

Inaugural
**Corporate Social
Responsibility Report**

 **Stephen Gould**
Within Reach.



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President

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Message from our President



Recognizing the major impact that our business and the overall supply chain industry has on the environment, Stephen Gould is proud to prioritize our commitment to sustainability.

As a company, we have integrated sustainability into our overall strategy and priorities. We are dedicated to collaborating across our internal and external networks to pursue sustainable solutions and stay educated on the latest materials and manufacturing processes available.

To shepherd our work in the sustainable space—both within our organization and through the services we provide to our customers—we align ourselves to the UN’s Sustainable Development Goals (SDGs).

Internally, our company is on a path of digital acceleration, which has enabled us to transition nearly all our processes to paperless, and helped us reduce our paper waste, including a 45% reduction in office paper purchases. We also recently relocated our global headquarters to a LEED silver certified building. In addition, we are now actively reporting on the corrugated recycling efforts in all our fulfillment centers with a focus on monitoring performance and identifying opportunities for our customers to reduce secondary packaging waste.

In addition to these actions, which have more of an immediate impact, we continue to promote education across our workforce. Last year, we created an internal platform to make the cross-functional sharing of sustainable success stories, case studies and other educational materials easier. And to help our teams enhance their capabilities to provide more environmentally friendly options and diversity of choice to our clients, we recently launched an ongoing sustainability educational series.

Over the last few years, we have made great strides in the sustainability arena. However, we recognize that there’s more work to do. This inaugural Corporate Social Responsibility report serves as our continued pledge to have a more meaningful impact on our people, our clients, our suppliers and our environment.



Justin Golden
President

“

This inaugural Corporate Social Responsibility report serves as our continued pledge to have a more meaningful impact on our people, our clients, our suppliers and our environment.”



About Stephen Gould

About Stephen Gould

Stephen Gould is the largest independent supply chain solutions provider in the United States.

With more than 40 locations spanning the globe, we utilize our vast network and expertise to develop customized supply chain support to help clients quickly bring their ideas to life and their products to market. From design, prototype and product and packaging production, to supply chain management, warehousing and local and global logistics services, it's all within reach at Stephen Gould.



DRIVEN TO INNOVATE. DEDICATED TO PEOPLE.



40+
Locations



80+
Years in Business with
Continuous Growth



3,300+
Manufacturing Partners



5,500+
Clients Served



7+
Global Foreign
Headquarter Locations



830+
Direct and Indirect
Team Members



\$900M+
Annual Revenue



10,000+
Social Media Followers



Goals & Highlights

Highlights

Recognized with 2023 Bronze medal by EcoVadis.



1,000 trees planted in California and Texas.



Received a Social Impact award from a major computer manufacturer for our efforts related to revolutionizing electronics packaging.



As a part of our overall real estate strategy, reduced our office footprint by 5% and moved our corporate headquarters to a LEED Silver certified building.



Together we helped feed, educate and empower children to move beyond the lines of poverty.



Launched a Sustainability Learning Series & Digital Learning Management System.










THE BENEFITS OF SUSTAINABLE PACKAGING SOLUTIONS

Consumers are increasingly prioritizing environmentally-friendly packaging materials in their purchasing decisions. Stephen Gould has been at the forefront of developing sustainable packaging solutions and leveraging alternative materials like molded pulp, hemp and sugar cane to help clients achieve their goals and reduce their environmental impact.



