

MaCher





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“

I have been humbled by our clients and suppliers alike who have also joined us on this journey to create change in their own businesses.

”

Welcome to our 4th Progress on Sustainability Report, our annual accountability document, sharing our progress made using B Lab's B Impact Assessment and the UN Global Compact Participant Principles. Through the commitment of our team and the numerous partnerships that have helped amplify our efforts, we are "punching well above our weight" as my dad likes to say.

My father spent a great deal of time in the 1990's and early 2000's as the sole consultant to the aluminum industry in developing environmental policy for the European Union. In those days, it was rather groundbreaking work, as new legislation was emerging regarding greenhouse gas emissions and the impact of waste on the environment. My dad has always been an outlier thinker and his influence continues to drive my passion for using business as a platform to work collaboratively with other enterprises to help our planet, care for our communities and build more inclusive and equitable workplaces, all while being profitable.

While spending time with him recently, and hearing his stories, I was filled with a great sense of urgency to commit to dramatic positive change. It occurred to me that "punching well above our weight" now requires us to work harder and push beyond our limits, learn from our missteps and find opportunities to collaborate with others.

As Greta Thunberg so eloquently told us: "our house is on fire" and most of us, ourselves included, are just not doing enough to drive systemic change. We may never be perfect, but we are listening and we can do more.

Our purpose is to inspire beyond ourselves and our daily lives, in the same way my father has inspired me through his work. We feel a great responsibility to offer our support, guidance and resources; whether that be in an individual habit change or encouraging other businesses to become a force for good.

We eagerly commit to take action around our five focus Sustainable Development Goals (SDGs) and expand upon our knowledge on how to use business to have the greatest impact. I have been humbled by our clients and suppliers alike who have also joined us on this journey to create change in their own businesses.

I hope our report challenges you to 'measure what matters' in your business. We are happy to listen, offer practical help and of course inspire each other as we build profitable businesses, with talented people, to help our planet sustain us today and in the future.

Derek Hydon
President

Our Purpose

We partner with brands to help them express who they are, designing thoughtful products and meaningful solutions that get them noticed.

We're a certified B Corp, using our business as a force for good to provide the best workplace, care for our environment and positively help others.

We are MaCher. Made you look.

MaCher

PROGRESS ON SUSTAINABILITY REPORT 2019



United Nations
Global Compact



Our Culture

We work hard to “CRAFT” a culture of collaboration, respect, authenticity, family pride and trust. These values transcend the workplace and are shared with all our clients, stakeholders, and partners alike.

We’re more than just a team; we personally commit to proactively and purposefully building our workplace experience by embracing MaCher’s purpose and core values to ‘do good’ each day.

COLLABORATION

Working together towards shared goals

RESPECT

Care for each other and our environment

AUTHENTICITY

Bring your best self to work

FAMILY PRIDE

Shared values and open communication

TRUST

Be clear, be honest, be accountable

About Us



Certified B Corp since 2014



UN Global Compact participant since 2016



Average employee tenure of 5.9 years



1200+ hrs volunteered by MaCher team this year



Winner of LA Business Journal's 2018 Beauty Social Responsibility Award



Honored by B Lab as "Best for the World" in 2017 & 2018



Expanded operations to India and Cambodia, while continuing growth in China



Donate 2% of gross revenue



Supported 30 social and environmental enterprises



96% of our products are reusable



100% carbon neutral since 2008 for US operations



Launched Sustainable Materials education toolkit

2018/19 Impact

WE FACED SOME CHALLENGES

Our priorities included:

1.



Identifying how to reduce plastic water bottle waste in the travel industry.

2.



Increasing volunteer and community outreach work.

3.



Influencing sustainable initiatives in our community to help companies use their business as a force for good.





MaCher as a B Corp

In 2014, we certified as a B Corp; a for-profit company certified by the nonprofit B Lab for meeting rigorous standards of social and environmental performance, accountability, and transparency. [B Lab's B Corp certification](#) gave us the foundation to benchmark our progress against a set of goals that align strongly with the values that have been vital to us since we were founded over 35 years ago.

Balancing profit with purpose has always been at the core of who we are. We believe that our business can do more than make our clients and stakeholders happy; we can make a real impact in our world by using our business as a force for good.

In our B corp community, we have been recognized for our best practices, given resources and tools to develop sustainability goals and remain humbled by the work we still need to do. B Lab's tri-annual recertification and independent audit hold us accountable.

As a B Corp, we take ownership in the responsibility to inspire our team, our clients and all of our other stakeholders to feel that together, we are better.

2018 Best for the World Changer

This past year, we were honored by B Lab, for the second time. We have been recognized for our positive input across the four impact areas of the B Corp Impact Assessment: Environment, Workers, Community, and Governance.



MaCher as a Global Compact Participant

The [United Nations' 2030 Agenda for Sustainable Development](#) is a critical 'call to action' to achieve 17 goals in the next 10 years.

We continue to measure our impact covering the original scope of the Sustainable Development Goals (SDGs) to act as a blueprint for peace, prosperity, people and the planet; now and into the future.

We feel we can have the most impact by focusing on 5 SDGs:

- # 3 Good Health and Well-being
- # 5 Gender Equality
- #12 Responsible Production and Consumption
- #13 Climate Change
- #17 Partnerships for the Goals

Recently, the UN Global Compact has collaborated with B Lab to map sections of the [B Impact Assessment](#) to each SDG. As a B Corp and Global Compact Participant, MaCher has been selected as one of the first businesses to beta test this platform. This new tool will be used to help organizations navigate their progress with the SDGs by measuring their impact through components of the B Impact Assessment.

