



January 1, 2020

To Whom It May Concern:

Polyconcept North America (PCNA) is committed to conducting its business affairs in a socially responsible and ethical manner consistent with all applicable national and local legal requirements. This includes our commitment to sustainability throughout our supply chain with the goal of minimizing our impact on the environment.

The key points of our sustainability strategy are:

- We require our operations, and any related factories that manufacture goods for us, to comply with all applicable environmental regulations in their locations.
- We have established initiatives to minimize waste, to promote recycling and re-use, to improve energy efficiency and to control water usage throughout our operations.
- The introduction of our EcoSmart™ line of products that offer sustainable alternatives to traditional promotional products. Every EcoSmart™ product is required to have full documentation and verification of sustainability claims.

Sincerely,

A handwritten signature in black ink, appearing to read 'D. Nicholson'.

David Nicholson  
President