

THE MANY COMPANY
IMPACT REPORT
2022-2023

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Introduction

Welcome to The Many Company's 2022-2023 Sustainability Impact Report.

We've made it our mission to transform the fashion industry through sustainability and innovation. Our journey began with a simple problem: outgrown children's clothes. This personal experience inspired us to create a platform that not only addresses excess inventory but also advances the circular economy.

At The Many Company, we offer cutting-edge circular technology and logistics platform that turns apparel overstock, returns, and resale into revenue opportunities. Our integrated platform empowers brands to manage their excess inventory while minimizing environmental impact. We pride ourselves on turning logistical challenges into sustainable successes while supporting the planet.

Our mission is to help reshape the retail industry by promoting ethical production, extending product life cycles, and eliminating waste. Through our innovative solutions, we make it easier for brands and consumers to engage in responsible consumption and contribute to a circular economy.

Join us as we continue to lead in sustainability and drive positive change for a better, more sustainable world.

About The Many Company

Who We Are

Founded in 2020 by Carolyn Butler and Rich Amsinger, The Many Company emerged from the founders' personal experience with outgrown children's clothes. This inspired them to create a platform for direct-to-consumer sustainable brands, promoting growth and participation in the circular economy.

What We Do

The Many Company is a pioneering circular technology and logistics company, empowering apparel brands to profit from their exceptions. By partnering with brands globally, our fully integrated, revenue-generating platform leverages innovative, scalable technology to manage overstock, retail returns, and resale. This includes our circular technology and operational backbone, the Manymoos e-commerce marketplace, and the Assemble brand along with its associated retail locations.

Our Impact

Brands face significant logistical challenges and financial losses due to unsold inventory and retail returns. We transform these potential losses into revenue-generating opportunities through advanced technology and syndication. Our scalable solutions unlock the value of physical assets and reduce environmental impact, providing a win-win for brands and the planet. We are rapidly scaling our technology, welcoming more brands into our core retail technology and logistics framework.

Our Core Values

- **Care:** Prioritizing the comfort, safety, and well-being of our world for future generations.
- **Inclusivity:** Championing equal rights and opportunities for all, valuing diverse perspectives to strengthen our community.
- **Authenticity:** Being purpose-driven, transparent, and open, bringing our true selves to work.
- **Innovation:** Embracing challenges and change, adapting to grow and maximize our impact.

Future Expansion with the Triple Bottom Line: People, Profit, & Planet

- **People:** Support our team, partners, and community.
- **Profit:** Implement innovative, effective practices for profitability.
- **Planet:** Reduce waste, water, and energy; promote sustainable fulfillment for brands of all sizes. As change leaders, continue with vanguard innovation and best practices.

Our Company Mission

At The Many Company, we are dedicated to transforming the outdated take-make-waste model into a sustainable, circular future. Our mission is to:

- **Regenerate Natural Systems:** We help brands on their journey to being more sustainable by promoting and carrying products that are ethically-produced, regenerative, and intrinsically recyclable. We ensure our brand partners are transparent and aligned with our environmental, social, and governance standards.
- **Keep Products in Use:** We offer high-quality, durable products for purchase, and provide a Give Back process and a rental program to extend their lifecycle through cleaning, repairing, and resharing.
- **Eliminating Waste:** We design waste out of the system through effective collection, sorting, recycling, and composting strategies, including the commercial-scale composting of post-consumer clothing.

Through our innovative circular technology and logistics, we make conscious consumption easier for consumers and brands, helping to scale environmental and social standards globally. Our mission is to extend the life of products, responsibly manage their reuse and end-of-life, and foster a community that values our planet's health. We empower our team and customers to make impactful choices aligned with our vision for a sustainable future. Join us in reshaping retail for the betterment of our planet and communities.

Environmental Impact

2022-2023 we achieved significant environmental milestones through our operations and community investments, focusing on waste reduction, emissions aversion, water savings, and energy conservation. This was through:

- Manymoons platform and circular partnerships' Rescue, Resale, and Give Back programs
- Manymoons brand product
- In-kind donations & textile composting
- Company facility recycling & composting

Total Waste Reduction

In 2022-2023 we diverted an est. 105.5 metric tons (mt) of clothing, accessories, and waste from landfill.

Total Emissions Aversion

In 2022-2023 our efforts helped to avert an est. 38.6 mt of CO₂-equivalent greenhouse gas emissions (mt CO₂e).

Total Water Saved

In 2022-2023 we saved an est. 342,603 liters (L) (0.09 million gallons (MG)) of water. This also reduced the possibility of water contamination and toxicity connected to the landfill if not diverted.