This groundbreaking new platform will not only drive business action toward sustainability but reveal how businesses can change their behavior to make a greater impact. We look forward to learning, challenging ourselves and positively influencing those around us to hold ourselves and each other accountable.

MaCher

PROGRESS ON SUSTAINABILITY REPORT 2019

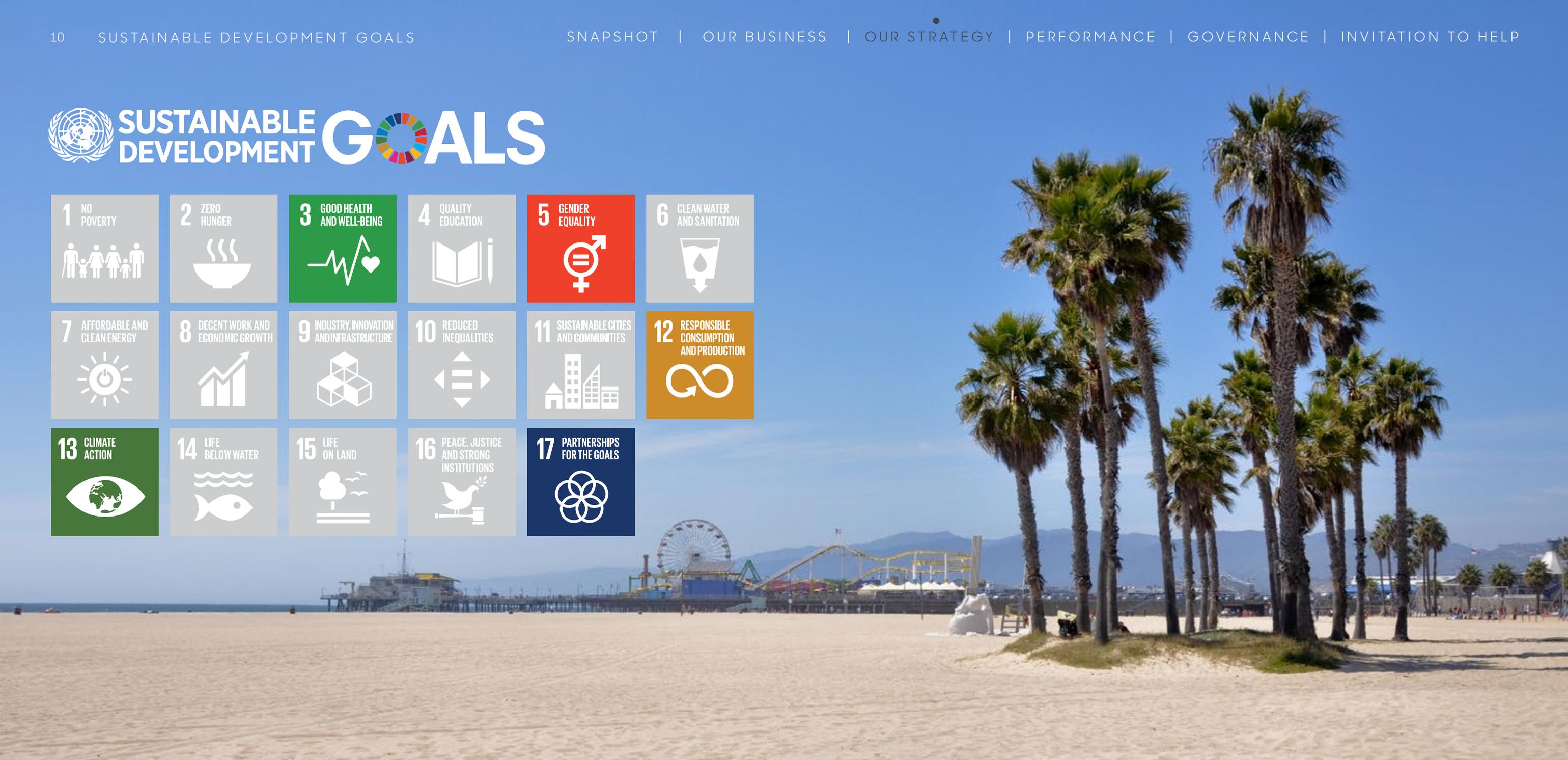


United Nations
Global Compact



SUSTAINABLE DEVELOPMENT GOALS

1 NO POVERTY 	2 ZERO HUNGER 	3 GOOD HEALTH AND WELL-BEING 	4 QUALITY EDUCATION 	5 GENDER EQUALITY 	6 CLEAN WATER AND SANITATION
7 AFFORDABLE AND CLEAN ENERGY 	8 DECENT WORK AND ECONOMIC GROWTH 	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	10 REDUCED INEQUALITIES 	11 SUSTAINABLE CITIES AND COMMUNITIES 	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
13 CLIMATE ACTION 	14 LIFE BELOW WATER 	15 LIFE ON LAND 	16 PEACE, JUSTICE AND STRONG INSTITUTIONS 	17 PARTNERSHIPS FOR THE GOALS 	



19/20 Strategy

Here's how we plan to make an impact within the framework of the UN Sustainable Development Goals and UN Global Compact for 19/20:



WELLBEING + GENDER EQUALITY

Personal and professional development for the team and our clients.



