

2024

IMPACT REPORT

BY: **RELEASED:**
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SRG
IMPACT



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GHG / Carbon Footprint Analysis



F O L L O W U S

www.stregisgrp.com

Section I ABOUT SRG

St Regis Group Rebrands to SRG: A New Era of Excellence

"Our new name, SRG, signifies more than a fresh look—it is the next step in our exceptional growth and modern approach as a service-oriented organization," said Richard Firkser, founder of St Regis Group. "While awards remain at the heart of what we do, we've expanded into diverse categories like Drinkware, Barware, Pens, Journals, Housewares, Kitchenware and much more. As a premier giftware supplier and with more and more products being added to our lineup, we're committed to offering innovative solutions that motivate, reward, and inspire beyond recognition."



New Look!
Same Trusted Supplier



Our refresh continues into 2025 with the evolution of our BrightFuture program into SRG Impact. This updated sustainability program reflects our ongoing journey to enhance environmental awareness, strengthen community engagement, and support the overall well-being of our team.

www.stregisgrp.com/srgimpact

SRG
IMPACT

SRG Recognized as a Top Industry Supplier

SRG is proud to be ranked among the industry's best on both the PPAI 100 and ASI Top 40 Suppliers lists. These prestigious, data-driven rankings celebrate suppliers who demonstrate excellence, innovation, and leadership—recognizing the impactful work we're doing across the promotional products space.



"SRG is proud to rank as #22 on the prestigious PPAI 100 list and #26 on the ASI Counselor Top 40 Suppliers. Our commitment to our employees, the industry, and responsible sourcing have elevated our growing organization."