Energy Conserved

In 2022-2023 we conserved an est. 138,900 kilowatt-hours (kWh) (500 gigajoules (GJ)) of energy through our business. This is due in part to the resale and rescues sold reducing the need for energy to create comparable new products. In all company facilities, and encouraged for remote work, we also focus on environmentally friendly energy use practices whenever possible.

Company Facilities & Practices

Waste Reduction & Responsible Disposal

We seek to minimize our negative environmental impact in regard to waste across our facilities and virtual offices. For Company facilities, we maximize our reuse, recycling, and composting where possible. Whenever possible our team members align with these efforts in virtual offices. We always responsibly dispose of any electronic or hazardous materials.

Facility Waste

In both 2022 and 2023, each year across our facilities an est. 84.2 mt of non-hazardous waste was produced. Each year this waste in landfill produced an est. 126.3 mt CO₂-eq, used est. 8,421 L of water, and consumed est. 16,842 kWh of energy.¹

Facility Recycling & Composting

We recycle paper, cardboard, plastic, metal, and glass at all of our company facilities. We compost at our operations facilities, and aim to increase composting across our facilities in the future.

Environmentally Preferable Purchasing (EPP) & Virtual Office Stewardship

We are committed, whenever possible, to using eco-friendly alternatives in all offices, warehouses, stores, and virtual offices. This includes non-toxic janitorial products, unbleached paper, soy-based or low VOC inks, and recycled office supplies. Whenever feasible based on business needs purchasing from local suppliers is encouraged at all Company facilities.

Scope 1 & 2 Energy Intensity²

In 2022 our estimated Scope 1 & 2 energy intensity was 323 GJ/mm Rev. In 2023 our Scope 1 & 2 energy intensity was 357 GJ/mm Rev. 2024-2030, we aim to reduce our Scope 1 & 2 energy intensity by avg. -5%/year, for a total -35% reduction 2023-2030.

Scope 1 & 2 Carbon Intensity³

In 2022 our est. Scope 1 & 2 carbon intensity was 668.⁴ In 2023 our est. Scope 1 & 2 carbon intensity was 448. 2024-2030, we aim to reduce our Scope 1 & 2 carbon intensity by avg. -5%/year, for a total -35% reduction 2023-2030.

Scope 1 Water Intensity

In 2022, we had an est. Scope 1 water intensity of 0.12 MG/mm Rev.⁵ In 2023, our est. Scope 1 water intensity was 0.14 MG/mm Rev. 2024-2030, we aim to reduce our Scope 1 water intensity by avg. -5%/year, for a total -35% reduction 2023-2030.

¹ Landfilling 1 mt of mixed waste = 0.1 to 0.2 mt CO₂-eq (EPA, 'Municipal Solid Waste Generation', 2020). 0.15 used for conversion. Indirect Water Use: 1 mt landfilled = 50-150 L (USGS, 'Water Use in the US', 2018). 100 L used for conversion. 1 mt waste = 100-300 kWh consumed (ISWA, 'Waste Management', 2018). 200 kWh used for conversion.

² Scope 1 & 2 Energy Intensity encompasses both Scope 1 and Scope 2 energy use, measured as gigajoules of energy used/revenue in Millions (GJ/mm Rev).

³ Scope 1 emissions include those resulting from company owned/leased vehicles. While the company does not directly own or lease any vehicles, we are including the impact from vehicles used for business purposes. Scope 2 emissions include those resulting from electricity used at company facilities. Scope 2 involves indirect emissions from the generation of purchased electricity, steam, heating, and cooling that the company consumes. Although the emissions occur at the facility where the electricity or heat is generated, the company is responsible for these emissions because they are a consequence of their energy consumption (Greenhouse Gas Protocol, 'Scope 1 and 2 Inventory', No Date). Scope 1 & 2 Carbon Intensity is measured as mt CO₂-eq/Revenue in Millions (Mt/mm Rev). This encompasses both Scope 1 and Scope 2 emissions.

⁴ 2022 & 2023 Scope 1 emissions were from combustion engine vehicles use.

⁵ Scope 1 covers water used directly by a business in its operations. It includes water used in manufacturing processes, cooling systems, cleaning, and other operational needs (Water Stewardship Standard, 2022). Scope 1 Water Intensity is measured as Million Gallons Used/Revenue in Millions (MG/mm Rev).