Alignment with UNSDGs

2022 and 2023 initiatives

UN SDG	DESCRIPTION	STEPHEN GOULD SUPPORT HIGHLIGHTS	UN SDG	DESCRIPTION	STEPHEN GOULD SUPPORT HIGHLIGHTS
	No Poverty	<ul style="list-style-type: none"> Dress for Success Donation Salvation Army Angel Tree Donation River Fund Child Poverty Awareness (CPA): T-shirt Donation (\$7,400 value) 		Quality Education	<ul style="list-style-type: none"> River Fund: \$100,000 Donation over the last two years Boys and Girls Club of Milford Donation
	Zero Hunger	<ul style="list-style-type: none"> World Central Kitchen: \$5,000 Donation Interfaith Food Pantry of Morris County: 700 lbs of non-perishable items donated North Texas Food Bank Food Bank of the Rockies Cleveland Food Bank partnership (Volunteering 5 times annually) Volunteering for Westchester's Food is Medicine Program 		Reduced Inequalities	<ul style="list-style-type: none"> NAACP Legal Defense Fund: \$25,000 Donation Special Olympics Donation Kawann Short Charity partnership Sponsorship of Mexican orphanage
	Good Health and Well-being	<ul style="list-style-type: none"> Americares: \$25,000 Donation American Heart Donation Juvenile Diabetes Research Foundation Donation ALS Foundation Donation Dana Farber Cancer Institute Donation Alzheimer's Association Donation Anderson Center for Autism Donation House of New Hope in St. Louisville Donation Pancreatic Cancer Action Network: \$10,000 Donation National Brain Tumor Society Donation: \$10,000 Donation The Rainbow Connection: \$10,000 Donation Ora Lee Smith Cancer Research Foundation: \$10,000 Donation Medical Kits to support Ukrainian war efforts (Dr. Olesnicky, Executive Urgent Care in Indian Wells, NJ): \$22,500 in supplies Crafted 600 paracord bracelets and letters of gratitude for active military members Partnership with Make-a-Wish Foundation of Greater Pennsylvania and West Virginia 		Responsible Consumption & Production	<ul style="list-style-type: none"> Recycled 1,234 tons of corrugated packaging since 2022
				Life on Land	<ul style="list-style-type: none"> 1,000 trees planted in support of reforestation efforts in Texas and California through One Tree Planted

Sustainable Packaging Case Studies

Finding Sustainable Solutions for Stojō

Initially tasked with helping Stojō fix some engineering and production issues, Stephen Gould went from producing a sustainable collapsible coffee cup to becoming an integral partner fully embedded into the Stojō ecosystem. Working directly with Stojō’s owner, our team was first tasked with making Stojō’s collapsible cups—made of a mix of silicone and polypropylene—as leak-free as possible. Through adjusting engineering on the current cup design and offering recommendations to update the overall design and aesthetic, we leveled up the overall product experience. Along with the newly leakproof cups, the team also developed packaging and shipping boxes to meet the company’s standards for sustainability. From there, we were entrusted with product extensions, more design updates to products and packaging, and eventually even fulfillment and inventory management for both e-commerce and retail.



Not only did we successfully design, produce, and package leak-proof cups, we have been able to prove that our factories are safe, use the best materials, and have real value and integrity when it comes to business practices and pricing. We also continue to evolve products and packaging to support Stojō’s sustainability solution. The work and innovation never stops. For

example, our raw material supplier collects ocean plastics and turns it into resin that is currently being tested now. This same ingenuity also helped to make Stojō’s packaging system 100% recyclable and, with Stephen Gould’s help, the company completely eliminated laminated film in their packaging.

Sustainable Beauty, Inside and Out: Burt’s Bees

Burt’s Bees is known for their plant-based, natural beauty and skincare products whose mission is to remain “True to Nature.” Stephen Gould redesigned their packaging with this sustainable culture in mind. For a brand, Burt’s Bees looked to Stephen Gould to reimagine their product packaging to become more environmentally-friendly. Our team, which has been on the forefront of working with and implementing sustainable packaging materials, tackled this project head-on, helping Burt’s Bees in expanding their product line to move beyond skincare and into the realm of beauty products, which required more specific packaging solutions.



In order to meet the sustainability standard, we introduced a new material, a type of paper foam, that is not only recyclable, but is compostable, and even edible, as it is made from potato starch. Its smooth texture makes printing specific brand colors feasible, allowing the packaging to remain unique and on brand. Even the specialty items we created for influencer mailings, e-commerce gifts, and seasonal campaigns incorporated all recycled materials, or post-consumer materials.

Our partnership with Burt’s Bees underscores the value that Stephen Gould continually works to provide for any client, large or small, by producing creative results that fit their unique needs. For example, all products are hand-packed at Burt’s Bees. Knowing that, Stephen Gould designed the packaging so that it would be accessible to workers while still ensuring quick turnaround times.

