



2023

# IMPACT REPORT

**BY:**

ST REGIS GROUP

**RELEASED:**

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# ABOUT

Welcome to St Regis Group, where sustainability isn't just a trend, it's a core business value.

We're a passionate company with a team of eco-enthusiasts armed with the latest eco products, expert sustainability knowledge, and motivation for positively influencing the promo industry. Let's create a **brighter future** for tomorrow's generation.

## SUPPORT

Partnering with St Regis means aligning with a company committed to making a positive impact throughout our operations and beyond. We lead by example, emphasizing progress over perfection through education, advocacy, and investment.

Need help with your sustainability initiatives? Our experts are here for you.

BrightFuture™

*St Regis Sustainability Program*



**YOUR FAVORITE  
SUPPLIER FOR  
AWARDS,  
RECOGNITION &  
CORPORATE  
GIFTWARE**

# THE 4-PILLAR APPROACH

At **St Regis**, we take a comprehensive and integrated approach to sustainability, guided by our four pillars of success: Responsible Business Practices, Human Rights and Wellbeing Priority, Environmental Assessment, and Environmental Action.

These four pillars form the foundation of our sustainability strategy and reflect our commitment to conducting business in a way that is ethical, socially responsible, and environmentally sustainable.

## GROWTH

Although we release an annual Impact Report, the sustainability movement changes and evolves rapidly. There are so many mini updates and accomplishments throughout the year we can't even keep up! Follow us on social media for updates.



F O L L O W U S

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Business Practices

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# THE 3 CIRCLES OF INFLUENCE

Using a modified “three circles of influence” mindset, St Regis is focusing on what we can control and influence. Would we love to solve world hunger? Of course. But we recognize that the most significant support we can give is through what we can control and influence.

The majority of factors fall into the influence and control circles. We can't solve all 17 Sustainable Development Goals but we can focus on three that we have the most influence over. We can't eliminate climate change but we can reduce emissions within our immediate control (Scope 1 & 2) and influence changes throughout our Scope 3 emissions.

We encourage our value chain to utilize this method to focus on goals that are not just impactful but also realistic. Start with what you can control!



CONSIDER

SUPPORT

FOCUS

# RESPONSIBLE BUSINESS PRACTICES 1



**Pillar 1** includes the basic fundamentals of a safe and ethical business while maintaining strong compliance and governance controls.



## CONDUCTING BUSINESS ETHICALLY, WITH INTEGRITY AND TRANSPARENCY BY:

**CODE OF CONDUCT**  
Suppliers, vendors, and employees are required to sign, familiarize, and strictly adhere to the Code of Conduct

**TRANSPARENCY**  
Open communication is encouraged; from employees to stakeholders, we want to share our experiences and listen to your feedback

**ACCOUNTABILITY**  
Ensuring management is leading by example; instilling a positive and productive workplace

**EXPERT KNOWLEDGE**  
Internal sustainability training, employee development, expert staff members, quarterly learning sessions

**RESPONSIBLE BUSINESS PRACTICES**

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# PRODUCT TESTING

We understand the importance of providing safe and reliable products to our customers, and we prioritize compliance with all relevant regulations and standards. **Our team works closely with our suppliers to ensure that our promotional products meet the highest standards** for safety, quality, and ethical sourcing. We also conduct regular testing and inspections to ensure ongoing compliance.

Our testing reports can be downloaded from our website under the "compliance documents" tab, or reach out to [compliance@stregisgrp.com](mailto:compliance@stregisgrp.com) to request copies.



Test Report #: 22G-003857

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**TEST RESULTS SUMMARY:**

At the request of the client, the following tests were conducted:

CONCLUSION	TEST(S) CONDUCTED
PASS	California Prop 65-General-Phthalate Content (6P)
PASS	16 CFR 1307-Toys and Childcare Articles-Phthalate Content (8P)
PASS	Canadian Phthalates Regulations SOR/2016-188, Phthalates (DBP, BBP, DEHP, DnOP, DINP, DIDP) in Mouthable Vinyl Materials
PASS	Regulation (EC) No. 1907/2006-REACH-Phthalate Content (7P)
PASS	California Proposition 65, Total Lead in Paints and Surface Coatings
PASS	California Proposition 65, Total Lead in Substrate Materials
PASS	FDA 21 CFR 177.1210, Closures with Sealing Gaskets
PASS	FDA 21 CFR 177.1520, Polypropylene Copolymers
PASS	FDA GRAS Specifications, Total Chromium in Stainless Steel Food Contact Utensils
PASS	California Proposition 65, Bisphenol A content