Conservation Programs & Practices

Through our conservation programs and company practices, we have averted emissions, saved energy and water, and diverted waste from landfill. In 2022-2023 we made a significant positive impact with our business through these areas. Our conservation programs and company practices include:

- Monymoons Brand Product
- Rescue/Resale Program
- Rental Program
- Give Back Program
- In-Kind Donations
- Textile Composting
- Company Facilities Recycling & Composting

Landfill Waste Diverted

In 2022-2023 we diverted an est. total of 105.5 mt of clothes, accessories, and waste from landfill. In 2022, we diverted est. 54.8 mt, and in 2023 est. 50.7 mt. 2024-2030, we aim to increase landfill diversion by avg. +5%/year, a total +35% increase 2023-2030.

Emissions Averted

In 2022-2023, we averted an est. total of 38.6 mt CO₂e. In 2022 we averted est. 21.8 mt, and in 2023 est. 16.9 mt. 2024-2030, we aim to increase aversion by avg. +5%/year, a total +35% growth 2023-2030.

Water Saved

In 2022-2023 we saved an est. total of 342,603 L (0.09 MG) of water. In 2022 we saved est. 201,311 L (0.05 MG). In 2023 we saved est. 141,292 L (0.04 MG). 2024-2030, we aim to save an avg. +5% more water/year, a total +35% increase 2023-2030.

Energy Conserved

In 2022-2023 we conserved an est. total of 138,900 kWh (500 GJ) of energy. In 2022 we saved est. 73,621 kWh (265 GJ). In 2023 we conserved 65,279 kWh (235 GJ). 2024-2030, we aim to save an avg. +5% more energy/year, a total +35% increase 2023-2030.

Monymoons Brand Product

Our Monymoons brand product is 50/50 Climate Beneficial Alpaca/Wool, a blend of alpaca and wool fibers that are produced with a focus on climate-friendly practices. The material is US-grown, with all operations and manufacturing taking place in the US. This material has a beneficial environmental impact compared to the use of virgin non-organic wool.⁶

In 2022 the use of this material compared to virgin non-organic wool diverted 0.0001 mt of waste, averted 0.002 mt CO₂e, saved 680 L of water, and 1 kWh of energy. In 2023, the use of the material diverted 0.0003 mt of waste, 0.01 mt CO₂e, saved 2,585 L of water, and saved 3 kWh of energy.

Rescue & Resale Program

We partner with like-minded brands to rescue pieces that are either overstock or have minor imperfections. We sell the new, like-new or slightly imperfect garments on the Monymoons platform online and in stores as rescues or resales, diverting the clothing from becoming landfill waste, and reducing the impact of our products sold/rented. We focus on natural, durable fabrics that can be recycled or composted at end of life to increase circularity and reduce landfill further. In 2022 95% of our unit sales/rentals were from the rescue/resale program in partnership with brands. In 2023 90% was rescue/resale.

In 2022 we rescued (including resale) est. 4.6 mt of clothing and accessories, diverting it from landfill, by selling it across our e-commerce platforms and in our stores. This landfill diversion had the est. impact

⁶Monymoons Brand Product: Per 1 mt of 50/50 Climate Beneficial Alpaca/Wool Used Vs. Virgin Non-Organic Wool (Est. Impact): 2 mt of CO₂eq averted, 800,000 L of water saved, and 1,000 kWh of energy saved (Textile Exchange, 'Organic', 2021).

of averting 5.5 mt CO₂e, saving 68,369 L of water, and saving 6,153 kWh of energy.⁷ In 2023 we rescued (including resale) est. 3.0 mt. This had the est. impact of averting 3.6 mt CO₂e, saving 44,954 L of water, and saving 4,046 kWh of energy.

Rental Program

Customers rent children and adult clothing on the Manymoos platform, and have the option to return to site or in-store. By weight, in 2022, 98% of product rented was made of sustainable materials, and 97% in 2023.

In 2022 we diverted est. 3.4 mt of clothing from landfill through our rental program. The est. impact of this was 4.1 mt CO₂e averted, 51,198 L of water saved, and 4,608 kWh of energy conserved.⁸ In 2023 we diverted est. 1.03 mt. The est. impact was 1.23 mt CO₂e averted, 15,376 L of water saved, and 1,384 kWh of energy conserved.

Give Back Program

We want to make it easy for our community of customers to reduce waste from discarded clothing, and be a lifetime partner for circularity. We encourage customers to use our clothing for as long as they like, and to send it back to us to divert landfill from the item being discarded post-use. We incentivize the return of clothing after use to the Manymoos platform. The customer receives after returning used, a 20% credit on purchase price paid to use on the Manymoos platform. The credit never expires. We call this a Lifetime Return. Give Backs also includes purchased rental pieces that are returned once no longer needed by the customer. We aim to help promote a more sustainable approach to consumption and reduce the likelihood of unnecessary waste whenever possible.

