



CORPORATE SOCIAL RESPONSIBILITY



AGENDA

4 PILLARS

ENVIRONMENT

COMMUNITY

WORKPLACE

MARKET PLACE



**Our Watson family, working
together with you, for the next
100 years.**

CORPORATE SOCIAL RESPONSIBILITY



ENVIRONMENT



Our Watson family is working hard to reduce our environmental footprint along with helping reduce yours. We can be the change to a better, sustainable environment

Initiatives:

- Cutlery – no plastic – now compostable wood
- Stir sticks – no plastic – now compostable wood
- Coffee pods – moved all 3 branches to 100% compostability organic fair-trade coffee pods, OneCoffee
- No more plastic cups – we now only use cups made from 100% renewable resources certified by BPI and meet ASTM standards for composability



Initiatives:

- Transitioned to LED lighting in all of our 3 branches – 30% energy savings
- Transitioned to 50% post consumer printer paper
- Annually, over 1,120,000 plastic poly bags are not going to the landfill. All glove styles from our largest supplier now come in landfill biodegradable bags
- All of our BC factory gloves are now packaged in landfill biodegradable bags, from Unitrend Plastics

ENVIRONMENT



LEATHER SCRAPS RECYCLED

FROM MAY 2018 TO SEPT. 2019

9296 LBS



PLASTIC SHRINK WRAP RECYCLED

FROM MAY 2018 TO SEPT. 2019

2494 LBS



PLASTIC STRAPPING RECYCLED

FROM MAY 2018 TO SEPT. 2019

1318 LBS



FOOD SCRAPS DIVERTED FROM LANDFILLS

FROM MAY 2018 TO SEPT. 2019

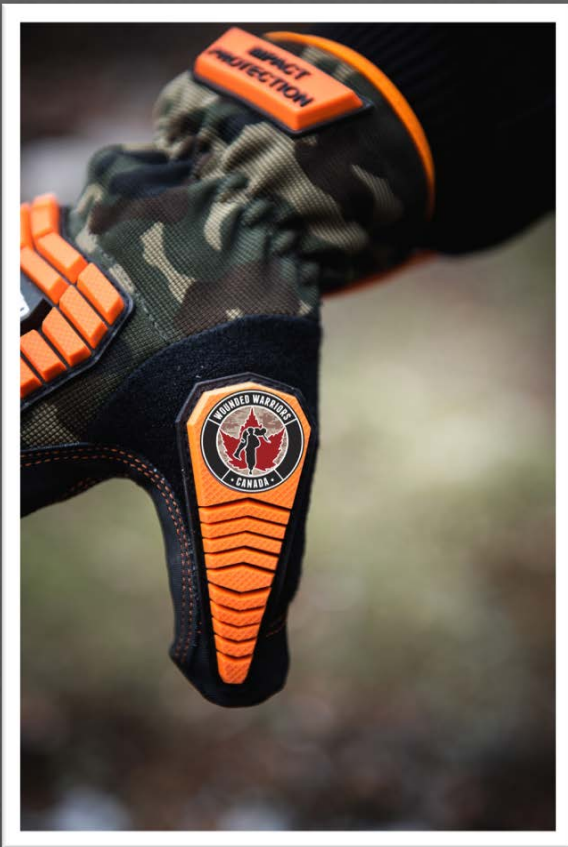
2520 LBS



COMMUNITY



We're always making an effort to give back to the community, whether that's partnerships, fundraisers, or food, clothing and money donations to local communities.



Community:

- Partnered with Wounded Warriors Canada
 - Donating partial proceeds from our Commander and Shock Trooper gloves
- Glove donations for those in need
- Employee volunteer policy

WORKPLACE

Watson Gloves is committed to ethically sourcing products and making sure its employees are treated with respect and have the resources and tools necessary to thrive in the workplace.