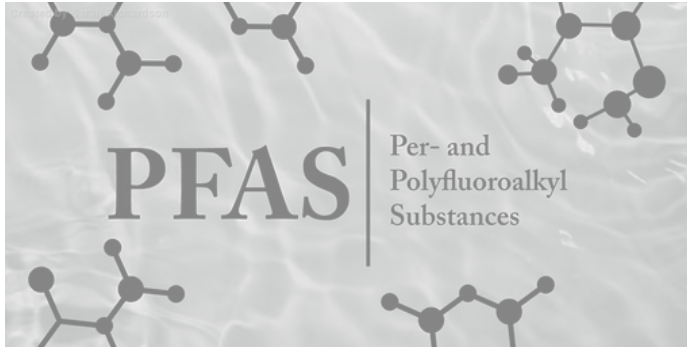
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# PFAS: FOREVER CHEMICALS



Per- and Polyfluorinated Substances (**PFAS**) are a group of chemicals used to make coatings and products resist heat, oil, stains, grease, and water. They are manmade chemicals in use since the 1950s.

PFAS chemicals are also known as “forever chemicals” because they never break down. This is dangerous since PFAS have now been linked to a wide range of health risks. Global regulations have been introduced to restrict or limit exposure to these disruptive chemicals.

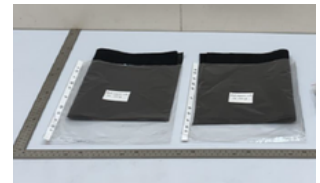
## COMMITMENT

St Regis **does not** intentionally add PFAS chemicals to our products or coatings.

## MONITORING

We are testing all at-risk products, using California’s reporting limits.

Specimen No.	1	2	3	4	Limit (mg/kg)
Test Item	Result (mg/kg)	Result (mg/kg)	Result (mg/kg)	Result (mg/kg)	
Per- and polyfluoroalkyl substances (PFAS) (as total fluorine)	ND	ND	ND	ND	100
Conclusion	PASS	PASS	PASS	PASS	



Reporting Limit: 50mg/kg. Referenced from California AB 652 (21-22) and California AB 1200 (21-22).

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# SUSTAINABLE DEVELOPMENT GOALS (SDG)

St Regis has integrated our sustainability program with the Sustainable Development Goals (SDGs), ensuring that our initiatives are aligned with internationally recognized solutions aimed at safeguarding both the planet and its people.

**Below is an overview** of how we are addressing the three SDGs pertinent to St Regis Group's capabilities. For full details, please refer to our annually published **SDG Progress Report**.



- INCREASING ECO COLLECTION
- ENHANCING SUSTAINABLE OPERATIONS
- IMPLEMENTING SUSTAINABLE PACKAGING



- DECARBONIZING FACILITIES BY
  - INCREASING energy efficiency
  - REDUCING fossil-based energy
  - IMPLEMENTING renewable energy



- COMMUNITY CARE KIT PROGRAM
- IN-KIND DONATIONS
- EDUCATION FOR LOCAL YOUTH PROGRAMS

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# HUMAN RIGHTS AND WELLBEING PRIORITY 2



**Pillar 2** ensures that all stakeholders feel heard and respected while feeling engaged and rewarded.



From assessing to engaging to reporting, St Regis is actively monitoring, addressing, and advancing labor and human rights throughout our supply chains:

**EMPLOYEE HEALTH & SAFETY**

**TRAINING & DEVELOPMENT**

**WORKING CONDITIONS**

**DIVERSITY, EQUITY, INCLUSION, BELONGING**

**RECOGNITION & APPRECIATION**

**WELLNESS**

**TRANSPARENCY & SUPPORT**

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# RESPONSIBLE SUPPLY CHAINS

TARGET | ASSESS | IMPLEMENT | MONITOR

St Regis applies a robust, risk-based approach to vendor compliance. Each applicable supplier is assigned a risk rating using a weighted assessment system, with subsequent steps to ensure their factory is monitored for ethical and safe working conditions.