RESPONSIBLE CONSUMPTION

Adoption of Life Cycle Assessment and incorporation of sustainable materials into product design.



CLIMATE ACTION

Positively influence clients to reduce environmental impact with packaging strategy and adoption of reusable products.



PARTNERSHIPS

Collaborate with the B Corp community to promote the B Economy. Make an impact across multiple industry associations and organizations through advocacy, volunteering, in kind contributions, and pro bono work.



Good Health + Well-being

At MaCher, we pride ourselves on our family culture and our efforts to create a healthy work environment. Our goal is to create a space where life is intertwined with purpose. We can learn from our differences and be inclusive of all experiences while creating a balance where the health and well-being of our team members are top of mind.

We encourage the exploration of different perspectives. By working on our inclusivity, we can evolve creatively to extend into new realms of innovation. Through mindfulness and open communication, we are working to normalize previously taboo topics such as women's health and mental health.

Areas where we passionately contribute:

- Best in class: 100% company-paid medical and wellness coverage for all gender identities
- Upgraded 100% of office lighting to LED and dimmable lights to promote healthier working conditions



Gender Equality

Our culture encourages individuality. We are proud of our equality across all departments/leadership positions and of our efforts to always maintain equal pay for equal job status. Being mindful of each person's experience at MaCher is a top priority for us. As we move into our next chapter of progress, we are looking to be more open with our current shortfalls in diversity and create equal space for all gender identities. We wish to inspire others to adopt similar practices and provide support where we can.

The majority of our team members are either the sole provider or main income earner for their families. It's important to us that team members can enjoy the balance of raising and connecting with their families while also earning an income and contributing to our workplace.

Areas where we passionately contribute:

- Flexible schedules and remote work hours
- Excellent paid parental leave
- Anti-harassment and Managing Bias training

See more details on page 20.



Responsible Consumption + Production

Responsible consumption can begin simply with an individual making small adjustments in daily living, whether that's reducing energy usage or carrying a reusable coffee cup. We encourage all our stakeholders to make these changes in their personal lives first and foremost. In doing this, bigger structural changes implemented by a business will have personal meaning. Our team has adopted yearly Earth Day pledges to inspire reduction in their individual environmental footprint and build awareness around the power of collective change.

As a business, our greatest impact is through working with both our clients and our supply partners. We prioritize building awareness around one's impact through measurement. From that point we can work together to build strategies for impact reduction. Our focus in this past year has been reduction of virgin plastic production as we see a dire need to prevent plastics from entering our waste streams and our oceans.

Areas where we passionately contribute:

- Responsible procurement policy which covers both environmental and social considerations for purchasing
- Paperless record-keeping since 2016
- Reusable coffee cup program

See more details on page 25.



Climate Action

"Our house is on fire", and as a business we need to act with urgency. We feel strongly that we can do more to mitigate climate degradation and push ourselves and our capabilities to reduce our impact. It is vital that all our stakeholders also join us in making significant changes to reducing emissions, waste production and resource utilization.

Areas where we passionately contribute:

- For the past 11 years, we have offset 100% of our US operations footprint through The Conservation Fund
- Offer a Life Cycle Assessment (LCA) to offset the impact of our products
- Paid Green Commute
- Team training on Sustainable Materials Tool and Let's Talk Trash

See more details on page 28.



Partnerships for The Goals

At MaCher, we are fortunate to have a team with expertise in impact measurement, implementation, manufacturing and progress reporting. We aim to share our knowledge and resources to build multi-stakeholder partnerships that grow the sustainable development movement. Our biggest strength is developing partnerships to maximize impact.

Areas where we passionately contribute:

- Launched "Switch Off Take Off", a mental health and slow travel initiative
- Speaking engagements within our B Local Community
- Sustainability advocacy and encouragement in the travel and beauty industries
- Congressional lobbying on Capitol Hill with USTOA

See more details on page 35.



People

MaCher strives to provide an inclusive workplace, do right by the Earth, and positively impact others. Our employees' happiness is very important to us, our Glassdoor rating is 4.5 and 92% recommend MaCher as a great place to work in our quarterly engagement survey.

Our Year in Review

2019 PROGRESS

3 GOOD HEALTH AND WELL-BEING



Promotion of mental health, access to health coverage and reduction of illness from exposure to hazardous chemicals.

2018 GOALS

1.



By 2020, all team members to have access to standing desks workspace.

2.



Meet a minimum of 50% of team members using all 20 hours of paid volunteer time by June 30, 2019.

3.



Produce MaCher transparency video(s) to educate clients and promote compliance with laws against harmful chemicals in products, such as Prop 65.

4.



Continue to provide 100% company paid medical coverage for MaCher employees, including part-time team members.

While we did not achieve our goal of creating educational videos on transparent practices, we remain committed to doing so in the coming year.

