

# Corporate Social Responsibility Mission Statement

Vol. 1



  
**Mayzón**  
solutions for  
everyday living

# A letter from our Chief Executive Officer

Since Mayzon's founding in 1929, innovation, sustainability and commitment to community have been at the forefront of everything we do. We take pride in our long heritage of creating products that improve the consumer experience. Our dedication to using sustainable methods and environmentally friendly practices drives us to create products that our customers feel great about purchasing and using.

With sustainability in mind, we have exciting additions to our product lines. Our patented Upcycled Simply Green process is an exciting technology that utilizes recycled postindustrial reclaimed cotton into beautiful new products that consumers can be proud to own.

In December 2021, we added RGI Home to the Mayzon family, a recognized leader in sustainable home storage solutions. In addition, we offer a vast assortment of products made with GRS certified recycled materials, as well as home textiles that pass the strict STANDARD 100 by OEKO-TEX® certification.

As we continue growing our Zenna Hospitality division, Mayzon commits to partnering with key suppliers to produce sheets, towels, and other textile products with environmental responsibility in mind. Our supplier partners limit water use via reclamation, engage in responsible waste disposal, and carry out social responsibility initiatives through participation in the well-being of their communities.

We are pleased with what we have accomplished, but there is much more to come! Mayzon approaches corporate responsibility with the same mindset of relentless improvement that we do in our product design: We will never stop improving, and we will never be finished. I look forward to reporting back regularly on the great progress that we are making.



A handwritten signature in black ink, consisting of several stylized, overlapping lines that form the name 'Michael Mendel'.

Michael Mendel  
Chief Executive Officer

# Environmental Initiatives

## Leadership Commitment

All levels of Mayzon leadership hold their teams accountable to our sustainability commitment. Team members are encouraged to take ownership over their sustainability initiatives and contribute to Mayzon's overall efforts. Sustainability training is an ongoing priority which helps to keep the environment top of mind in our various departments.

## Supplier Partnership

Mayzon commits to partner with key suppliers with environmental responsibility in mind. Our supplier partners limit water use via reclamation, engage in responsible waste disposal, and carry out social responsibility initiatives through participation in the well-being of their communities.

## Waste Reduction

In 2022, our Delaware plant introduced Smash My Trash® compacting for waste. This investment initiative reduces greenhouse gas emissions while processing discarded materials.

## Energy Reduction

We work with all suppliers to reduce energy usage and introduce renewable energy into their operations. Our domestic plant is implementing an air compressor replacement program which will result in measurable energy savings.



# How Mayzon is Transforming Sustainability

At Mayzon, we are committed to making earth friendly products using our patented fabric regeneration UPCYCLED Simple Green process

**UPCYCLED**  
SIMPLY GREEN™  
PATENTED

**Our PATENTED process turns waste cotton into beautiful 100% cotton or cotton rich products, saving the resources that would have been used to make virgin cotton.**

**The Environmental Impact of Virgin Cotton:** An estimated 30% of all cotton is not utilized during initial manufacturing.

Virgin cotton production depletes many resources:

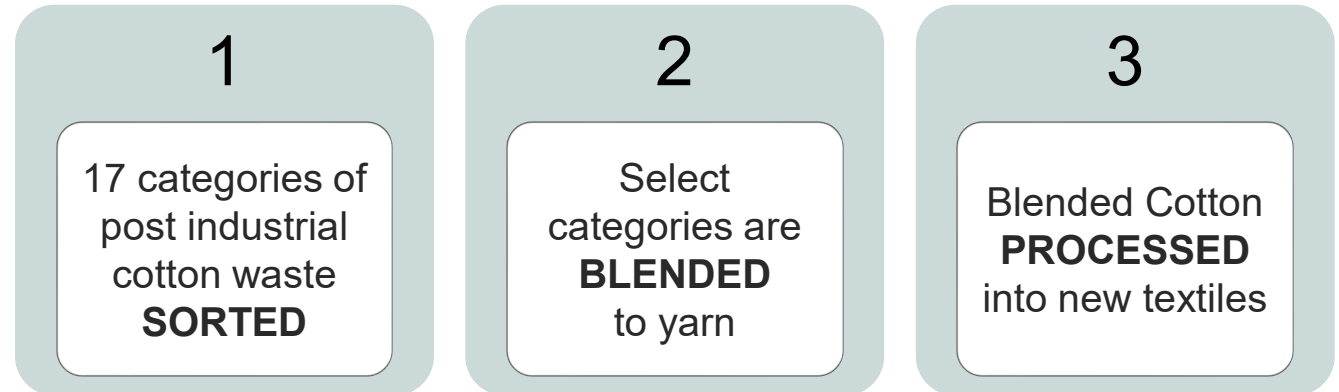
- 1. Water consumption** - At least 1000 gallons of water is consumed per pound grown. Wastewater from the cotton industry is often returned to our ecosystem without treatment.
- 2. Waste** - Post industrial cotton is used for lower value products like pillow stuffing, cattle feed, or disposed in a landfill.
- 3. Pollution**- Extensive use of toxic chemicals, pesticides, & fertilizers from farming contaminate and erode our soil.
- 4. Transportation**- Transportation systems contribute to degraded air quality, as well as a changing climate.