## SUPPLY CHAIN MAPPING

Visualizing your entire supply chain is an concept of responsible sourcing. We are mapping our suppliers all the way to the raw material to ensure our products are safely and ethically sourced.



## POLICIES & PROCEDURES

- Supplier Code of Conduct
- Forced Labor Policy
- Traceability & Recall Policy
- Conflict Minerals Policy
- Sustainable Procurement
- Chemical Management Policy

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# HEALTH & SAFETY



Workplace safety is of utmost importance at St Regis. That's why we're proud to be part of the Workplace Safety and Insurance Board **(WSIB) Excellence Program**, which helps us maintain the highest standards of safety and health in our workplace.

As a promotional products supplier, we understand the importance of providing safe products to our customers and maintaining a safe environment for our employees.



**wsib**  
ONTARIO

Health and Safety  
Excellence program

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# COMMUNITY INVOLVEMENT



TO THE PROMO INDUSTRY, A BAG, TUMBLER, OR NOTEBOOK IS VIEWED AS A MARKETING TOOL. TO YOUTH EXPERIENCING HOMELESSNESS, IT'S AN ITEM THAT IS NOT ALWAYS ACCESSIBLE.

In 2023 we had our biggest **Community Care Kit** event yet! We packed 400 backpacks with essential school items with a hand-written inspirational message and donated to three recipients:



This event helps ensure that every child has the necessary tools to succeed in school, regardless of their financial circumstances.

We also had a guest speaker, an inspirational human being that goes above and beyond for the school board and global charities, bringing items to isolated communities around the world.

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# IN-KIND DONATIONS



Photographed: M'Chigeeng First Nations Community



St Regis donates thousands of in-kind donations to our community partners annually.

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# ST REGIS AWARDS GALA

It's the event of the year! The St Regis Holiday Party and Awards Gala. A gathering to appreciate our greatest asset: our employees. Raffle prizes, prestigious awards, great food, and good company.



*And the winner is...*

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# ENVIRONMENTAL ASSESSMENT 3

**Reducing our environmental impact is a major focus at St Regis. Through assessments and actions, we believe all manufacturing facilities and suppliers can play an integral part of reducing climate change.**

**Pillar 3**, the environmental assessment pillar, involves identifying and evaluating the environmental impacts of conducting business at St Regis.



**DATA THAT GETS MEASURED, GETS MANAGED**

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# ENVIRONMENTAL ASSESSMENT

With large buildings, extensive production methods, and advanced equipment, St Regis facilities consume a moderate to large amount of energy (in comparison to high-demand commercial buildings). This results in Scope 1 and 2 emissions through gas and electrical consumption.

**Did you know?** Buildings are responsible for 39% of global energy related carbon emissions (operations and construction). Additionally, 80% of buildings standing today will exist in 2050; we must decarbonize these buildings immediately.



Buildings are a major climate risk. That's why St Regis is prioritizing decarbonization measures as part of our sustainability program. An effective carbon reduction plan is purposeful, holistic, and evidence-based. St Regis is currently in the planning phase of exploring a net zero operations target. This means significantly reducing Scope 1 & 2 operational emissions without the use of carbon offsets (or less than 10% of total reduction plan).



Stay tuned as we work towards a net zero operations roadmap, or at minimum, a target in line with the Science Based Target Initiative.

Retrofits will include envelope improvements, fuel switching, equipment efficiency, renewable energy, and more!

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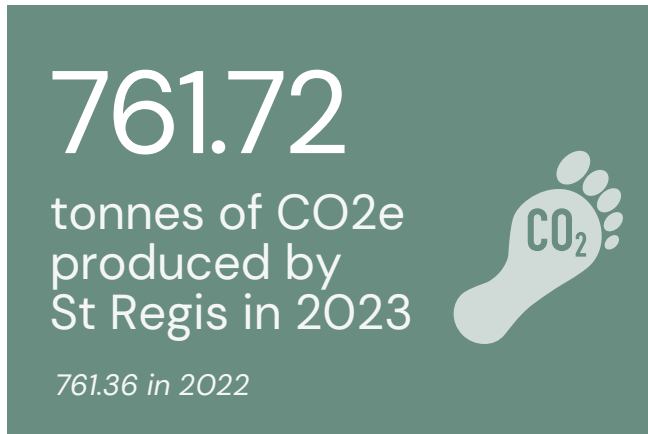
**Environmental Assessment**

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# ST REGIS CARBON FOOTPRINT

## The Global Boiling

The year 2023 was the hottest on record, which naturally results in higher electricity costs for increased cooling and ventilation usage. It also resulted in less gas consumption (less heating demand).