In 2022, Give Backs diverted est. 0.36 mt of waste from landfill. The est. impact was 0.44 mt CO₂e averted, 5,453 L of water saved, and 5,453 kWh of energy conserved.⁹ In 2023, Give Backs diverted est. 0.16 mt. The est. impact was 0.19 mt CO₂e averted, 2,391 L of water saved, and 2,391 kWh of energy conserved.

In-Kind Donations

In 2022 we donated est. 0.001 mt of product to partner organizations and individuals, diverting it from landfill. The est. impact was 0.001 mt CO₂e averted, 8 L of water saved, and 1 kWh of energy conserved.¹⁰ In 2023 we donated an est. 0.03 mt. The est. impact was 0.03 mt CO₂e averted, 384 L of water saved, and 35 kWh of energy conserved.

Textile Composting

When clothing is no longer in a condition to sell, repair, or donate, we compost textiles and clothing in partnership with the organization Neighborhood Compost in New Jersey. Neighborhood Compost is a pioneering organization dedicated to advancing composting practices throughout the state.¹¹ By offering resources, education, and support for community-based composting programs, they empower residents to reduce waste, enrich local soils, and contribute to a more sustainable environment.

In 2022 we composted est. 0.05 mt of textiles from unusable clothing, diverting it from landfill. The est. impact was 0.02 mt CO₂e averted and 15 kWh of energy conserved.¹² In 2023 we composted est. 0.09 mt. This est. impact was 0.05 mt CO₂e averted, and 31 kWh of energy saved.

⁷ Rescue, Resale, Rental, Give Back, In-Kind Donations, & Textile Composting: Our estimated impact is based on cotton given such a high percentage of our sales/rentals '22-'23 (>75/ year by weight) were made entirely or in part of cotton. Per 1 mt of Cotton Diverted From Landfill Est. Impact: 1.2 mt CO₂e averted, 15,000 L of water saved, and 1,350 kWh of energy use reduced (EPA, 'Advancing Sustainable Materials', 2021).

⁸ Based on cotton, see Footnote 7 for impact conversions.

⁹ Based on cotton, see Footnote 7 for impact conversions.

¹⁰ See financial & in-kind donations for description of each recipient organization 2022-2023.

¹¹ Learn more about Neighborhood Compost [here](#).

¹² Based on cotton, see Footnote 7 for impact conversions.

Company Facilities: Recycling & Composting

All of our company facilities recycle cardboard, paper, plastic, metal, and glass. Our operations facilities compost food waste. We aim to continue this practice in all existing company facilities, and in future locations.

Facility Recycling

2022-2023, each year we recycled an estimated 33.4 mt of mixed recycling across our company facilities, diverting it from landfill. The est. impact each year of this recycling was 11.7 mt CO₂e averted, 50,162 L of water saved, and 41,802 kWh of energy conserved.¹³

Facility Composting

2022-2023, each year we composted an est. 13.0 mt of food waste, diverting it from landfill. The est. impact each year of this composting was 10.4 mt CO₂e averted, 22,440 L of water saved, and 15,588 kWh of energy conserved.¹⁴

Products, Materials, Manufacturing, & Partners

We focus on sustainable materials in our product, and the product of our brand partners. This includes organic materials, recycled, regenerated, upcycled materials whenever possible.

Partner Brand Product

We seek partnerships with like-minded brands, focusing on non-toxic, sustainable materials whenever possible. We bring in rescue and resale products, as well as responsibly produced new products (ex. Beauty products). Rescues are brand new items with tags, sourced from aging collections and offered at a discount. Most overstock & retail returns in America are landfilled or incinerated. By rerouting this inventory to Manymoos, this keeps these products utilized and out of landfills.

Organic Materials

We emphasize using organic materials from brand partners when possible. In 2022, 79% (by weight) of the products sold/rented were made of organic materials. In 2023, this figure was 70% organic materials. This included cotton, wood, wool, and bamboo. The most common organic material for us was cotton (72% sales by weight in 2022, 62% in 2023).

Recycled, Regenerated, & Upcycled Materials

We also seek to sell products made of recycled materials, either in part or whole. In 2022, 3% and in 2023 5% (by weight) of sales were made completely or in part of recycled materials. The most commonly used recycled material was cotton. Other recycled, regenerated, and upcycled materials used include:

- Recycled cotton, acrylic, down, nylon, polyester, and cardboard
- Regenerated nylon and silk
- Upcycled leather

Cotton

Cotton is a central material to our business because of its versatility, comfort, soft feel, and suitability for various climates and skin types to serve our customers' needs. Additionally, cotton is a natural, biodegradable fiber. We make sure to partner with brands who use as non-toxic and responsibly sourced/produced cotton as possible. In 2022, 83% (by weight) of the products were made completely or partially of cotton, and in 2023 74%. This included:

- GOTS Organic Cotton

¹³ Diverting 1 mt of mixed recyclables (cardboard, paper, metal, glass, plastic) from landfill has the following est. impact: Emissions: 0.2-0.5 mt CO₂e (Recycling Association, 2020). 0.35 mt CO₂e used for conversion. Energy: Saves est. 1,000-1,500 kWh of energy (EPA, 'Recycling Benefits', 2021). 1,250 kWh used for conversion. Water: Saves 1,000-2,000 L (Recycling Partnership, 2022). 1,500 L used for conversion.