Working for us means you will have:

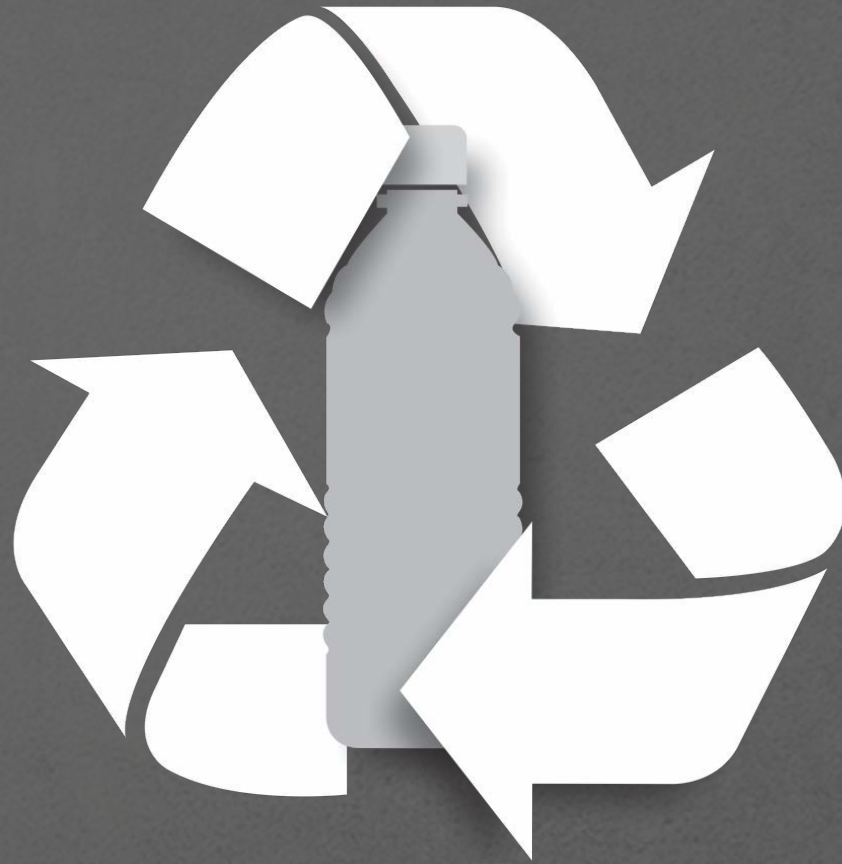
- A great work environment
- Health care
- Dental
- RRSP's
- Learning
- Training
- Opportunities to advance
- Socials
- Fun!
- A lot of laughs



MARKET PLACE



We are innovating our product line to offer biodegradable and innovative, sustainable hand protection solutions for our customers to keep your hands safe at work, at home and at play.





**Did you know there are more than
a million plastic bottles sold
every minute?**



**And only 9% of those are
recycled....**



THE *future* IS IN YOUR *hands*



INTRODUCING



WASTENOT™

SUSTAINABILITY - PROCESS



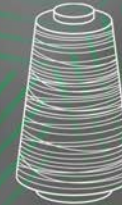
FROM BOTTLES TO GLOVES

#204SPARROW

1 RECYCLED PLASTIC BOTTLES ARE CLEANED AND CRUSHED AT A FACILITY



2 PLASTIC CHIPS ARE PROCESSED AND MELTED INTO TINY PELLETS



3 PELLETS ARE SPUN INTO WASTENOT™ POLYESTER YARN

4 WASTENOT™ YARN IS USED IN THE SPANDEX BACKS OF OUR NEW HOMEGROWN™ GARDEN GLOVES



WATSON
GLOVES
Quality since 1918
WATSONGLOVES.COM

W WASTENOT™



homegrown

MARKET PLACE



polyester made from
25% RECYCLED
 plastic bottles



#373 STEALTH HERO



WasteNot™ is polyester made from 25% (+/-2%) post consumer recycled PET bottles. PET stands for polyethylene terephthalate which is a form of polyester. Plastic bottles made from PET are recycled and turned into polyester to make gloves.



#375 KARMA ♀

WATSON GLOVES
 Quality since 1918
 WATSONGLOVES.COM

W WASTENOT™

spandex back made from
96% RECYCLED
 plastic bottles



#204 SPARROW



Our new Homegrown™ collection is our first garden brand which uses WasteNot™ yarn. WasteNot™ is polyester made from 96% recycled PET bottles which is featured in the spandex back. PET stands for polyethylene terephthalate which is a form of polyester. Plastic bottles made from PET are recycled and turned into polyester to make gloves.