Sustainable Hair Restoration Packaging for Keeps

From design to manufacturing to fulfillment, our partnership with Keeps is built on a foundation of trust and a vision for a more sustainable future.

Keeps is the answer for those looking to prevent and treat hair loss. With clinically-proven treatments and science-backed formulas, Keeps makes it easy for customers to take action. The Stephen Gould team in New York City was initially tasked with simply creating die-cut mailers for the brand, but six months into our partnership, we were asked to expand the scope of our partnership and manage the entire Keeps program.

The Stephen Gould team got to work. From re-engineering the formulas to designing the bottles, caps, and labels, to manufacturing and fulfillment, we delivered a turnkey solution for Keeps. We leveraged our vast network and utilized various suppliers across the country, such as Berry Global and Midwest and Classic Labels. For the formulation of products, we recommended Cosco in Atlanta, GA, which uses 100% certified solar energy. The Stephen Gould goal is to work to move the needle of sustainable efforts, and we are always excited to work with clients who share that same value. Through our collaborative efforts, planet-friendly packaging solutions, such as seaweed containers, are also being considered for the future.





Protecting Our Environment

Our Environmental Policies

We recognize that, by its nature, our business has a huge impact on the environment. We are committed to accelerating our capabilities to help our customers better understand the viability of selecting more sustainable solutions.

Within our own organization, our environmental policy strives to evolve our business operations to lessen our impact on the local and global environment by conserving energy and other natural resources, reducing waste generation, recycling and committing to consumer health and safety.

Both within our organization and through the services we provide to our customers, we are committed to aligning with the UN’s Sustainable Development Goals (SDGs). We utilize this framework to guide our work and the support we provide to the communities in which we operate.

Recycling Programs

We are pleased to report that all Stephen Gould fulfillment centers recycle. In 2023, we began reporting 2022 corrugated recycling totals for all our fulfillment centers. Within Stephen Gould’s main fulfillment centers, we utilize corrugated compactors that consolidate the amount of corrugated waste recycled monthly and reduce the number of truckloads required to transport recycled materials.

The corrugated material generated in our fulfillment centers is typically secondary packaging, used to distribute consumer products for transit. Whenever possible, we repackage the products and reuse the corrugated shippers. The remaining corrugated material (waste corrugated) is placed in the compactor and removed periodically by the recycler.

Benchmarking our recycling totals monthly enables us to analyze our total waste as a percentage of recycled waste, to monitor performance, and to identify opportunities for our customers to reduce secondary packaging waste, strengthening our commitment to sustainability.

Energy Management

We are committed to reducing our environmental impact and advancing sustainability initiatives. In line with this commitment, we are pleased to highlight our recent collaboration with Rise Energy Consulting -- a leading firm specializing in sustainable energy solutions -- to enhance our greenhouse gas (GHG) emissions reporting capabilities, setting the stage for focused reduction initiatives.

Scope 1 and Scope 2 Emissions Modeling

In 2023, we embarked on a significant project aimed at improving our understanding and management of Scope 1 and Scope 2 emissions. In partnership with Rise Energy Consulting, we are developing modeling capabilities to measure and analyze our direct and indirect emissions.

Through this collaboration, we aim to implement innovative methodologies and systems to track and quantify emissions associated with our operations, including those from fuel combustion, heating, and electricity consumption. This enhanced modeling capability will provide us with deeper insights into our carbon footprint, allowing us to identify areas for improvement and implement targeted reduction strategies.



Focus on Scope 3 Emissions

While our current project primarily focuses on Scope 1 and Scope 2 emissions, we recognize the importance of addressing Scope 3 emissions—the indirect emissions generated throughout our value chain. Therefore, we are committed to continuing to expand our understanding of Scope 3 emissions in a future study. By analyzing the upstream and downstream emissions associated with our business, we aim to gain a comprehensive view of our overall carbon footprint. This will enable us to identify additional opportunities for emissions reductions and collaborate with stakeholders across our value chain to drive sustainable practices.