¹⁴ Diverting 1 mt of mixed compostable materials (food waste) from landfill has the following est. impact: Est 0.8 Mt CO₂e Averted. Water: Est. 6000 L water saved, 80% savings vs. landfilled food waste. Energy: 1,200 kWh est conserved, used for conversion. (EPA, 'Sustainable Management of Food', 2021), (NJDEP, 'Solid Waste Management', 2020)

- BCI Cotton
- Recycled Cotton
- Pima Cotton
- OEKO-Tex Cotton

Environmentally Preferred Packaging Materials

At Many Co., we are committed to sustainability by using environmentally preferred materials for all our packaging needs, both in-store and online. Our packaging solutions are crafted from non-toxic, plastic-free materials to minimize environmental impact. We continuously strive for improvement by focusing on source reduction, eco-friendly materials and local sourcing whenever possible. We ensure that our packaging solutions align with our environmental values.

Manufacturing

Worldwide Production

We have brand partners with other manufacturing locations around the world. These include Portugal, Spain, UK, Turkey, France, Latvia, India, China, Thailand, Sri Lanka, Vietnam, Bangladesh, USA, Canada, Peru, Bolivia, Uganda, and New Zealand.

Portugal

In both 2022 and 2023, over 50% of our sales were products made in Portugal by our brand partners. Portugal is favored by many sustainable brands for manufacturing due to its strong emphasis on eco-friendly practices and high-quality production.¹⁵

Community Investments

At The Many Company, we treat our social and environmental impact as a primary measure of success for our business. We consistently incorporate social and environmental impact into decision-making. We focus on civic engagement through financial and in-kind donations and partnering with charitable organizations. We have screening practices for our donations, partnerships, and other community investments, ensuring alignment with Company values, standards, and goals. We also participate in panels and other advocacy focused on the adoption of improved social or environmental policies or performance.

Our Community Investments

At The Many Company, we are committed to driving meaningful change through our environmental and social investments, including donations, partnerships, and other community investments. Our mission is to lead by example, creating innovative solutions for sustainability and fostering social equity in the communities we serve through our philanthropy and other community investments.

Environmental Impact

We are dedicated to protecting and enhancing the natural environment through innovative and impactful initiatives including waste reduction, conservation efforts, and environmental education.

Social Impact

Our social impact initiatives aim to foster social equity, community well-being, and positive change. We support local organizations that address social issues such as poverty, inequality, and access to essential services. Our contributions include donations and collaborative projects.

Our Commitment

¹⁵ Portugal adheres to stringent environmental regulations, including water and energy conservation measures and waste reduction practices (Cerejo, 2020). Portuguese manufacturers often use sustainable materials and have certifications such as OEKO-TEX and GOTS, which verify their commitment to non-toxic and organic production methods (OEKO-TEX, No Date).

Through these investments, we aim to create a legacy of environmental stewardship and social responsibility. We believe that our efforts can inspire positive change and drive progress towards a better future for all. We seek to make a lasting and meaningful impact. Together, we can work towards a more sustainable planet and a more equitable society. Thank you for your support and commitment to our shared vision.

Employee Engagement

The goal of our philanthropy and other community investments is to support positive environmental and social impact. Employees are encouraged to take an active role in our community identifying potential investments, including donations, partnerships, and other related opportunities. We have screening practices for our donations, partnerships, and other community investments, ensuring alignment with Company values, standards, and goals.

Financial & In-Kind Donations

In 2022 we donated \$300 in-kind to the organization Sustainable Nantucket. In 2023 we donated a combined value of \$2,610 inclusive of financial and in-kind contributions to Environmental Working Group, Sustainable Nantucket, Good Counsel Homes, and The Contemporary Club. 2024-2030, we aim to increase avg. +5%/year our financial and in-kind donations, for a total +35% growth 2023-2030.