# UPCYCLED Simply Green Patented Process

US Patent 9,133,570 B2



For every pound of UPCYCLED cotton, over 1000 gallons of water are saved as compared to the use of virgin cotton.



## TRACEABILITY CONSUMERS CAN TRUST

We are working with Elevate, a global market leader in sustainability and supply chain auditing, to develop a traceability program that includes complete documentation of the supply chain process at every step.



# Sustainable Product

## Post Consumer Recycled Material

- Mayzon designs products with sustainability in mind, using post-consumer recycled material for key products including liners, curtains, plastic hooks, plastic caddies, cotton, polyester and resin.

## Sustainable raw materials

- Bamboo products are available as FSC certified.
- Storage products are made from sustainable raw materials such as paulownia wood, water hyacinth, bangkuang, bacbac, abaca, and rattan.

## Products free from harmful chemicals

- Mayzon is continuing to expand our product line to replace PVC with chloride-free alternative plastics such as PEVA and TPE.
- A wide assortment of our textiles are Oeko-tex-certified, free from harmful chemicals.



## Sustainable Fabrics



# Sustainable Product

Mayzon strives to use sustainable packaging where possible throughout our organization, with a focus on increasing recyclable materials and materials made from post consumer recycled material.

## Post Consumer Recycled Material

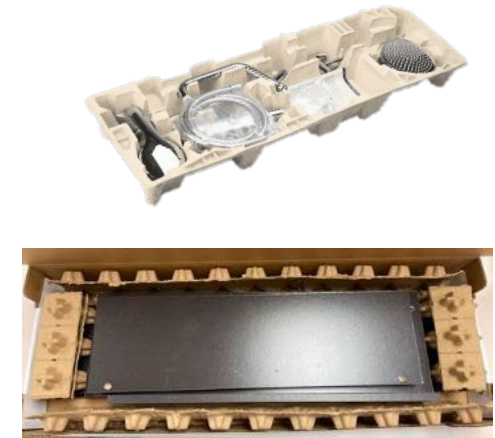
- We use recycled material on key packaging components such as hangers and paper.

## Recyclable material

- We strive to convert plastic packaging to recyclable alternatives.
- Where plastic is needed, we use plastics that can be dropped off for recycling at participating retailers, such as store drop-off recyclable plastic wrap.

## Packaging reduction

- We strive to reduce unnecessary packaging elements such as shrink wrap.



# Fair Labor

- All Mayzon factories are fully audited for social and factory compliance using SEDEX and AMFORI social compliance programs
- Mayzon factories are also audited using our retail partners' own compliance requirements
- Mayzon compliance departments audit factories to ensure compliance with Mayzon's code of conduct
- Mayzon's upper management, compliance director, and quality control teams visit factories on an unannounced basis for continued verification





# Wellness

## Employee Benefits

We provide a welcoming and safe environment for our employees to grow. Our employees are our greatest asset.

- Healthcare
- Accident and life insurance
- 401k
- Work/life balance
- Job training
- Worker safety

## Diversity & Inclusion

Mayzon continues to create an environment that is diverse, equitable, and inclusive. We are committed to identifying opportunities to bring the experience of our diverse workforce to all areas of our organization, including leadership and mentorship training.

## NYC Showroom and Headquarters

In 2023 we are redesigning our New York City showroom and headquarters to have better efficiency in space and productivity for our employees. Plans for the new space include energy-efficient LED lighting, energy-saving sensors, and lots of natural lighting. Paperless communication is encouraged, but when it is necessary, we encourage all employees to recycle.



# Community

## Donations

Throughout the year, we provide our community with product donations to support those in need through various organizations including Habitat for Humanity, Chabad House, and North Yonkers Preservation & Development Corp.

This year our organization made significant contributions to Americares, matching our employees' donations to support those affected by disaster or poverty. Mayzon participates in an annual virtual 5K to raise funds for the Living Beyond Breast Cancer Organization.

## Community Improvement

Our Montreal office participates in The Shoebox Project annually, donating decorated boxes with essentials, gifts, and messages of support to women impacted by homelessness.

Our RGI division collaborated with the Bowery Mission to renovate the recreation room in the Harlem outpost of the Men's Residential Program and construction, furniture, fixtures, and fittings for The Bowery Mission Community Hope Resource Center. Both projects have resulted in trauma-informed, stylish, and peaceful spaces where people in the Mission's programs can relax, learn, and enjoy the company of others.