## Usage Influences

A year over year analysis of energy usage plus equivalent CO<sub>2</sub> emissions is a valuable metric for both sustainability and operations.

We track our consumption by month for any outliers that could identify equipment issues and degradation. As we look to decarbonize our facilities, building automation systems with AI implementation is next level in assessing usage against degree days and lifecycle of equipment.

	Tonnes CO <sub>2</sub> e		Share of Total Footprint	
	2022	2023	2022	2023
Markham	160.33	151.23	21%	20%
Elliot Lake	25.25	41.77	3%	5%
Itasca	575.77	568.72	76%	75%
<b>Total</b>	<b>761.36</b>	<b>761.72</b>		

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# ENVIRONMENTAL ACTION

## WHAT IS PILLAR 4



**Pillar 4**, the environmental assessment pillar, involves identifying and evaluating the environmental impacts of conducting business at St Regis. Pillar 4 is an extension of Pillar 3 but includes more action items and strategies.

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# ENVIRONMENTAL MANAGEMENT SYSTEM


What does it really mean to reduce your environmental impact through assessment and action?

For St Regis, it means developing an **Environmental Management System** (EMS) that addresses these six core elements:


- 1. Energy Consumption
- 2. Waste Generation
- 3. Carbon Emissions
- 4. Water Usage
- 5. Resource Use
- 6. Air Quality




Reducing energy consumption through efficiency projects and deep retrofits




Minimizing waste by promoting refusing, recycling, and reusing in packaging and operations




Reduce carbon emissions by optimizing logistics, reducing air travel, and promoting sustainable materials



Preserve water by reducing product film washing in production, replacing with reusable masks for etching



Reducing new materials to preserve earth's resources by utilizing renewable and recycled materials



Promoting healthy air quality by controlling pollutants in production and monitoring filtration systems

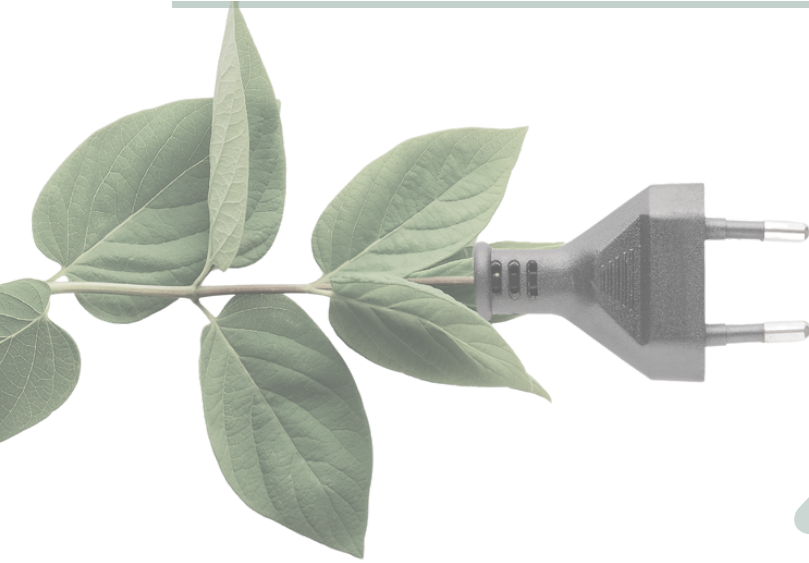
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# SUSTAINABLE BUILDINGS

### What is a sustainable (green) building?

A sustainable building is one that can maintain or improve the quality of life of the environment in which it is located. There are millions of buildings throughout the world. Making them efficient and sustainable is an important step to a low carbon future.