#205 LILY

#197 YOU GROW GIRL

WATSON GLOVES homegrown™
 WATSONGLOVES.COM

SUSTAINABLE GARDEN GLOVES



STEALTH HERO



L'IL SPROUT



OH SNAP!



LILY



SPARROW



YOU GROW GIRL!



KARMA



SUSTAINABLE GARDEN GLOVES



- Tag is made from post consumer recycled paper
- No plastic j-hook
- Poly bag is biodegradable
- Outer carton is made from post consumer recycled paper



Did you know that it takes over 200 years for a regular disposable glove to degrade?

SUSTAINABLE GLOVES



YEARS TO DEGRADE



plastic bag

200-1000



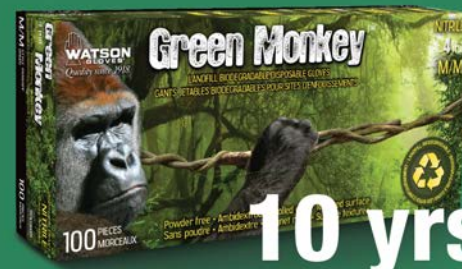
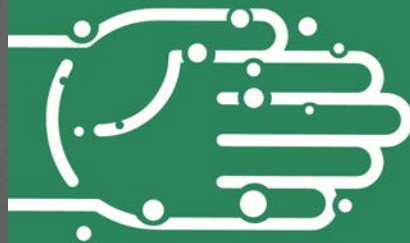
plastic bottle

450



regular nitrile

200+



10 yrs

SUSTAINABLE GLOVES



5559PF
GREEN MONKEY™



FULLY
DEGRADES
IN *Ten*
YEARS

ASTM D5526 MODERATE LANDFILL CONDITIONS



WHEREAS REGULAR NITRILE IS EXPECTED
TO TAKE OVER **200** YEARS TO BIODEGRADE

Watson Gloves Green Monkey™ nitrile disposables will break down in only 8-11 years due to an additive in the nitrile formulation. Green Monkey™ nitrile gloves have the same performance properties as regular nitrile disposables. Biodegradation only begins when the gloves are discarded in landfills conditions (ASTM D5526 – low heat, high pressure, limited oxygen, no light and low moisture). Once the biodegradation process begins, the additive in the Green Monkey™ nitrile disposables will ensure that they do not just break down into smaller plastic pieces, but are actually converted to biogas like other organic materials. ASTM D5526 shows up to 26.5% biodegradation in 390 days.

watsongloves.com

SUSTAINABLE GLOVES



5558X10

5558PF



5559X20

5559PF

GREEN MONKEY PROCESS



ORGANIC ADDITIVE
INTRODUCED INTO NITRILE FORMULA
PERFORMANCE PROPERTIES
ARE UNAFFECTED



PROCESS TAKES UP TO **10 YEARS**
COMPARED TO **200+** FOR
REGULAR NITRILE

WORKERS WEAR THEN DISPOSE GLOVES INTO GARBAGE

BIODEGRADATION BEGINS WHEN THE GLOVES
ARE INTRODUCED TO **LANDFILL CONDITIONS**



ALL YOU NEED TO KNOW ABOUT
WATSON GLOVES
biodegradable
GREEN MONKEY™

MODERN LANDFILLS
CAPTURE METHANE PRODUCTION
AND CONVERTS TO ENERGY AND FUEL



ADDITIVE ATTRACTS MICROBES IN LANDFILL
THAT TURNS **GREEN MONKEY™** INTO **BIOGAS**
(10 YEARS - ASTM D5526)



WATSON
GLOVES
Quality since 1918

WATSONGLOVES.COM

GREEN MARINE PROGRAM



We're proud members of Green Marine, a program that aims to address key environmental issues through concrete action. As a member, we're tackling these issues by:

- Adopting environmental best practices
- Reducing our environmental footprint.





Q&A