Sustainable Nantucket

Sustainable Nantucket's mission is to foster growing and making locally sourced food widely available, and educating students and the community about the benefits of healthy food.¹⁶

Environmental Working Group

The Environmental Working Group (EWG) is a nonprofit organization that conducts research and provides public education on environmental and health issues, focusing on chemical safety, pesticide exposure, and water quality. They advocate for stronger regulations and offer resources like databases and guides to help consumers make informed choices and push for policy changes to protect public health and the environment.¹⁷

Good Counsel Homes

Good Counsel Homes is a nonprofit organization dedicated to providing support and shelter for pregnant and parenting women, offering a safe and nurturing environment. They offer a range of services including housing, counseling, and educational programs to help women achieve self-sufficiency and improve their quality of life.¹⁸

The Contemporary Club of Ho-Ho-Kus

The organization funds scholarships for HHK high-school seniors, provides financial support to local families in crisis, contributes funds to the HHK Senior Citizen's activities, the HHK Worth-Pinkham Library, the local Public School District, the Youth Activities Council, and more.¹⁹

Sustainability-Related Conversations & Research Contributions

Participating in industry sustainability-related panels, events, and conversations, and contributing to research is important to us at Many Co. From 2022-2023, Many Co. provided data and guidance around sustainability and entrepreneurship for student research at Columbia University (2022, 2023), Penn State University (2023), and New York University (2023). In 2023, Many Co. was featured on Columbia University's Startup Alley podcast discussing our business model and impact.

¹⁶ Learn more about Sustainable Nantucket [here](#).

¹⁷ Learn more about the Environmental Working Group [here](#).

¹⁸ Learn more about Good Counsel Homes [here](#).

¹⁹ Learn more about The Contemporary Club of Ho-Ho-Kus [here](#).

Governance

Our Board of Directors

Below are the members of our Board of Directors:

- Carolyn Butler, Board Member Since 2020
- Rich Amsinger, Board Member Since 2020
- Bill Pescatello, Board Member Since 2022
- Eric Weisen, Board Observer Since 2024

Our Board of Advisors

Below are the members of our Board of Advisors:

- Steven Temares, Advisor since 2020
- Annie Longworth, Advisor since 2020
- David Olk, Advisor Since 2021
- Eugene Castagna, Advisor Since 2020
- Arthur Parry, Advisor Since 2020
- Elizabeth Leahy, Advisor Since 2021
- Urooj Khan, Advisor Since 2020
- Kinshuk Jerath, Advisor Since 2020
- Gabrielle Giacalone, Advisor Since 2021
- Jack Kaplan, Advisor Since 2020
- Jess Schulman, Advisor Since 2021

B Corp

In 2022 we gained our B Corp certification. A B Corporation (B Corp) is a type of for-profit company certified by the non-profit organization B Lab to meet rigorous standards of social and environmental performance, accountability, and transparency. B Corps are committed to balancing profit with purpose, aiming to create a positive impact on society and the environment.

Visit our [B Corp Profile](#) for more information, and to see our scorecard. In 2024 we are applying for recertification in 2025. B Corps must recertify every three years and demonstrate continued adherence to B Lab's standards.

Closing

As we reflect on our progress and look to the future, The Many Company remains steadfast in our commitment to driving circularity within the retail industry. Our innovative approach has not only transformed how brands manage excess inventory and used goods, but has also paved the way for a more responsible and circular economy. We are proud of the strides we've made, yet recognize that our journey is ongoing. The challenges ahead are significant, but our resolve to foster a more sustainable and equitable world for future generations is unwavering.

We extend our deepest gratitude to our partners, team members, and stakeholders who have supported us in this mission. Your collaboration and dedication are instrumental in our shared success. Together, we are not just redefining the retail industry—we are shaping a future where responsible practices and environmental stewardship are the norm. As we continue to innovate and expand, we invite you to join us in our mission to create lasting, positive impact. Let's continue to work together to build a more sustainable world for all.

Appendix

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Our Company Code of Ethics

Code of Ethics Compliance

Adherence to the Code of Ethics is mandatory for all employees; violations may lead to immediate separation.

Discrimination Prohibited

We have zero tolerance for discrimination. Employment decisions will not be based on gender, race, religion, age, disability, sexual orientation, nationality, or any other protected characteristic. This applies to all employees, applicants, customers, and business partners.

Abuse, Violence, or Retaliation Prohibited

We have zero tolerance for workplace violence or retaliation. Physical violence, threats, intimidation, or conduct creating a hostile environment will not be tolerated.

Harassment Prohibited

We have zero tolerance for any form of harassment, including:

- **Verbal:** Jokes, slurs, unwelcome comments about appearance or talents, derogatory remarks, and patronizing terms related to protected characteristics.
- **Physical:** Interference with work, blocking movement, assault, unwelcome touching, or intimidating actions based on protected characteristics.
- **Visual:** Leering, sexual gestures, or displaying offensive materials that ridicule or show hostility towards individuals due to protected characteristics.
- **Sexual:** Unwelcome sexual conduct affecting employment decisions, creating a hostile work environment, or interfering with job performance.

