



Environmental Policy

XL Brands is committed to achieving high standards relating to environmental protection, pollution prevention, and sustainability of our natural resources. We will ensure that the activities and processes we engage in and the products we make minimize our impact on the environment. We will continually seek to improve our environmental performance!

We will minimize our consumption of resources by reducing, reusing, and recycling whenever possible.

We will set our objectives with focus towards the prevention of and continual reduction of adverse environmental effects.

We will comply with all relevant environmental laws, regulations, and requirements, and we will integrate measures to achieve compliance into our activities, products and processes.

We will diligently monitor our progress and seek to strengthen both our environmental goals and our performance against those goals. To that end, we will ensure that appropriate financial and human resources are assigned to and accountable for our environmental performance.

We will communicate our environmental objectives, expectations and results in a timely and effective manner.

We will make all of our employees thoroughly aware of our environmental policies through environmental education, and improve their recognition and awareness of environmental issues.

A handwritten signature in blue ink, appearing to read "Bill Newman", is written over a horizontal line.

Bill Newman
VP & General Manager