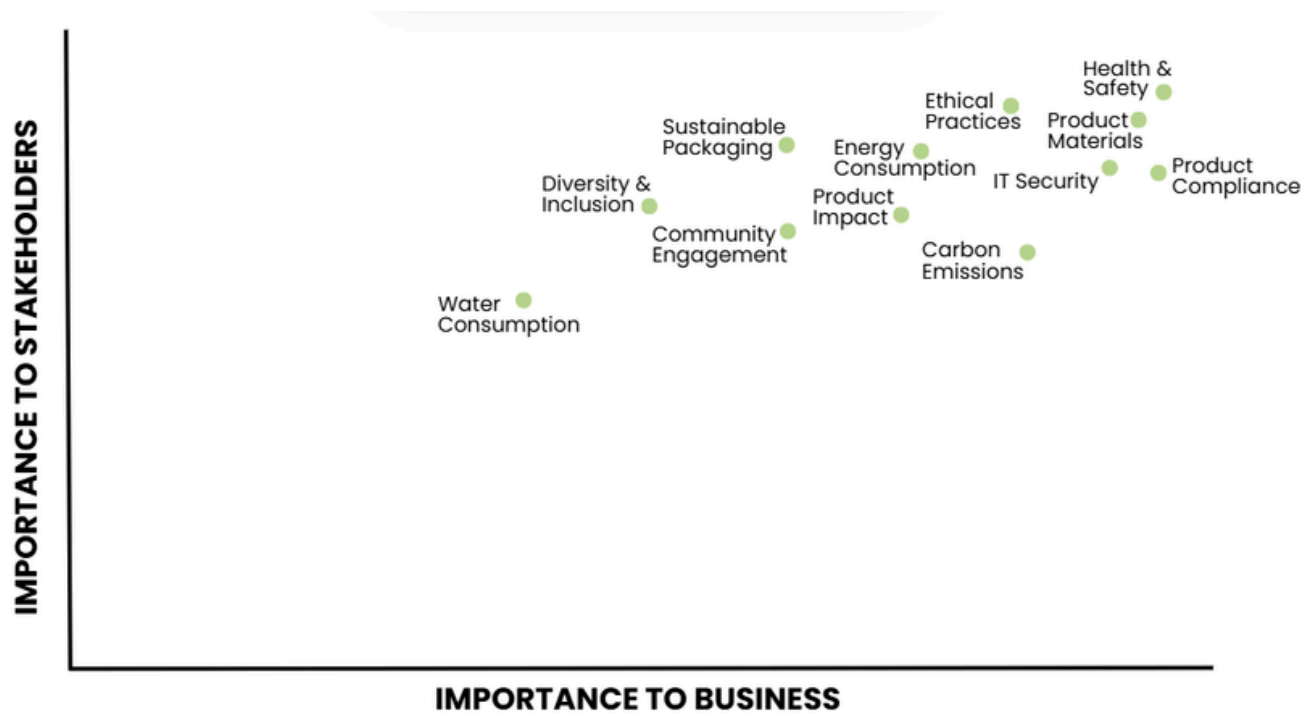
- Mark Waisbrod, CEO



Counselor Top 40 Suppliers 2024

Counselor Top 40 Suppliers 2024:
No. 26 St Regis Group

Materiality Assessment



SRG recently conducted a Materiality Assessment, gathering insights from over 60 respondents across multiple stakeholder groups.

The results provided valuable direction, with a strong emphasis on product materials and impact—particularly sustainable packaging. On the compliance side, health and safety, product compliance, and IT security emerged as top priorities.

This process also gave our employees a platform to share their perspectives, fostering engagement and collaboration. SRG extends our sincere appreciation to everyone who participated, contributing to our continuous learning and growth within the promotional industry’s sustainability movement.



SRG Audits & Assessments

Environmental, social, and business impact audits have become essential in the promotional products industry. With a variety of audit formats available, we carefully select those most relevant to our business and our distributor partners. These assessments help us measure our sustainability efforts, ensure ethical sourcing, and continuously improve our responsible business practices.

EcoVadis Bronze Medal: EcoVadis evaluates companies on environmental, social, and ethical performance. Our Bronze Medal ranking reflects our commitment to responsible business practices and highlights key areas for ongoing improvement.

Higg FEM (Wordly): The Higg Facility Environmental Module (FEM) assesses the environmental impact of our operations, including energy use, water management, and waste reduction. This assessment helps us identify opportunities to reduce our footprint and enhance sustainability in our facilities.

ERSA (Social Audit): The ERSA audit ensures fair labor practices, safe working conditions, and ethical treatment of workers in our supply chain. We prioritize compliance with international labor standards to protect workers' rights.

UN Global Compact: As a signatory of the UN Global Compact, we align our business strategy with its Ten Principles, covering human rights, labor, environment, and anti-corruption. This commitment reinforces our role in advancing sustainable and ethical business practices globally.



Section II ENVIRONMENTAL IMPACT

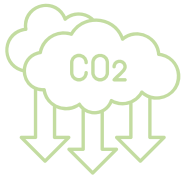
SRG's Commitment to a Healthy Planet

SRG is dedicated to leading the promotional products industry toward a more sustainable future. Our commitment to environmental responsibility is built on three core pillars:



Eco Collection

Genuine, sustainable products focusing on circular design and materials.



Decarbonizing

Reducing energy and emissions at St Regis facilities.



Reinventing Packaging

Implementing sustainable packaging for all products.



Eco Catalog



The Eco Collection Catalog: it's not just a product catalog, it also includes the how, what, and why for each product's sustainability features. This gives you the language and resources to confidently sell and pitch eco items!

Eco Stars System

All sustainable products receive an ECO STAR rating, evaluated based on their impact and design using the criteria below. This system ensures transparency, recognizing that some products boast standout sustainable features, while others may have just one—and that's okay! What matters most is honesty, transparency, and avoiding greenwashing.



GOOD

ONE GREEN STAR

Products that have a component made from a sustainable material (such as recycled content or renewable material), entirely made from natural materials (stone, slate), or made from offshore wood.



BETTER

TWO GREEN STARS

Products that have a component made from a verified sustainable material, entirely made from a renewable material (bamboo, cotton, jute), locally sourced wood, or significantly made from recycled content.



BEST

THREE GREEN STARS


Products entirely made from verified, sustainable materials (100% recycled content or verified responsibly sourced renewable materials).

Eco Collection

260 

Products featuring
a Product Carbon
Footprint (PCF)

Our eco-conscious product line continues to expand, prioritizing recycled materials, responsibly sourced options, and brands that align with our values. In 2024, we introduced over 50 new sustainable products, including an exciting selection of eco-conscious awards and 260 products with an assessed Carbon Footprint!