Unsafe Child Labor and Forced Labor Prohibited

Without prior authorization, and all regulatory procedures observed, no worker shall be employed below age 15, or under the age of completing compulsory education, or the minimum age for employment set by the country of manufacture (whichever is greater). The Company strictly prohibits forced labor, including prison labor, indentured labor, bonded labor, or any other form.

Our company is dedicated to ensuring the safety and well-being of all child models. We are committed to providing a safe environment where children can work without fear of exploitation or harm. We prioritize the physical and emotional safety of child models at all times. We ensure appropriate adult supervision is always present during shoots and activities. We provide a comfortable and healthy

environment, including adequate breaks, refreshments, and proper facilities. We adhere strictly to all local, state, and federal laws and regulations concerning child labor and child models.

Respect For Workers' Right to Bargain Collectively and Freedom of Association

We support workers' right to bargain collectively and freely choose to join or not join legally sanctioned organizations or associations, without unlawful interference.

Corruption, Bribery, or Dishonesty Prohibited

We do not tolerate corruption, theft, dishonesty, or misrepresentation. Bribes, kickbacks, or gifts related to contract payments or soft dollar practices are strictly prohibited. The Company is committed to anti-corruption regulations, and neither the supplier nor their agents may violate anti-bribery laws for the benefit of The Company.

Oversight and Transparency of Contributions Supported

We are committed to giving back to the community through donations, partnerships, and other community investments. The CEO or their designee oversees and must approve all political contributions, charitable donations, and sponsorships. The Many Company supports public disclosure of all financial and in-kind contributions to political, charitable, and advocacy groups. We have screening practices for our donations, partnerships, and other community investments, ensuring alignment with Company values, standards, and goals.

Regulatory Compliance Supported

The Many Company is committed to building a responsible, sustainable business that supports the community and the planet. Our products and suppliers must comply with environmental regulations and workplace health and safety laws.

Workplace Health and Safety Prioritized

The Many Company is committed to a safe, healthy work environment and minimizing our impact on the environment and communities. All employees, officers, and directors are responsible for this goal. We partner with ethical manufacturers and vendors, expecting high accountability standards and supporting smaller partners in certification processes.

Unauthorized Use of Customer Data Prohibited

The Many Company does not support unauthorized use of customer data. Employees with data access must follow The Many Company's Privacy Policy.

Our Commitment to Ethical Business

The Many Company is committed to honest and ethical business practices, aiming to improve services, products, and operations. We uphold a reputation for integrity, fairness, and respect. All employees and managers must adhere to high standards of business and personal integrity in line with their duty to the Company.

Representation and Confidentiality

Executive leadership, managers, and employees must not misrepresent the Company or speak on its behalf without authorization. Confidential information, including trade secrets, financial records, and customer data, must be kept private and shared only on a need-to-know basis (see privacy policies).

Violation of the Code of Ethics

Violations of the Code of Ethics may lead to discipline up to termination. Discipline may be affected by voluntary disclosure and cooperation in investigations.

Our Supplier Code of Conduct

The Many Company's Supplier Workplace Code of Conduct ("Code") defines standards for fair, safe and healthy working conditions and environmental responsibility throughout our supply chain. The standards are based on best practices created by the Fair Labor Association (FLA) and the International Labor Organization (ILA). All suppliers must commit to adhering to our Code of Conduct. Requirements in this Code apply to the whole supply chain, including sub-suppliers, subcontractors and farms. Standards equally apply to permanent, temporary, and agency workers, as well as piece-rate, salaried, hourly paid, legal young workers (minors), part time, night, and migrant workers.

The Many Company pledges to help our suppliers improve labor, health and safety and environmental conditions in the workplace, and to help our suppliers understand how to improve their sustainability practices. We recognize that this effort requires listening to our suppliers and their employees' needs, and requires a collaborative approach using capacity building tools such as root-cause analysis, training, and management-system development to drive meaningful change. The Many Company seeks at all times to exercise the best possible practices for the respectful and ethical treatment of workers and promote sustainable conditions in which workers earn fair wages in safe and healthy workplaces.

Law and Code Compliance

Our suppliers are expected to comply with (1) all relevant and applicable laws and regulations of the country in which workers are employed including those at the federal, state/provincial and local community levels, (2) our Supplier Workplace Code of Conduct, and (3) where applicable, Collective Bargaining Agreements.