27%

of team members have access to standing desks

1

ALL EMPLOYEES WORKING OVER 20 HOURS A WEEK HAVE ACCESS TO

100%

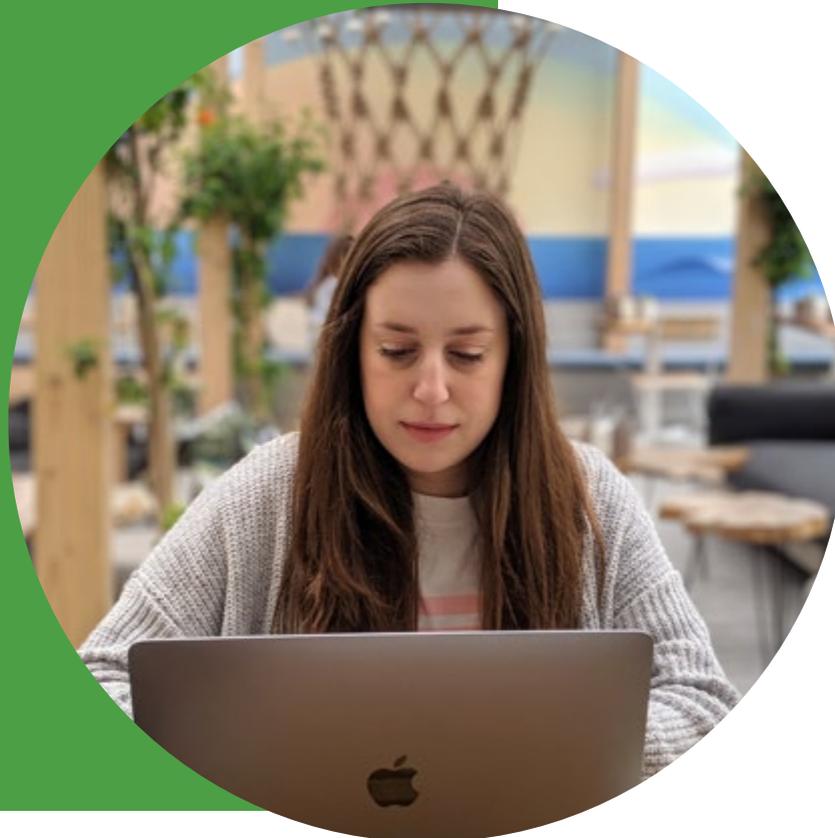
PAID MEDICAL COVERAGE

4

40%

of team members used all 20 hours of paid volunteer time.

2



2020 Goals



3 GOOD HEALTH AND WELL-BEING



Guarantee all full time employees earn a fair, livable wage

We feel that the MIT "Living Wage Calculation" of \$30k per year does not go far enough for a single person in Los Angeles. We are committing to a healthy living wage at a minimum of \$50k per year after 1 year of service for all full time team members.

Expand the quality and content of MaCher's Health and Wellness Program for all team members

MaCher continues to offer an Employee Assistance Program to our team. Areas of focus will be:

- Clear policy, education and assistance around harm reduction, mental health and alcohol and drug misuse
- Healthy meals at all company events and celebrations

Our Year in Review

2019 PROGRESS

5 GENDER EQUALITY



End discrimination of women and girls, promote policies for shared responsibility of family, provide equal opportunity for women.

2018 GOALS

1.



Continue to provide parental leave benefits as well as flexible schedules for parents.

2.



Increase frequency of team member training on inclusivity and diversity practices. We also aim to encourage and promote diversity and inclusion training with our clients.

3.



Continue to provide equal opportunity for leadership and continued education for both women and men in the workplace.

4.



Increase number of team members who receive external/developmental opportunities annually to 25%.

All team members receive equal pay and equal opportunity in role development.

We participated in B Lab's Equity, Diversity and Inclusion training and facilitated Managing Bias training sessions.

3

2

ALL FULL-TIME TEAM MEMBERS HAVE ACCESS TO

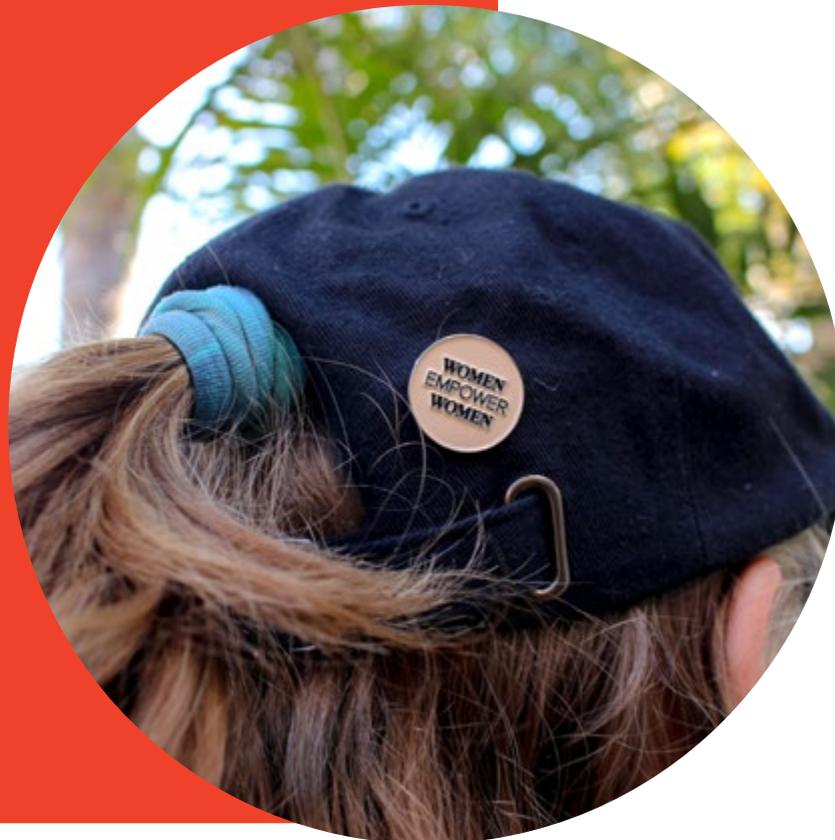
PARENTAL LEAVE BENEFITS + FLEXIBLE SCHEDULES

1

69%

of our team members are engaged with our Leadership and Career Coaches.