Recycled Slim Tote Bag

✓ Check Inventory | Shipping Calculator | Share Product

Code	Color	250	500	1000	2500
B167-R-BK	Black	\$3.65	\$3.30	\$3.10	\$2.99
B167-R-WH	White	\$3.65	\$3.30	\$3.10	\$2.99

Canada 4C

Description | Packaging

The Recycled Slim Tote Bag combines eco-conscious materials with sleek style, crafted from 70G recycled nonwoven fabric and enhanced with a 30G glossy lamination. Its slim profile makes it a perfect reusable bag for everyday essentials while promoting sustainability. Made from 100% recycled fabric, GRS Certified.

Carbon Footprint Tracking - 0.26kg of CO2e

Product Size: 9" W x 12.25" H x 4.25" D

Product Carbon Footprint Tracking

+39% 2024 Eco Collection Increase



[Link to Eco Collection](#)

Sustainable Awards

Introducing PlastEco — a one-of-a-kind award made from single-use thin plastic, available exclusively at SRG. It's not just an award — it's an impact story.



How it's Made

Collect



Press



Result



PECO™ collects plastic waste from local recycling facilities and Ocean Legacy, a non profit that cleans up plastic litter from costal communities. The waste material is sorted by color, then warmed and pressed into sheets that resemble marble.

SRG uses this material to create sustainable awards that completely unique while representing impactful recognition.

From stock styles to custom masterpieces, we have an authentic sustainable award that elevates the experience of receiving an award.

Create



AWD7001

AWD7011



Link to more eco awards:
[SRG Sustainable Awards Collection](#)

Decarbonization



Decarbonizing our facilities remains a key priority at SRG.

We're taking action by replacing end-of-life equipment with energy-efficient alternatives, retrofitting all lighting to LED, and reducing our reliance on fossil fuel-based energy.

For large building operators and energy-intensive businesses, cutting Scope 1 emissions is a major step forward in the fight against climate change. To truly achieve net zero, we must focus on reducing emissions wherever possible—before turning to offsets.

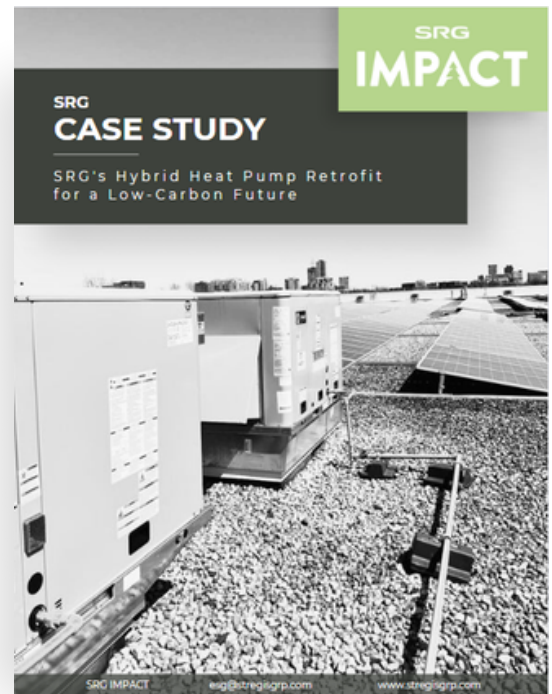
These projects are complex and resource-intensive, but decarbonizing buildings is essential for the health of our planet.

At our Ontario, Canada facility, we've installed 10 air source heat pumps, a move projected to reduce our Scope 1 emissions by 40%.

Electrification and energy efficiency not only cut emissions, but also lower operational costs and reduce our overall environmental footprint.



Explore the full story
in our SRG Case
Study on the Air
Source Heat Pump
Retrofit:



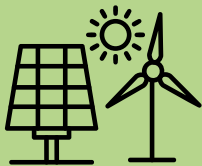
Renewable Energy Credits (RECs)


After reducing emissions as much as possible, SRG has taken the next step by purchasing Renewable Energy Credits (RECs) to address unavoidable Scope 2 emissions.