### On our sustainable building journey, ST REGIS is here



We are currently collaborating with energy experts on selecting the most effective and achievable reduction projects for our facilities.

1

#### UNDERSTAND EXISTING CARBON

Identify sources of carbon emissions and analysis boundary

2

#### IDENTIFY REDUCTION STRATEGIES

Identify reduction strategies using energy studies, discussion with operations

3

#### EVALUATE AND PRIORITIZE

Evaluate reduction strategies by considering life cycle cost analysis

4

#### IMPLEMENT AND TRACK

Implement low carbon measures and track performance

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In 2023, St Regis was accepted into a county program in partnership with the Smart Energy Design Assistance Center (SEDAC). SEDAC provides technical assistance to help businesses save energy and reduce emissions. At the time of writing this Impact Report, St Regis has completed an energy assessment and now planning our carbon reduction plan for our Itasca facility. We look forward to publishing this plan and reduction target when available.



**LED LIGHTING RETROFIT**

**St Regis Markham facility completed our first major retrofit in 2023 : replacing all fluorescent lighting with 830 energy efficient LED lights, a reduction of over 250,000 kWh annual electricity usage.**

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# ASSESSMENTS, AUDITS, RATINGS



EcoVadis is the world's most trusted provider of business sustainability ratings. It covers a broad range of non-financial management systems including Environmental, Labor & Human Rights, Ethics and Sustainable Procurement impacts.

St Regis was awarded a **Bronze Medal** in February 2023.

At the publication of this 2023 Impact Report, St Regis is completing our updated questionnaire. We have set a target of SILVER MEDAL and will be **publishing our results on our BrightFuture page!**



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# ASSESSMENTS, AUDITS, RATINGS



Facility Environmental Module (FEM)

The Higg Facility Environmental Module (Higg FEM) is a sustainability assessment tool that standardizes how facilities measure and evaluate their environmental performance, year over year.

St Regis has completed two verified audits in 2023 and will be improving and updating annually.



**DISNEY APPROVED!** Working with Disney? Reach out to St Regis to learn more about how we support customers with Disney compliance and sustainability requirements.

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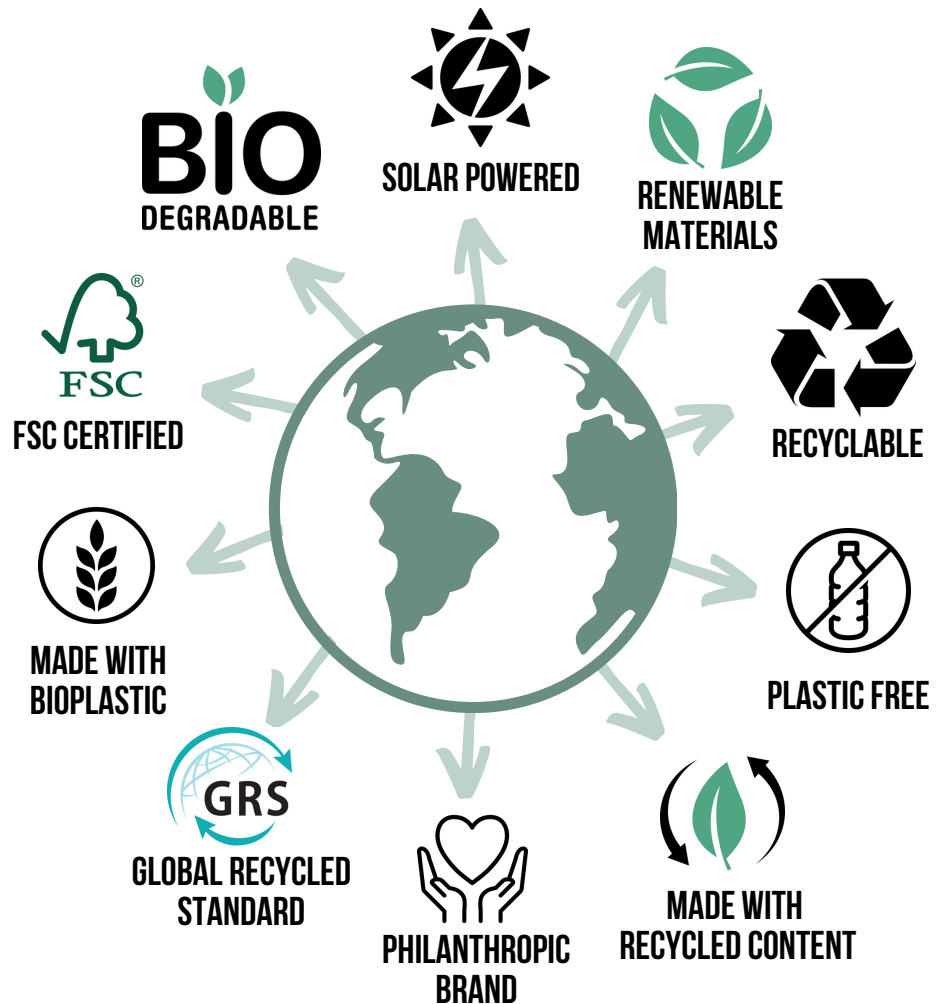


