



Sustainability Policy

Vantage's 2025 Sustainability Strategy

Vantage views sustainability as an approach to operating in a responsible and respectful manner leading to positive environmental and social outcomes for our business, our customers, our vendors, the communities in which we operate in and the world.

In 2019, we formulated our 2025 Sustainability Strategy building on our momentum of our work to date, formally documenting the process to create a more proactive approach to the challenges and opportunities of the future.

Vantage's 2025 Sustainability Strategy will be based on four (4) core pillars; our company, our suppliers, our customer and other stakeholders. Joining those pillars together will be our brands, packaging, Vantage associates and communities in which we operate, responsible sourcing and the environment.

Our stakeholders and how we will get them engaged.

Our stakeholders include the following:

- All Vantage associates
- Our customers
- Our suppliers
- Industry trade associations
- Local communities
- Government & regulatory bodies

We will use a variety of methods to get our stakeholders engaged. Those methods include:

- Surveying all our stakeholders to better understand their processes
- Management meetings focused on sustainability
- Company meeting to educate our associates about sustainability
- Web postings
- Customer inquiries and surveys
- Supplier meetings and benchmarking
- Inspections and follow-up meetings
- Reporting and disclosure

How we will connection the four (4) core pillars together.

We will work with our suppliers and customers on the following:

- 1) Maximizing the use of sustainably sourced materials. A prime example of that is the use of corrugated boxes that are manufactured with at least 85% of recycled content and that the boxes do not contain any raw materials from controversial sources. Domestically all boxes used must conform to the requirements of the Sustainable Forestry Initiative (SFI) 2015-19.
- 2) Reducing packaging waste by eliminating all non-essential material. We will educate our suppliers and customers how to pack our product without using tissue paper.
- 3) All essential packaging materials will be manufactured using recycled materials whenever possible. In the not-to-distant future, the majority of our plastic bags, when requested by the customer, will be made of recycled materials.
- 4) Ensuring all our products are manufactured with the least amount of environmental impact as possible. Rob to supply
- 5) Reducing our environmental footprint. At our facilities, we have been separating our solid waste. Currently our recycled solid waste is in excess of 50% of our total with a goal to reach 65% or more within the next three years. All retired computer and electronic goods are recycled adhering to R2:2013 practices, ISO 14001 & OHSAS 18001 standards as well as all other applicable local, state and federal guidelines.
- 6) Reducing energy consumption. When HVAC equipment is replaced, the highest SEER and heating efficiency standards are used for replacements. As we replace the flooring on our main facility, we use a minimum of 2" of Isocyanurate insulation, in some areas up to 6". In 2018 our energy consumption decreased 4.5% and in 2019 has decreased 5%.

Other Efforts

In 2019, we joined One Percent for the Planet, an international organization whose members contribute at least one% to environmental causes. Their mission is to "build, support and activate an alliance of businesses financially committed to creating a healthy planet." One Percent for the planet members assist nonprofit organizations that protect land, forests, rivers, oceans and encourage sustainable methods of energy production.

Also, in 2019, we partnered with Clean Ocean Action to improve the degraded water quality of the marine waters off the New Jersey/New York coast. Clean Ocean Action is a coalition of business, community, conservation, environmental and other groups working together to clean up and protect the waters of New York Bight.