We're proud to share that our Illinois facility has secured 100% renewable energy coverage through RECs for 2025, and we're committed to expanding this initiative even further in 2026!


What are RECs?

RECs, or Renewable Energy Certificates, are tradable instruments representing the environmental benefits of one megawatt-hour (MWh) of electricity generated from renewable sources, allowing businesses and organizations to claim the "sustainable" attributes of that energy.










Carbon Champion
REDUCING OUR IMPACT
ENGIE



Term: 12/01/2024 - 11/30/2025

Product:	Region(s):	Number of Certificates:	Renewable Representation:	Kilowatt Hours:
 Any Source	 National	 651		651,000




J.D. Burrows, VP, Customer Engagement, Strategy & Analytics

1/10/2025

Date

1-2FQFQZR

Agreement



ENGIE Resources NA will deliver Renewable Energy Certificates in accordance with its Energy Agreement. The amount sourced by renewable energy is an estimate of the greenhouse gas emissions of 284,576 pounds of coal burned or the carbon sequestered by 4,236 tree seedlings for ten years. (<https://www.epa.gov/energy/greenhouse-gas-equivalencies-calculator#results>) Green-e certified meets the environmental and consumer protection standards set forth by the nonprofit Center for Resource Solutions. (www.green-e.org)

Carbon Footprint - Current

Ongoing monitoring of our greenhouse gas (GHG) emissions is essential to tracking the progress of our building decarbonization efforts.

SRG follows the GHG Protocol to assess and report emissions, using 2022 as our baseline year for comparison and improvement.

While a company’s carbon footprint is a critical measurement, it must be viewed in context. Influencing factors such as heating and cooling degree days, equipment usage, facility changes, and occupancy levels all impact energy consumption and emissions.

The following chart summarizes our overall carbon footprint based on consumption:

Total Emissions		Tons CO2e		
Location	2022	2023	2024	
Itasca	693.07	651.34	588.35	
Markham	167.91	172.89	169.11	
Elliot Lake	69.76	60.68	48.85	
Total:	930.74	884.91	806.31	

Change
compared
to baseline
year (2022):

Location	2022-2024
Itasca	-15%
Markham	1%
Elliot Lake	-30%
Total:	-13%

A 13% reduction in emissions is a significant accomplishment! Since 2022, SRG has experienced continuous expansion — with more employees, additional equipment, and increased operating days. Naturally, these factors contribute to higher energy consumption and emissions.

Achieving a reduction in emissions during this period of growth is a remarkable achievement and underscores our commitment to sustainability.

Carbon Footprint - Target

As we continue to reduce energy consumption through our decarbonization efforts and eliminate fossil fuel energy where possible, we anticipate a significant decrease in our 2025 carbon footprint. SRG is committed to both short-term and long-term goals, aligned with the SBTi protocol, ensuring measurable and transparent progress.

The following targets reflect our group-wide emissions footprint:



**REDUCE SCOPE
1 AND 2
EMISSIONS BY
50% BY 2027**

Short-Term Target



**CARBON
NEUTRAL BY
2035**

Long-Term Target

RECs and Carbon Offsets

Eliminate. Replace. Reduce—Before Offsetting.

To make real, lasting progress in the fight against climate change, reducing carbon emissions must come first—before relying on offsets. That’s the path SRG is committed to.

We’re actively phasing out fossil fuel-based energy and cutting overall energy consumption as a priority. Only once these steps are taken do we turn to RECs and offsets. We prioritize RECs for all Scope 2 emissions and will explore high-quality, credible offsets for any remaining Scope 1 emissions that cannot be eliminated.

Why Carbon Neutral by 2035?

Before setting long-term targets, it’s essential to understand what’s truly achievable. At SRG, we believe in setting SMART goals—grounded in real data, measurable progress, and a clear understanding of both our facility’s limitations and opportunities.

There are no aspirational promises here—only genuine, actionable commitment.

Section III COMMUNITY IMPACT

SRG's Commitment to a Stronger Community



The SRG Community: Our People

Our greatest strength lies in the people who bring SRG to life—our employees. We're proud to foster a workplace culture that values connection, recognition, and well-being.