# ECO-COLLECTION

In the 2022 Impact Report, St Regis set a target to grow our eco collection by over 20% by 2024. We are excited to announce our **eco collection has grown by 40%** (85% since 2022)!!

## ECO ICONS

All the products in our Eco-Collection include an Eco-Icon. These icons identify what makes this product special and why it's in the collection. No more guessing as to why a product is sustainable.



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# ECO COLLECTION CATALOGUE

The **Eco Collection Catalogue** features more than just our favorite products; it includes granular and reliable data that speaks to the **HOW, WHAT, WHY of each product's sustainable feature(s)**.

There are a wide range of sustainable materials, products, and manufacturers, and St Regis aspires to be transparent and purposeful when providing details about a sustainable product. We want to give you the tools, language, and resources to confidently speak to our eco products. That's why we've developed the **3 GREEN STARS** approach to our sustainable product collection.



## 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.



## TWO GREEN STARS

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



## THREE GREEN STARS

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

*Catalogue to be released Q2 2024*

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# SUSTAINABLE AWARDS



## Now featuring: RECYCLED ACRYLIC!

Reducing usage of virgin acrylic (PMMA) is important for a sustainable materials future, as new acrylic can have large impact on the environment. Acrylic is a commonly used material for many applications, creating a steady stream to be re-used as a recycled acrylic.

This 100% recycled acrylic comes in many colours (available based on order quantity) and thicknesses. Reach out to our custom awards division to design your uniquely sustainable and elegant award.



### FSC Bamboo

Bamboo awards sourced from an FSC certified supplier! Responsibly made with low-VOC adhesives.

### Locally Sourced Wood

Did you know that Ontario and British Columbia, Canada are world leaders in sustainable forest management. For every tree harvested, three are planted and take root. St Regis exclusively uses locally sourced wood for all custom and sustainable designs.



Responsible Business Practices

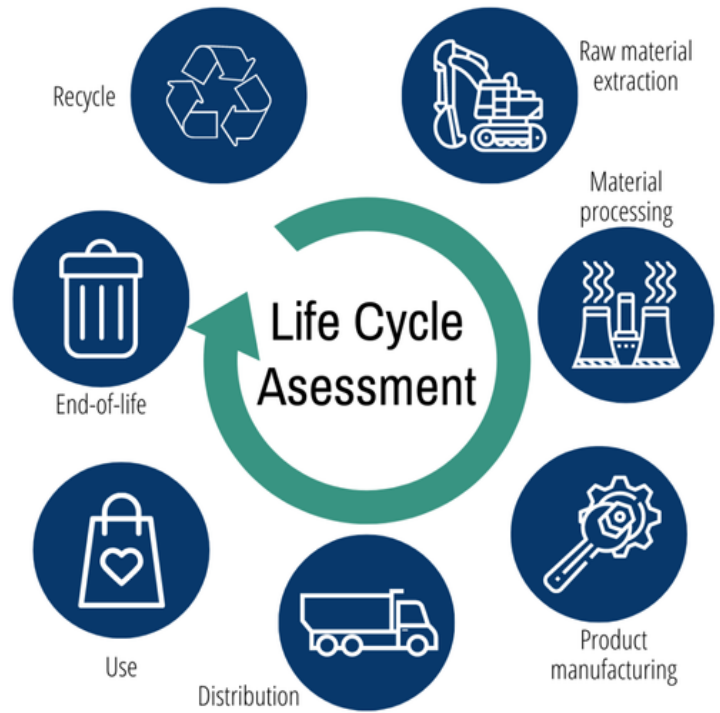
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# MORE THAN A PRODUCT