Promoting Sustainable Consumption

At Stephen Gould, we arm our teams with resources that help promote eco-friendly alternatives and sustainable consumption to our customers.

The resources readily available to our teams include:

- An internal platform, designed to share company success stories, case studies and recorded webinars and other educational materials within the sustainable space.
- 24/7 access to a constantly evolving online database of green materials and sustainable manufacturing processes and an accompanying resource library containing details on the latest eco-friendly innovations.

In April 2023, we hosted an education session focused on strategies to provide sustainable alternatives to our customers. This session is a part of an ongoing series to offer continuous education to our salesforce and internal community.

OUR ENVIRONMENTAL POLICIES CONTINUED

Committed to the Health and Safety of Our Customers

Stephen Gould mainly operates as a business-to-business provider for packaging and supply chain solutions, so the end-user health and safety requirements of our products change depending on the industry we are serving. Our design and quality assurance teams take end-user health and safety seriously and have subject matter experts on staff to navigate these waters effectively. We provide our customers with material and regulatory experience to guide packaging and supply chain decisions around health and safety.

THIS IS ACCOMPLISHED IN THE FOLLOWING WAYS»



Packaging Strength Testing

Material type, strength, and shelf-life all contribute to customer safety of our packaging products. Packaging solutions are tested and certified using third-party labs, or customer resources. Select Stephen Gould fulfillment centers also have drop testing capabilities to test packaging strength.

Stephen Gould Design Centers

We develop creative designs to ensure specified strength and parameters are met, selected materials are free of hazardous substances, and are environmentally friendly. We are constantly looking for suppliers to provide better materials for our customers and society in general. The list of tests performed on our packaging solutions includes child safety packages with cannabis-like restricted items solutions built in. Any food-related packaging is also tested for applicable FDA requirements.

Health and Safety

Established processes to ensure our compliance with regulations such as CA Prop 65 for hazardous substances, PFAS for ingested hazardous chemicals, or other toxic substances. We have also implemented processes to ensure compliance with EU regulations such as Restriction of Hazardous Substances (RoHS), or REACH. In addition to hazardous chemical testing, our teams conduct product specific testing to assure customer health and safety. For example, our dietary supplement packaging and contract filling solutions are microbial tested before and after the filling process to assure product quality.

Internal Education and Training on Sustainable Solutions & Acting Sustainably

As a part of our commitment to sustainability, we implement ongoing sustainable education for all colleagues. Sustainable material training isn't the only education we provide our people. We also host internal webinars and share educational videos on greenwashing, energy conservation, recycling and other environmental topics.

Our most recent educational webinar focused on future ESG regulations and strategies to motivate customers to opt for sustainable alternatives garnered attendance of nearly 300 individuals.

The intention behind our educational material is to create environmental awareness within our community so people think about the environment outside of work hours. Turning



off a light in an empty room, cleaning used plastic food packaging before recycling and other small but simple practices all contribute to reducing total carbon emissions. Sustainability requires a drop in the bucket mentality and we hope to stimulate that ideology in our people on how they approach sustainability in their everyday lives.