4



2020 Goals



Increase the number of team members engaged with external coaches to 90%.

Encourage team members to share experiences in coaching sessions with each other. Arrange for new offsite space for confidential conversations.

Learn how to amplify the effect of our performance in gender equality to all stakeholder groups.

Measure the diversity of ownership among our suppliers.

Demonstrate our commitment to diversity, equity and inclusion practices by encouraging 20% of our team members to participate in further training.

Train four additional diversity, equity and inclusion specialists to increase our EDI practices and engagement across our team. Create a more inclusive and equitable language for all of our hiring touchpoints.

Developing Our Culture

As a self-managing organization, we made it a priority last year to encourage all team members to create individual development plans.

The Challenge

Prioritize personal and professional development opportunities, establish a better style of internal management to encourage and support employee growth, goal-setting and career success.

The Solution

Hire an expert Executive, Leadership and Career Development coach, Iris Gelt Warner, to provide weekly individualized goal setting and career coaching.

Hire a part-time Culture and Talent Consultant to facilitate 360 feedback sessions and development planning, and encourage a culture of self-managing teams to strengthen office leadership skills and instill greater trust within the team.

The Result

After only one year, 69% of employees are engaged with our Leadership coach and have seen direct growth through KPI goal-setting and self-management style leadership.



Team Member Benefits

- **100% covered health insurance** for all team members (full time and part time)
- **Company profit share** for all team members
- **Charity matching donations**
- **Dental and vision** care reimbursement
- Generous **paid vacation** policy
- **Health Employee Assistance** Program (EAP)
- **Remote and flex work** when applicable
- 6 weeks **paid parental leave** (mothers and fathers) plus 6 weeks paid pregnancy leave (mothers)
- **Green Commute** financial incentives
- On site **EV charging station**
- Office hydroponic **vegetable garden**
- **Choice of holiday**: Religious or other day
- 20 paid hours of **volunteer time**





Planet

We have prioritized achieving specific targets under the UN SDG's on Climate Action and Responsible Consumption and Production. These goals are used not only as a benchmark for measuring our company's impact on the Earth, but as an opportunity to collaborate and connect with the community around us.

Our business has the power to reduce, reuse and recycle. We can contribute to combating climate degradation through initiatives such as reducing single use plastic, utilizing a life cycle calculator to measure the impact of our products, reducing PVC in our products and through responsible procurement practices.

We hope to share our knowledge, encourage and support our clients and stakeholders to take a deeper dive into their practices and reduce their impact.

Our Year in Review

2019 PROGRESS

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Reduce waste generation, encourage others to adopt sustainable practices and develop tools to measure impact.

2018 GOALS

1.



Replace all single use plastics by 2023, with either a biodegradable or reusable option (ie. polybag packaging).

2.



Measure and eliminate PVC usage by 2023.

3.



100% of MaCher marketing items to be sustainably sourced and/or a high level of reusability by June 2019.

4.



100% of our products reusable by 2023.

We have stopped promoting biodegradable plastics and we are looking at either recycled, recyclable or reusable options.

96% of our products are reusable, increased from 94% in 2017.

We have developed a system to measure our current PVC usage, in 2019 21.3% of products used PVC.

90% of MaCher marketing items were sustainably sourced or had a high level of reusability. We have also completed an LCA and paid for a carbon offset for all custom marketing products ordered during the year.



2020 Goals



12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Identify “Circular Economy” principles we can apply to our business and for our clients. Additionally, expand our reusable water bottle initiative with our partners to eliminate single use plastics for multiple clients.

Design and develop product ranges with a specific focus on recycled materials or closed loop design.

Measure and eliminate PVC usage by 2023. Achieve our goal of 100% reusable products by 2023.

Measure all materials, particularly plastics usage, via our Order Management system.

Reduce logistics packaging by 25% by 2021, and establish “end of life” disposal instructions for all products made.

Implement an open loop recycling test with 2 clients to properly dispose/recycle Distribution Warehouse packaging waste.

Remove all single use plastics in our products by 2023.

Establish and integrate company policy to remove unnecessary plastic packaging and clarify our stance on reusable plastics.

Create Progress on Sustainability impact reports for 12 clients by 2021.

Use historic data and impact measurement principles to help our clients track their impact.

Supply Chain Transparency

We are proud members of the Supplier Ethical Data Exchange (SEDEX), where we actively participate in driving ethical improvements in global supply chains. Here is an example of the impact achieved by one of our supply partners.

The Challenge

To improve transparency within our supply chain in relation to ethical working conditions, labor rights, health and safety, business ethics and reduction in environmental impact.

The Solution

To educate and provide our supply chain partner in China with guidance and tools to support them through the SEDEX audit program and join a global community of leaders in responsible sourcing.

The Result

The SEDEX process helped our long term manufacturing partner re-focus on the importance of labor rights, workplace safety and employee happiness. By using the SEDEX framework, they found a more efficient and cost effective way to communicate with customers, share their data and concentrate on their employees well-being and professional development.



