



Sustainability Priorities

At Holsen Inc., sustainability is a core value that guides our operations and partnerships. As a company that sources from suppliers both overseas and in the USA, we recognize our responsibility to protect the environment, uphold human rights, and ensure ethical practices throughout our supply chain.

This sustainability plan outlines our commitment to sustainable business practices and provides a roadmap for continuous improvement in these areas.

It is also a call to action for our suppliers to align with these standards and implement their own sustainability strategies.

1. Human Rights and Ethical Labor Standards

Commitment to Fair Labor Practices

Holsen Inc. is dedicated to ensuring that all workers involved in our supply chain are treated with dignity and respect. We require our suppliers, both in the USA and internationally, to adhere to fair labor standards in line with the following principles:

No Child Labor

Suppliers must not engage in or support child labor. Workers must meet the minimum age requirements as stipulated by local law and international standards.

No Forced Labor

Holsen Inc. strictly prohibits the use of forced or involuntary labor, including human trafficking. All workers should be employed voluntarily.

Fair Wages and Working Conditions

We ensure that all employees are paid fair wages, which meet or exceed local legal minimum wage standards. Safe, healthy, and dignified working conditions must be provided for all workers.

Non-Discrimination and Diversity

We promote inclusive work environments where there is no discrimination based on gender, race, ethnicity, religion, disability, or any other characteristic. Diversity is encouraged and celebrated at all levels of the supply chain.

Freedom of Association

Workers must have the right to form or join trade unions and bargain collectively.

Supplier Accountability

Holsen Inc. shares its commitment to Fair Labor Practices with all suppliers and strongly recommends that they adhere to these standards. While we do not conduct formal assessments, we expect suppliers to uphold these principles. Failure to align with our ethical labor standards may result in the termination of the partnership.



2. Environmental Sustainability

Eco-Friendly Materials and Products

We are committed to using sustainable materials in our merchandising operations.

Wherever possible, we will :

- Source materials that are biodegradable, recyclable, or made from recycled content.
- Prioritize the use of organic and sustainably grown fibers for textiles.
- Collaborate with suppliers to innovate and reduce the environmental footprint of our products.

Reducing Carbon Footprint

Holsen Inc. is committed to minimizing its carbon footprint across its supply chain. We will :

- Encourage the use of renewable energy in the production processes of our suppliers.
- Implement efficient logistics strategies that reduce emissions, including optimizing transportation routes and consolidating shipments.
- Partner with local suppliers in the USA to reduce the need for long-distance transportation and support regional economies.

Water and Resource Conservation

To reduce our impact on natural resources, Holsen Inc. will :

- Require suppliers to implement water conservation measures, particularly in water-intensive processes such as textile dyeing.
- Promote the adoption of best practices in waste management and resource efficiency, including recycling and reusing materials wherever possible.

Printable products

We prioritize eco-friendly inks in our productions. When we can, we will :

- Use water-based and soy-based inks, which are less harmful to the environment compared to traditional petroleum-based options.
- Use non-toxic, biodegradable, and contribute to reducing volatile organic compound (VOC) emissions during the printing process.



Threads

Wherever possible, we will:

- Use organic cotton, recycled polyester, and other eco-friendly threads that minimize environmental impact while maintaining durability and quality.
- Reduce water usage and chemical inputs, and help decrease our overall carbon footprint.

Packaging Waste Reduction

We are committed to reducing the environmental impact of packaging and will:

Use recyclable and biodegradable packaging materials.

Reduce excess packaging and encouraging suppliers to adopt minimalistic packaging designs.

Implement a take-back program where customers can return packaging for recycling.

3. Supplier Engagement and Collaboration

Sharing Sustainability Practices

We believe that sustainability is a collaborative effort.

- Holsen Inc. shares its comprehensive sustainability plan with all suppliers, encouraging them to adopt practices such as energy efficiency, waste management, and water conservation.
- By sharing best practices and resources, Holsen Inc. supports their suppliers in measuring and reducing their environmental and social impacts, fostering a more sustainable supply chain.

Sustainability Sharing and Updates

Holsen Inc. regularly shares and updates its sustainability plan with all suppliers by:

- Encouraging the adoption of strong environmental management practices and ethical labor standards.
- Emphasizing the importance of reducing carbon emissions, waste, and water usage in alignment with sustainability goals.
- Collaborating with suppliers to make continuous progress in these areas to foster and achieve sustainable practices.



4. Commitment to Continuous Improvement

Sustainability is an ongoing journey. Holsen Inc. will:

- Continuously review and update its sustainability practices in line with industry advancements and global standards.
- Encourage innovation among suppliers by offering incentives for those who implement cutting-edge sustainability practices.

5. Improving Our Sustainability Efforts

We are committed to improving our sustainability efforts and will:

- Regularly engage with stakeholders, including customers, suppliers, and employees, to gather feedback and improve our practices.
- Prioritize open communication about the sustainability attributes of our products, empowering our customers to make informed purchasing decisions.
- Continuously share updates on our initiatives and progress in achieving our environmental and human rights goals.

We believe that a sustainable future is not just a business strategy but a shared responsibility. By integrating ethical labor practices, environmental stewardship, and transparency into our operations, we aim to create value for our customers and communities while minimizing our impact on the planet.

We invite all of our partners to join us in this commitment to sustainability and look forward to working together toward a better, more sustainable future.