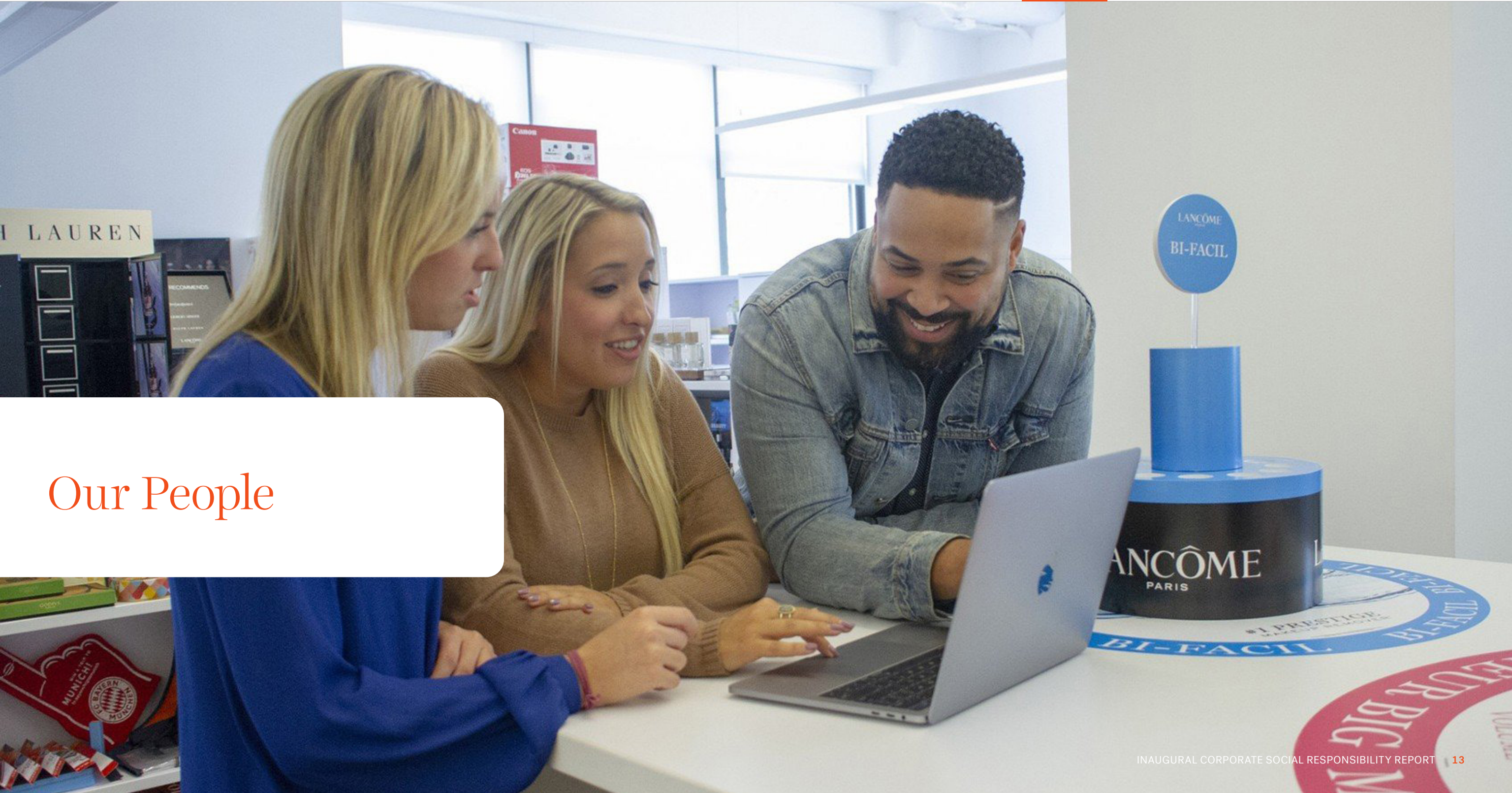
We also leverage our online Learning Management System to further engage our workforce in education that not only helps them develop themselves, but also enables them to positively impact our clients, suppliers and our environment.



PRAVEEN GUPTA

Quality Assurance

“Long-lasting trust is the cornerstone of our customer relationships. We achieve this by consistently exceeding quality expectations on every project. For over three decades, some clients have chosen us again and again, a testament to our dedication in delivering unmatched quality and building relationships that thrive.”



Our People

Diversity, Equity, Inclusion & Belonging

At Stephen Gould, our people, our relationships and our commitment to excellence are at the core of everything we do.

Leveraging the collective power of our diverse network of resources, we bring people and ideas together to provide best-in-class solutions for our clients and our partners.

To make this happen, we are committed to fostering an environment that encourages unique perspectives and challenges us to embrace our differences. We are driven to

build a diverse workforce that's more representative of all the people who count on us to put innovation and flexibility within their reach.

We are constantly evaluating our company initiatives to ensure that we continue to promote an inclusive environment and celebrate the different perspectives and beliefs of our team members.

