

HALO

branded solutions

OUR CORPORATE RESPONSIBILITY PROGRAM

Introduction

HALO Branded Solutions' commitment to Corporate Social Responsibility (CSR) involves accountability and measurable actions to an all-encompassing range of stakeholders – investors, employees, clients, suppliers and the communities in which we operate.

HALO has established four core pillars of CSR that focus on Environmental Responsibility, Corporate Citizenship, Health & Safety and Responsible Sourcing.

Environmental Responsibility



As a distributor, we do not manufacture products and do not have direct environmental impact. Awareness and research are the keys to both protecting our company and our clients on environmental issues. HALO's Environmental Responsibility initiatives include:

**OVER
1100
EMPLOYEES**

**35
OFFICES
NATIONWIDE**

LEED Certification

HALO invests in management education and training on LEED Certification for our corporate office and 35 satellite offices.

Eco-Friendly Products

We maintain the most extensive global research database of eco-friendly products our clients can utilize with confidence to project their environmental stewardship.

Recycling

We maintain a recycling program in our corporate office and have initiated similar programs in our satellite offices.

Corporate Citizenship and Philanthropy

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HALO operates in many locations nationwide and always seeks to make a positive contribution to the communities we serve. HALO's Corporate Citizenship and Philanthropy efforts include:



HALO Cares

A committee of employees that actively seeks volunteer and outreach opportunities for HALO to support with financial contributions, human resources, and products, creative design and fundraising expertise.

Cooperative Marketing Fund

HALO provides over \$400,000 to our account executives to share in the cost of local and regional sponsorships for non-profit organizations, charities and fund-raisers, including American Cancer Society Relay for Life, Rotary International, Toys For Tots, and the Salvation Army, along with dozens of local charities.

Health and Safety

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HALO's greatest resource is our dedicated and experienced staff. HALO takes the personal health and professional development of our team members seriously, including the following:

Vitality Health—Employees are incented financially and with merchandise and prizes to participate in this award-winning wellness program, instituted since 2009.

HALO First Responders—HALO invests in training from the American Red Cross to certify volunteer staff on basic first aid, CPR, and the operation of AED's.

Emergency Procedures—HALO has established disaster planning and training including procedures for fire, natural disasters, or external threats.

Human Resource Overview

- HALO maintains salary competitiveness by regularly evaluating compensation and benefits against local and industry averages.
- Formal performance reviews are conducted for all employees at scheduled intervals.
- Tuition reimbursement is available to all HALO employees.
- HALO is an equal opportunity employer.
- HALO employee programs are developed with the oversight of several volunteer employee committees that recommend successful service.
- Anniversary award programs, "HALO Helper" (a peer-recognition and award program)
- Continuous Improvement Incentives for recommendations that lead to operational enhancements.

Responsible Sourcing

OVER 3,000 DOMESTIC AND INTERNATIONAL VENDORS

HALO manages a supply chain consisting of over 3,000 domestic and international vendors. We realize that our clients entrust us to both promote their brand and protect it. In order to achieve the most comprehensive product safety and social compliance available in the promotional products industry, HALO:

Mandates Product Safety and Social Compliance Documentation

All HALO suppliers are required to provide the following:

- Signed Commitment to Ethical & Responsible Conduct (Code of Conduct)
- Product Safety Position Letter
- Signed Indemnification Agreement
- General Conformity Certificate (GCC)
- Proof of Product Liability Insurance (Minimum \$10 million)

\$10M+
**PRODUCT LIABILITY
INSURANCE**

Participates in the Fair Labor Association

HALO has been a long-standing member of the Fair Labor Association.

Provides Expertise in Product Testing

HALO maintains an aggressive product testing protocol monitored by a product integrity team of highly-trained and experienced individuals and implemented by globally-recognized testing labs.

Maintains a Product Recall Protocol

We have never had a product recall while supplying over 40,000 satisfied clients with promotional products for over sixty years. However, we do maintain a product recall protocol in the event it would ever happen, including reporting, communication, and corrective action plans.

Monitors Minority/MWBE Purchases

HALO tracks the purchases to minority and woman-owned businesses, and can provide accurate tracking to our clients upon request.

Quality Certification Alliance Membership (QCA)

The promotional products industry's only independent accreditation organization. QCA provides supply chain monitoring and audits for HALO's largest vendors.