Our Year in Review

2019 PROGRESS

13 CLIMATE ACTION



Take urgent action to improve education, develop strategies to assist in climate change mitigation and reduce our impact.

2018 GOALS

1.



Have a minimum of 5 significant suppliers reporting on resource usage by 2020 for either energy or water consumption.

2.



Improve company's use of natural resources. *

3.



Increase adoption by our clients of our Life Cycle Assessment (LCA) offset to 20% of all orders by 2020.

4.



By the end of 2018, all team members to have sustainability KPIs (both social and environmental).

2% OF OUR ORDERS HAVE BEEN OFFSET BY THE LCA TOOL

All introduction decks include our LCA offering and we have provided additional training to our sales team on the benefits and usage of the LCA tool.

We have researched and developed a sustainable materials tool designed to improve conversion of lower impact product options.

73% of team members participated in the sustainability KPI and bonus program.

4

40%

of our core product supplier partners participated in or are going through the SEDEX certification process. Our next phase is to introduce them to SEDEX 4 pillar to include environmental impact reporting.

Currently we have 1 core supplier using SEDEX 4 pillar program.

1

LA DWP increased usage of renewables by

5%

2

- * We have faced some challenges in achieving our natural energy use goals.
- We have delays on our HQ rebuild which incorporates LEED certification.
 - We have not set specific reduction targets.
 - We have seen a decline in green commute participants.



2020 Goals



Increase client adoption of our Life Cycle Assessment (LCA) offset to 10% of all orders by 2020.

KPI goals will include LCA conversions to incentivize the team and educate clients on the power of marketing offsets.

Design a product that has no negative impact on the world by 2021.

Create a product that is viable for our client base, with respective component materials flowing in closed-loop systems.

100% team members actively participating in their sustainability KPIs and increase green commute participants up to 25%.

Improve KPI program communication and develop goals for team participation. Additionally, update Sustainable Materials sales tool on a quarterly basis.

Ensure a minimum of 5 significant suppliers to report on resource usage by 2020 for either energy or water consumption. Also, increase our number of Core Suppliers with SEDEX 4 Pillar certification to 5 by 2023.

Create incentive program for Tier One suppliers to promote transparency of Tier 2 and beyond suppliers.

Set science based emissions reduction targets by 2021 for US operations.

Review historical data on US operations GHG emissions and align with IPCC report findings to set reduction targets.

Sign Science Based Targets Initiative Commitment Letter.

All NPD products to have assessment of upstream and downstream impacts. Implement a system to track this.

MaCher

PROGRESS ON SUSTAINABILITY REPORT 2019

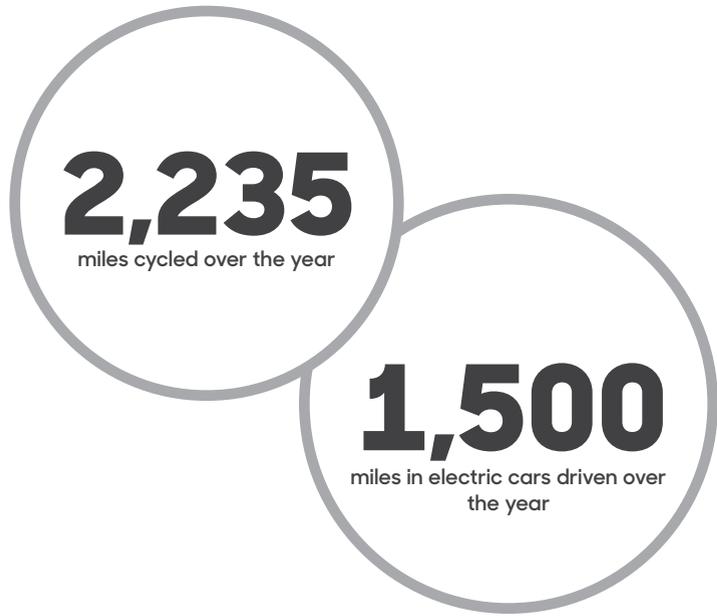


United Nations
Global Compact



Environmental Impact

GREEN COMMUTE



Saved
1,527 KG of CO₂e
Equivalent to 194,788 smart phones charged

LCA



2% of orders offset through Life Cycle Calculator

WATER USAGE



25% reduction in water usage since 2017



Life Cycle Assessment

We can help you track and measure the environmental footprint of our products from raw material to landfill transportation.

We partner with The Conservation Fund, in support of their Land Use Projects to offset these emissions with a permanent, verifiable carbon offset.

06. REPORT

The Conservation Fund provides an impact report that helps contribute towards your corporate sustainability goals.

05. CONSERVE

The Conservation Fund invests in protecting and restoring native forestlands and wildlife habitats. These forests absorb CO2 and eliminate it from the atmosphere.

01. MEASURE

We measure the CO2 footprint of raw material production, manufacturing, packaging, and transportation to landfill.