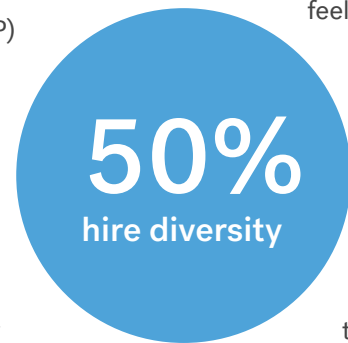
Annually, we set Affirmative Action Plans (AAP) to advance our representation in specific EEO job categories aligned to gender and/or ethnicity. Additionally, to ensure diversity within our Company, we require approximately 1/3 of our hiring slates be qualified diverse candidates.

In 2023, we achieved 52% applicant diversity and 50% hire diversity. We also established an Operating System to help identify the locations in which our staff population has an opportunity to better match the demographics of the communities in which we do business. We constantly monitor these top locations for improvement, considering the availability of talent within the market. Candidates' slates, interviews and hires for these locations are tracked weekly and monthly, noting passing and failure results on each opportunity. These goals are readjusted annually.

We have many measures in place to ensure our diversity, equity and inclusion goals are met. In an effort to expand our diverse applicant pool in 2024, we are committed to posting all open roles on a variety of diversity-focused professional association websites.

We are committed to creating an environment that is safe and inclusive and makes everyone in our community feel valued and respected. Members of our Stephen Gould community understand that they have an obligation to foster and promote an atmosphere that aligns with our culture and values. To reinforce this responsibility, we engage all staff in annual Respect in the Workplace training. In addition to our formal, multi-tiered investigation process to review all workplace complaints and/or concerns, we have an anonymous workplace concern hotline and an online form as a further resource for our community to alert us of inappropriate issues.

In addition to companywide training, we also engage People Managers across our community in specific leader-based educational sessions around workplace respect, pay equity and transparency and open and honest communications best practices.



DAHNA BAISLEY

Chief Human Resources Officer

“Over the past few years, we’ve made great strides to improve diversity at all levels including our executive leadership team and our Board of Directors. Having best-in-class, diverse talent enables us to maintain our competitive edge, deliver innovative solutions to our customers and improve our overall financial performance year in and year out.”

Employee Well-Being

Stephen Gould provides a full suite of medical, dental and vision benefits for eligible employees and their dependents. In addition, we offer comprehensive mental health support services through both a traditional Employee Assistance Program and, for our employees covered under our medical benefits, app-based, 24/7 behavioral health coaching on a variety of topics from stress and depression to issues with work and relationships. We offer these critical benefits to ensure our employees, and their families, have the support they need to be well at work and at home.

We recognize the importance of work-life balance and offer our team members a flexible work schedule to ensure they can focus on both work and family obligations. We also have several policies in place to allow employees paid time off to care for themselves and their loved ones.

At Stephen Gould, our employees' peace of mind is a priority for us. We fully fund a host of benefits to assist them during difficult times and hardships. These include reasonable workplace accommodations, and Company-sponsored short- and long-term disability, accidental death and dismemberment and life insurance.

In 2024, we will launch a health and well-being newsletter, which highlights resources available on various timely topics including, but not limited to, stress management, mental health and substance use. Newsletters will align with monthly awareness themes.

STEPHEN GOULD'S TOTAL EMPLOYEE REWARDS

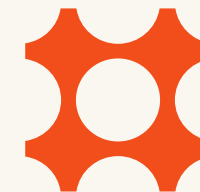
Medical, Dental, Vision, Life, Supplemental Life, Short- and Long-Term Disability, Accidental Death & Dismemberment (AD&D), Supplemental AD&D, Supplemental Cancer, Hospital, and Accident insurance, Health Savings Accounts and Flexible Spending Accounts.



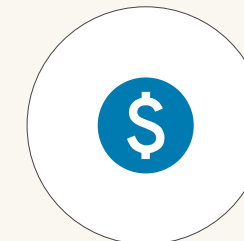
Hybrid work model and flexibility helps attract and retain talent.



Paid holidays, vacation, sick, personal time, bereavement, maternity, family, military, and personal leave.