Throughout the year, we host a variety of events and initiatives designed to support and celebrate our team—from light-hearted Dog Days to our prestigious annual Awards Gala. At SRG, employee engagement and well-being aren't just priorities—they're part of who we are.



Community Support



SRG Wins Gold for Community Care

We're proud to share that SRG received the Gold Pyramid Award from PPAI for our annual Community Care Kit program. Each year, SRG employees come together to assemble and donate 500 back-to-school kits for underprivileged youth in our local community. This employee-led initiative is a highlight of our calendar, combining teamwork, purpose, and meaningful impact. The Gold Pyramid recognition celebrates our commitment to community support and the power of giving back.



In-Kind Donations

At SRG, we believe in supporting local nonprofits not just with words, but with action. Every month, we donate products to community organizations in need—from drinkware and bags to journals, picture frames, and more. In 2024 alone, we donated thousands of items to support events, fundraisers, and essential services, helping our partners extend their reach and make a greater impact.



Supporting Education in York Region

SRG is proud to be a Platinum Sponsor of York Region Educational Services (YRES), a nonprofit dedicated to providing educational support and safe, inclusive environments for children and families in our community. In addition to our sponsorship, we actively participate in educational events throughout the year—most notably during summer camps, where we deliver fun and engaging workshops on biodiversity, sustainability, and environmental awareness for young learners.

Section IV GOVERNANCE & COMPLIANCE

SRG's Commitment to a Safer and Resilient Industry



A Robust Compliance Program

At SRG, product integrity starts with a solid foundation. Our compliance team, comprised of experienced professionals with deep expertise in global product safety standards, plays a critical role in ensuring every item we offer meets our rigorous expectations. We deliver ongoing training to our purchasing and sourcing teams, equipping them with the knowledge to identify risks and prioritize safe, responsible products. All new items go through a structured onboarding process, where safety, sustainability, and ethical sourcing are carefully reviewed before any product is approved for sale.



Product Testing and Safety Assurance



SERVICE
Chemical
Management for
Consumer Products

Product compliance is a top priority at SRG. We proactively test all products every one to two years against the latest safety standards applicable to the category and region. Our dedicated compliance experts stay ahead of evolving regulations, ensuring that risks are identified and eliminated before products reach our customers. In 2024, we expanded our testing to include Total Fluorine testing on all textiles, part of our commitment to eliminating PFAS and ensuring we meet the highest safety expectations for both people and the planet.

Ethical Sourcing & Social Auditing



SRG maintains an ethical and transparent supply chain. All applicable partner factories undergo third-party social audits every 2–3 years, including recognized standards such as SMETA, BSCI, QIMA EA, or UL RWSA. These audits help ensure fair labor practices, safe working conditions, and responsible business conduct throughout our supply chain. Our strong, long-standing relationships with our suppliers are built on trust, mutual accountability, and a shared commitment to ethical manufacturing.



Section V

THE SUMMARY

UPCOMING

FSC® Certification

SRG is in the process of completing FSC Chain of Custody certification for both our U.S. and Canadian facilities. This certification will ensure a fully traceable and certified supply chain for all FSC-branded product.



SMETA 4-Pillar

In 2025 and 2026, all SRG facilities will undergo SMETA 4-Pillar audits, advancing from previously completed ERSA audits. This comprehensive assessment covers labor, health and safety, environment, and business ethics.



TARGETS



**REDUCE SCOPE 1
AND 2 EMISSIONS
BY 50% BY 2027**

Short-Term Target



**CARBON NEUTRAL
BY 2035**

Long-Term Target

GOALS

Aiming for Silver: Advancing Our EcoVadis Rating

SRG is proud to have a strong and growing sustainability program. While the EcoVadis assessment follows a structured, checklist-based approach, we view it as an opportunity to better document and showcase the depth of our initiatives. As we continue to enhance our reporting and formalize key processes, we are aiming for a Silver Medal based on our 2024 performance.





SRG

www.stregisgrp.com

QUESTIONS? FEEDBACK? OPPORTUNITIES?

We want to talk about it!

E-mail us at:

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compliance@stregisgrp.com

SRG
IMPACT