world. These new looms are the most energy-efficient ever produced by our



*In 2021, our Trivantage distribution center in Somerset, New Jersey, implemented an energy-efficient initiative in conjunction with the New Jersey Office of Clean Energy Direct Install Program.*

vendors, with innovative new technologies that use machine learning to adapt to conditions and improve quality while also using less compressed air and less electricity. The impact is a 36% reduction in energy needed to weave each yard of fabric.

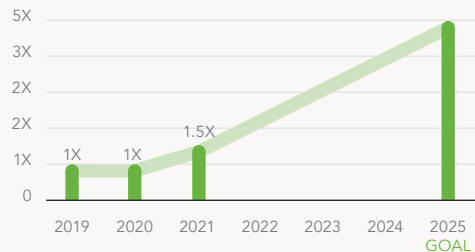
## USE RECYCLED CONTENT

Our Sunbrella Renaissance program and our Strata Sleeve-It® products are two programs that demonstrate success with incorporating more recycled materials into our products.

Sunbrella Renaissance yarns contain between 40% and 100% post-industrial recycled fibers. This recycled material incorporates textile fibers that have been recovered from weaving waste in a complex process of disassembly and are then respun into high-quality yarn. The Renaissance yarn process is special – a result of combining creative engineering and inspired design. Sleeve-It is a device used in geotechnical construction and is formed from 97% recycled olefin.

Both of these programs have grown by 50% over the past two years and we have more opportunities ahead.

### RECYCLED MATERIAL USE INDEX



#### GOAL

Use five times more recycled raw materials by 2025.



PROGRESS TOWARD GOAL  
50% increase in recycled content.

## RECYCLE WITH CUSTOMERS

#### GOAL

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



PROGRESS TOWARD GOAL  
Recycled 108,309 pounds of fabric in partnership with our customers.

The global pandemic disrupted the supply chain elements that support our industrial recycling efforts during 2021; many of those partners and links are beginning to function as intended once again. Despite the disruptions, we helped customers recycle 108,309 pounds of used Glen Raven fabrics over the past two years.

We have re-energized our existing Recycle My Sunbrella program with a team of associates working with OEM customers to engage them in the development of new recycling efforts. In addition, Trivantage has relaunched its collection campaign for its diverse customer base through multiple media channels.

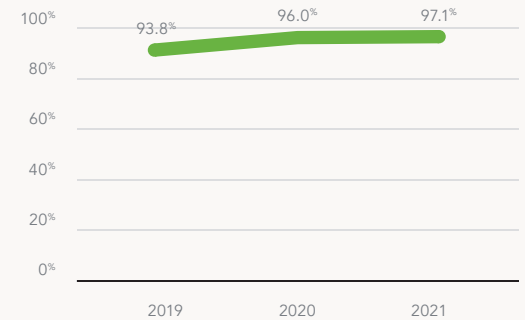


## MINIMIZE WASTE

In 2019, we set an ambitious goal to implement zero-waste-to-landfill practices for all of our facilities. Zero-waste-to-landfill practices are in place at every Glen Raven factory around the world and we are pleased to report our diversion from landfill rate has increased from 93% in 2019 to 97% in 2021.

We have adopted the GRI 306 Standard and its methodology for reporting and tracking waste to improve awareness and develop insights to make further improvements.

### DIVERSION FROM LANDFILL RATE



#### GOAL

Implement zero-waste-to-landfill practices for all facilities by 2022.



PROGRESS TOWARD GOAL  
Implemented zero-waste-to-landfill practices at factories and increased diversion from landfill rate to 97%.

[www.glenraven.com/sustainability](http://www.glenraven.com/sustainability)

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GLEN RAVEN®