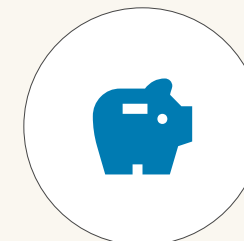
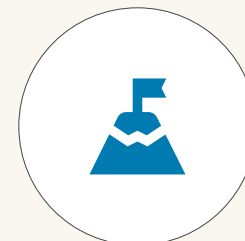


Comprehensive mental health support services for employees and their families through our Employee Assistance Program, including 24/7 behavioral health coaching.



Market-competitive wages for all roles, based on research and industry-specific databases.

Professional Development opportunities through mid-year and annual performance discussions and our online Learning Management System.



401K and company match to help employees plan for retirement.

EMPLOYEE WELL-BEING CONTINUED

Advancement and Retention

We believe that by developing our team members at Stephen Gould, it not only benefits the individual but the entire organization. Programs such as our Learning Management System are designed to encourage development at all levels, and in time can contribute to a reduction in turnover, higher colleague satisfaction and greater productivity.

In an effort to maintain high levels of colleague satisfaction, Stephen Gould leverages a 90-day survey for new staff, providing a channel for feedback to overcome potential challenges early on in an individual's career. We also utilize exit interviews to identify shortcomings and receive feedback on the workplace experience at Stephen Gould.



Commitment to Human Rights

Stephen Gould is committed to maintaining the highest standard of integrity and ethical performance within every level of our organization. We comply with the laws and regulations of the states and countries in which we operate. We also conduct our business operations in ways that seek to respect, protect and promote the full range of human rights. Our policies, standards, and practices—including our Employee Code of Ethics—align with our guiding principles and our commitment to human rights.

Making the World a Better Place

As an extension of our 'think globally, act locally' business approach, Stephen Gould will strive to make the world a better place for generations to come with a focus on sustainability and supporting the communities in which we operate.

Within our organization, using the UN's SDGs as a guide, we create opportunities for our people to help individuals in need and bring resources to local and global communities. From on-site and virtual volunteering initiatives to holiday giving, we help teams across our 43 locations get involved in our communities and give back in ways that are meaningful to them.

In 2024, we will introduce a new Volunteer Time Off benefit to our people, making it easier for them to give back to their respective communities.



JOHN GOLDEN

Executive Vice President

“It’s not only our responsibility, but our privilege to give back to the communities in which we live and operate. Our efforts are more than charity, they are an investment in a future where talent thrives, customers connect, and our shared prosperity endures. What truly matters isn’t what we build within our company walls, but what we build alongside our community.”



Conducting Ethical Business Practices

Corporate Governance

At Stephen Gould our people and our culture are of utmost importance to our success.

How we show up, how we engage with others and how we conduct ourselves is just as important as what we do. Our Employee Code of Conduct, Social Media and Information Security policies outline our expectations around the appropriate behaviors for conducting business and acting as an ambassador for the company. The Stephen Gould Five Guiding Principles are the foundation of how we deliver value to our people and our clients.

Business Ethics

Prior to joining Stephen Gould, all new hires must participate in pre-employment screening. Upon joining, and periodically throughout their employment with Stephen Gould, we require all individuals within our organization to review and sign off on key policies. To reinforce their importance, individuals participate in mandatory education.

In 2023, we administered a pay equity and transparency education session and launched updated Respect in the Workplace online training modules companywide to align with our revised policy. We have a formal investigation

process for review of all workplace complaints and/or concerns. In addition, we have introduced anonymous workplace concern reporting resources for the community.

To ensure we have a clear understanding of our workplace environment, we frequently request feedback from our community through meetings with groups of cross-functional company influencers, new-hire 90-day check-ins and exit interviews. We strongly believe in our policies and values, have zero tolerance against retaliation and take action to ensure that our culture is not negatively affected by misconduct.



MICHAEL GOLDEN
Chief Executive Officer

“Through numerous global conflicts, incredible technological developments in our industry, and even a pandemic, Stephen Gould has been resilient thanks to our core values: respect, integrity, and loyalty. Irrespective of the ever-changing environment around us, our business model will always be consistent — we are a solutions provider, fostering an entrepreneurial environment, in service to our clients.”