Child Labor

No person shall be employed under the age of 15 or under the age for completion of compulsory education, whichever is higher. Juvenile workers (ages 15-17) shall not perform work which, by its nature or the circumstances in which it is carried out, is likely to compromise their health, safety or morals (ILO Convention 138 and 182).

Forced Labor

There shall be no use of forced labor, including prison, indentured, bonded, slave or other forms of forced labor. Acts of human trafficking are also prohibited. Suppliers are required to monitor any third party entity which assists them in recruiting or hiring employees, to ensure that people seeking employment at their facility are not compelled to work through force, deception, intimidation, coercion or as a punishment for holding or expressing political views (ILO Conventions 29, 105, 182).

Harassment, Abuse, and Disciplinary Practices

Every employee shall be treated with respect and dignity. No employee shall be subject to any physical, sexual, psychological or verbal harassment or abuse or to monetary fines or embarrassing acts as a disciplinary measure.

Discrimination

No person shall be subject to any discrimination in any aspect of the employment, relationship including recruitment, hiring, compensation, benefits, work assignments, access to training, advancement, discipline, termination or retirement, on the basis of race, religious belief, color, gender, pregnancy, childbirth or related medical conditions, age, national origin, ancestry, sexual orientation, gender identification, physical or mental disability, medical condition, illness, genetic characteristics, family care, marital status, status as a veteran or qualified disabled veteran (in the USA only), caste, socio-economic situation, political opinion, union affiliation, ethnic group, illness any other classification protected under applicable law. All employment decisions must be made based on the principle of equal employment opportunity, and shall include effective mechanisms to protect migrant, temporary or seasonal workers against any form of discrimination (ILO Conventions 100 and 111).

Freedom Of Association And Collective Bargaining

Workers must be free to join organizations of their own choice. Suppliers shall recognize and respect the right of employees to freedom of association and collective bargaining. All suppliers must develop and fully implement effective grievance mechanisms which resolve internal industrial disputes, employee complaints, and ensure effective, respectful and transparent communication between employees, their representatives and management (ILO Conventions 87, 98 and 135).

Employment Relationship

Employers shall adopt and adhere to rules and conditions of employment that respect workers and, at a minimum, safeguard their rights under national and international labor and social security laws and regulations.

Wages And Benefits

We seek and favor suppliers who progressively raise employee living standards through improved wage systems, benefits, welfare programs and other services, which exceed legal requirements and enhance quality of life. Every worker has a right to compensation for a regular work week that is sufficient to meet the workers and their family's basic needs and provide some discretionary income. Employers shall pay wages which equal or exceed minimum wage or the appropriate prevailing wage, whichever is higher, comply with all legal requirements on wages, and provide any fringe benefits required by law and/or contract (ILO Conventions 26 and 131).

Overtime Wages

In addition to compensation for regular working hours, employees must be compensated for overtime hours at the rate legally required in the country of manufacture or, in those countries where such laws do not exist, at a rate exceeding the regular hourly compensation rate by at least 125% (ILO Convention 1 and 30).

Hours Of Work

Suppliers shall not require workers to work more than the regular and overtime hours allowed by the law of the country where the workers are employed. The regular workweek shall not exceed 48 hours or the maximum allowed by the law of the country of manufacture, whichever is less. Employers shall allow workers at least 24 consecutive hours of rest in every seven-day period. All overtime work shall be consensual. Employers shall not request overtime hours on a regular basis. The sum of regular and overtime hours in a week shall not exceed 60 hours or the maximum allowed by the law of the country of manufacture, whichever is less (ILO Convention 1).

Health And Safety

Suppliers shall provide a safe and healthy workplace to prevent accidents and injury to health arising out of, linked with, or occurring in the course of work or as a result of the operation of employers' facilities. The employer shall take a proactive approach to health and safety by implementing policies, systems and training designed to prevent accidents, injuries and protect worker health (ILO Convention 155).

Environment

Suppliers must comply with all applicable environmental laws. Suppliers should also responsibly manage their energy and natural resource usage, emissions, discharges, carbon footprint and disposal of waste.

Community

The Many Company encourages all suppliers and their employees to get involved in local social and environmental community charity efforts by volunteering time and/or providing other types of support. We seek long-term partnerships with suppliers that share these philanthropic values.

Subcontracting

Suppliers are encouraged to monitor subcontractors and sub-suppliers for social and environmental responsibility using standards that meet or exceed those set out in the Code.

Animal Welfare

Suppliers must respect animal welfare and work progressively towards adopting healthy and humane practices towards animals based on best available technology and standards.

Traceability

The Many Company and our suppliers are jointly responsible for ensuring social and environmental responsibility and the integrity of our product content claims.