02. CALCULATE

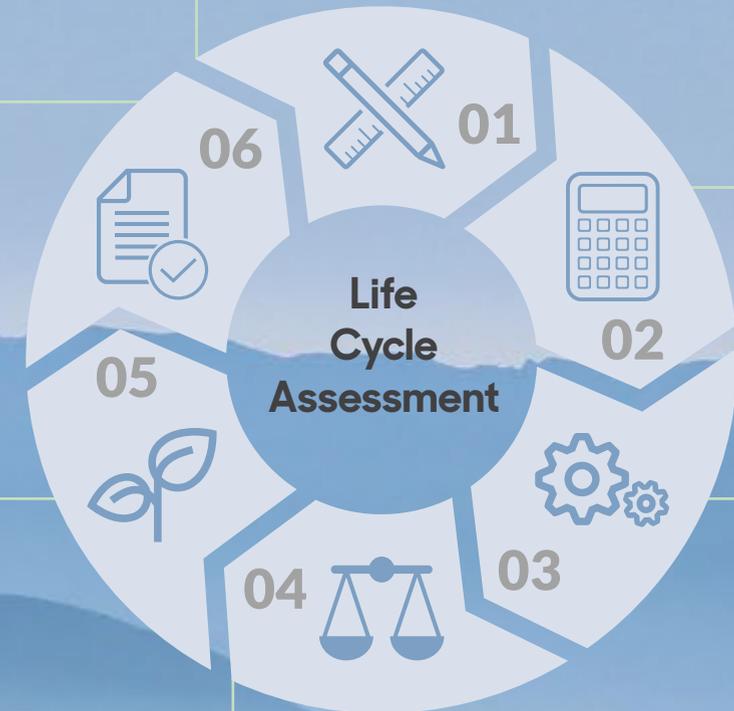
We calculate total product impact in Metric Tons of CO2 equivalent.

03. CONVERT

Using market value of carbon we calculate the financial contribution required to offset emissions.

04. OFFSET

We provide The Conservation Fund with this contribution on your behalf.



Prosperity

Prospering in our business means we must account for all stakeholders. We want to constantly seek improvements and best practices to ensure our sustainable growth is aligned with the 10 Principles of the UN Global Compact. By providing development opportunities for our internal team as well as guidance and resources for our clients, supply chain and partners, we will be in the best position to prosper together.

We believe we can make an impact by:

- Updating our anti-corruption and human rights advocacy and policy
- Updating our customer feedback loop system
- Expanding our operations into Shanghai including the hiring of a new local team member
- Offering team member profit share bonuses
- Lobbying on Capitol Hill
- Building our mental health program: Switch Off, Take Off



Fostering Change

The Challenge

To progress faster on our internal sustainability goals and to hold each other accountable to take direct action.

The Solution

We developed sustainability focused KPIs (key performance indicators) and Earth Day Pledges to measure individual sustainability goals and hold our team members accountable.

The Result

While our goal was to achieve 100% engagement on sustainability KPIs, 73% of our team participated this year. 78% of those who participated felt this program increased their engagement in sustainability. We see this as an opportunity to prioritize this initiative in the upcoming year. We had 100% of employees engaged in Earth Day pledges.





Partnerships

At MaCher, we passionately believe we can significantly contribute to SDG Goal 17, “Partnerships for the Goals”. Positively influencing others is at the core of our purpose.

As a certified B Corp, we leverage our relationships both within the B Corp community as well as through a diverse group of non profits, associations and social enterprises in order to help others.

We freely share our practices around workforces, communities and the environment, strategically assisting organizations much larger than ours to advance their social and environmental goals and create positive change.

Our Year In Review

2019 PROGRESS

17 PARTNERSHIPS FOR THE GOALS



Strengthen the means of implementation and revitalize the global partnership for sustainable development. At MaCher, we work together with our customers, supply chain and industry partners to mobilize and share knowledge, expertise and best practice resources.

2018 GOALS

1.



Forge new partnerships in the field of sustainable packaging.

2.



Deepen our non-profit and social enterprise partnerships.

3.



Continue building Switch Off, Take Off initiative.

4.



Continue active participation in the B Corp community and help more businesses to become a certified B Corp or B Corp like.

We were unable to find a sustainable packaging partnership that is the right fit for our business at this time. We will continue to look for the right partner into 2020.

1

Further develop strategic non-profit partnerships with organizations such as Tourism Cares and Cancer and Careers.

2

We are represented on the board of LA B Local and have hosted "Lunch and Learn" and "Hackathon" events. We have facilitated off-site workshops to share knowledge and resources with clients and other stakeholder groups.

4

We have developed additional tools to help with onboarding our clients into the Switch Off Take Off program.

3



2020 Goals



17 PARTNERSHIPS
FOR THE GOALS



Increase partnerships with our clients to amplify our environmental impact

- Working with our non-profit and social enterprise partners to reduce use of plastics, particularly single use plastic water bottles in the travel and tourism industry.
- Continue to promote single use plastic reduction utilizing multi-stakeholder partnerships such as Tourism Cares, USTOA and Refill Not Landfill.

Develop and deepen our partnerships on social impact areas, specifically mental health and employee engagement

- Continue our research that helps promote mental health conversations through Switch Off, Take Off.
- Design products to raise awareness on the effects of social media overconsumption and slow travel.
- Utilize life cycle assessments to encourage our clients to offset their products. Our goal is to achieve 10% offset of all orders.

Measure reach and effectiveness of our purpose, both internally and externally

- Create Client Impact measurement and reporting system.
- Create an ongoing/regular feedback mechanism for clients to provide feedback to us.

MaCher

PROGRESS ON SUSTAINABILITY REPORT 2019



United Nations
Global Compact



Strategic Partnerships



MaCher is a strategic partner of Tourism Cares, offering financial, in kind and pro-bono support. We volunteer time and talent to help Tourism Cares advance the travel industry's social impact to help people and places thrive. Working with social enterprises locally, planting community gardens, to helping communities in Puerto Rico and Jordan, Tourism Cares encourages economic development with responsible consumption as well as strategies to reduce overtourism.