STEPHEN GOULD GUIDING PRINCIPLES

1.

People First

Behind every great product is a team of dedicated people. Stephen Gould exists for them. We are here to make their lives better.

2.

Attitude Matters

How we deliver is just as important as what we deliver. Seeing the opportunity in every challenge, we are relentless in our commitment to each client.

3.

Deepen Trust With Every Engagement

We recognize that our services can make or break whether a product makes it to market. We don't take that responsibility lightly.

4.

Consistent & Flexible

Designing, finalizing and shipping products is wrought with complexities and emotions. We offer solutions that are flexible, adaptive and empathetic to our clients fluctuating circumstances.

5.

Leverage Our Vast Network & Experience

We straddle various sectors operating in both mature markets, and rapidly changing and evolving markets. We see this complexity as an opportunity to pioneer change.

CORPORATE GOVERNANCE CONTINUED

Cybersecurity

Information Security is a top priority at Stephen Gould. As such, we have policies and a defense framework in place to protect our internal data as well as the data we capture from our clients and suppliers. We have an ongoing relationship with several leading IS consultants that help us monitor our efforts, administer staff awareness training, evaluate our risk assessments, and audit our practices.



ANTHONY SAVOCA, JR.

Chief Information Officer

“Since we began phishing simulations in 2018, our internal clicks have decreased 75%. At 7%, we are now ahead of industry standard. We plan to reach our next milestone by the end of 2024, as we work to attain ISO 27001 certification, the international standard for information security practices.”



Board Oversight

Our technology team provides quarterly cybersecurity updates to our Board of Directors, which include metrics and progress reports on certifications and assessments, training and incident response. Our Board also includes a member with more than 40 years of experience as an Information Technology professional including serving as Chief Information Officer for multiple renowned global corporations.

Always Improving

In 2024, the company will implement a Zero Trust program to continue ongoing efforts of improving security for the firm’s network. Zero Trust is a security strategy based on the principle never trust, always verify. Instead of assuming everything behind the corporate firewall is safe, the Zero Trust model assumes breach and verifies each request as though it originates from an open network.

Sustainable Procurement

Sustainable Procurement Policy

Stephen Gould’s [Supplier Social Responsibility Guide](#) outlines specific guidelines and expectations regarding labor practices and human rights by which our suppliers must adhere.

This summer, we will launch a survey to help assess our top suppliers against our ESG standards. The learnings from the survey will help us strategize future business development opportunities with diverse suppliers.

Commitment to Supplier Sustainability & Biodiversity Stephen Gould and our suppliers have tackled complex packaging and supply chain challenges throughout our business history together. Sustainability is just a new hurdle that we collectively see as an opportunity to grow business while making the world a better place. As mentioned earlier in this section, we are conducting an ESG assessment on our top suppliers this summer to identify ESG risks, certifications and strategy. Once these assessments have been completed, we will review supplier results to ensure we’re fully aligned on our partnerships, initiatives and business strategies.

Pulp based products like corrugated board, paperboard, and molded pulp have a huge impact on biodiversity. The Forest Stewardship Console (FSC) and Sustainable



Forestry Initiative (SFI) are non-profit organizations focused on sustainable sourcing of wood materials, requiring all links in the supply chain to track sustainability sourced wood products from harvester to customer. We encourage our customers to use FSC and/or SFI certified materials whenever possible.



KIMBERLY INGS

Executive Vice President

“Our reputation rides on everything we touch, directly or indirectly. It’s not just about cost or efficiency; it’s about integrity and ensuring that every component and interaction reflects Stephen Gould’s core values. Holding suppliers to the same high standards we set for ourselves enables us to build a foundation of trust and transparency that strengthens our entire ecosystem, from our internal team to our external partners and customers.”



Stephen Gould Headquarters

5 Giralda Farms

Madison, NJ 07940

+1 973 428 1500

info@stephengould.com

stephengould.com

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