Sustainability means more than just sourcing and offering an eco product. To us at St Regis, it means that all materials are responsibly sourced, products are ethically made from factory to decoration, utilizing sustainable packaging when available, and emphasizing decarbonization at our facilities, so the products we produce have a lower embodied carbon footprint.



# GIVE-BACK COLLECTION



1% of proceeds from the St Regis Give-Back Collection is donated to Plastic Bank®, supporting their mission of funding the collection of ocean bound plastic around the world.

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# SUSTAINABLE PACKAGING

Sustainable packaging is not a one-size-fits-all solution. With over 30,000 items and many types of packaging, St Regis is tackling alternative packaging one process at a time. We're looking beyond just the products in our eco collection, and finding sustainable packaging solutions for all available products.



**In 2023, we made a significant step forward with the famous St Regis black boxes, which are now made with 100% recycled content, FSC certified!**

## How does this reduce our environmental impact?:

- Annually saving 1,896 trees! (assuming 1 ton of paper = 24 trees)
- Recycled paper fibers consume only 60% of the energy required for producing paper fibers
- Kraft corrugate completely bleach free!



Birchmount & Vanguard Boxes

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# RECAP: FOCUS AREAS

There are many things we have accomplished and hope to achieve in our sustainability journey. For our 2024 goals, St Regis is focusing on three major priorities, with many minor goals along the way.

## DECARBONIZING FACILITIES

Low carbon buildings are vital for mitigating climate change. St Regis is implementing major energy efficiency projects at our facilities. Electrification, renewable energy, efficient equipment, automation, and more.



## ECO COLLECTION

With a focus on products made from verified, recycled content to sustainable brands, we have the eco product solution for you and your budget. Check out our give-back collection to double down on your impact.



## REINVENTING PACKAGING

Reinventing packaging at St Regis is an important yet challenging journey, but we're making exciting progress. Switching to recyclable or recycled content packaging is our core mission.



# 2023 COMMITMENTS REPORT

WHAT	WHEN	HOW MUCH	GRADE
Increase Community Care Kit donations	For 2023 Event	By 10%	PASS
Launch Give-Back Initiative with collection of selected products	In 2023	Donate 1% of Sales	PASS
Continue reporting Scope 1 & 2 GHG emissions for all locations	Annually	n/a	PASS
Include some reporting of Scope 3 GHG emissions	For 2024	n/a	DID NOT COMPLETE
Reduce Scope 1 & 2 emissions	By 2025	By 20%	IN PROCESS
Achieve Silver Medal from EcoVadis	In 2024	n/a	IN PROCESS
Complete Higg FEM assessments	By 2024	100%	PASS
Increase selection of Eco-Collection products	In 2023	By 20% or more	PASS

The Summary

# 2024 COMMITMENTS

WHAT	WHEN	HOW MUCH
Increase Eco Collection	By 2025	20%
Increase Sustainable Product Sales	By 2025	2%
Develop Decarbonization Roadmap	For 2025	n/a
Achieve EcoVadis Silver Medal	In 2024	n/a
Increase Community Care Kit Event	In 2024	25% (500 bags)
Release Sustainable Awards Collection	By 2025	n/a

*In 2023, St Regis set a goal to reduce our Scope 1 & 2 emissions by 20% by 2025. As we develop a decarbonization roadmap for St Regis facilities, this target will increase in both reduction and target year. Details to be included in the 2025 Impact Report.*



**ST REGIS GROUP**

[www.stregisgrp.com](http://www.stregisgrp.com)

**QUESTIONS?  
FEEDBACK?  
OPPORTUNITIES?**

**We want to talk about it!**

**E-mail us at:**

[esg@stregisgrp.com](mailto:esg@stregisgrp.com)

[compliance@stregisgrp.com](mailto:compliance@stregisgrp.com)