MaCher has been a sponsor and supporter of the USTOA since 1992. In 2018 we encouraged member companies to remove single use plastics from their tours and helped USTOA eliminate single use plastics from their annual conference. We lobbied with USTOA on Capitol Hill to address legislative issues that reduce freedom to travel and the ability for the travel and tourism industry to be a force for good.



We attend and support Cancer and Careers' annual gala event by donating a luxury item for their auction. We assisted CEW (Cosmetic Executive Women) as a judge in their 2019 Sustainability Excellence Award.



MaCher is a level 2 validated C-TPAT partner. Members of our team attended C-TPAT workshops and went through the new minimum security requirements for C-TPAT to remain engaged and educate our supply chains.



We work with B Lab closely to help grow the B Corp movement, share our influence within the travel industry and engage in the community through our team member who resides on their board. We are constantly strengthening partnerships within the B Corp community by providing direction, strategy and sharing resources with other companies.



United Nations Global Compact



Plastics Reduction

In collaboration with our clients, we can significantly reduce our impact on the earth.

The Challenge

Remove single use plastic bottles within the travel industry as they cause significant harm to the environment.

The Solution

We created and facilitated a custom strategy to design products that would address the challenges of removing single use plastic water bottles for our clients.

The Result

Through partnering and supporting our travel industry partners, a number of our clients have completely removed single use plastic bottles from their product offering. We designed and manufactured re-usable bottles to suit the travel industry's demands. This has directly resulted in millions of single use bottles being removed from the supply chain.



Community Partnerships



We designed and donated custom cosmetic bags for Beauty Bus to use when providing ill patients and their caregivers beauty services and lots of love.



Heal the Bay

Our team supports Heal the Bay through volunteering in beach clean ups and at their headquarters. We also sponsor their annual Gala through designing and producing custom gift bags.

THE CONSERVATION FUND

We work with The Conservation Fund's carbon offset program to measure our impact and offset our footprint.



We partner with the Do Good Bus through advisory board support and participating in community volunteer events with our team.



We contribute to Dig Deep through board support and team member engagement support.



We encourage our clients to promote Refill Not Landfill's water refill stations around the world to help eliminate single use plastic water bottles. We produce RNL branded water bottles and provide funding to RNL, encouraging our clients to do the same.



Stakeholders

MaCher defines our stakeholders as those who directly influence and/or are influenced by our day-to-day operations. Have feedback? We would love to hear your input. Your opinion is valuable and helps us further define our goals.

Our stakeholders include:

- Team Members
- Clients
- Supply Partners
- Our Local Community
- Travel, Beauty, and Retail Industry Associations
- Our B Corp and Global Compact Communities
- Non-profits, Environmental and Social Enterprises



Communication Channels

There are multiple channels to hear more about our sustainability progress and goals including:

- Annual Progress on Sustainability Report
- Team Member Training
- Our Website
- New Hire Orientation
- Company, Department and Team Member Meetings
- Public Speaking and Facilitation
- Association and Not-For-Profit Involvement
- Industry Roundtables
- Supply Partner Visits
- Logistics
- Supply Chain Collaboration
- Social Media



Peace

Promoting peace is within our DNA at MaCher. We believe our impact is best received through fostering an inclusive, diverse and safe environment. We think peace should be achieved both internally and globally.

INTERNAL:

- Facilitate Anti-harassment and Equity, Diversity and Inclusion Training to foster a workplace environment built on our values.
- Mentor and inspire partners, clients and stakeholders to protect human rights locally and globally. Our standard operating procedures are based on the UN Convention of Human Rights.
- We expect all of our stakeholders not to infringe on human rights and continuously monitor and evaluate our supply chain to uphold these expectations.

GLOBAL:

- Remain committed to the UN Convention against corruption.
- Fight for equality, human rights and dignity for all persons.



Inspiring Change

In an effort to contribute to peace in this world, we collaborated and inspired our local community of changemakers to take action against child slave labor.

The Challenge

To educate and inspire change related to the horrors experienced by the 152 million children who are victims of child labor in factories around the world.

The Solution

We tapped into our B Corp community and partnered with Participant Media, a fellow B Corp, and the leading media company dedicated to entertainment that brings social awareness. We organized a panel and screening of the film “Price of Free” to influence our local community on the importance of taking action against slave labor.

The Result

After taking the opportunity to educate our team and influence our community, we have seen how critical it is to prioritize freeing every child from slavery and using ethical practices when partnering with our supply chains. We have made it a priority to empower our suppliers to become SEDEX certified to further impact responsible sourcing and transparency.

Governance



Headquartered in LA



USA, Australia, New Zealand, UK & China



Our last Progress on Sustainability report was released on July 26, 2018.



Travel & Tourism, Beauty & Retail, Direct Sales

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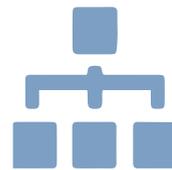
We have 28 team members in the USA (67 globally).



Full time employees
20% Male 80% Female



USA: F 80% / M 20%
China: M 50% / F 50%



Privately held C Corporation & CA State Benefit Corporation. Certified B Corp since 2014. Most recent score 96 points.



Our annual reporting period is July 1 - June 30



Part time employees
100% Female

1/3

Board of Directors is 1/3 Female.



Thanks

Let's make something thoughtful together

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