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We haven't
done enough.

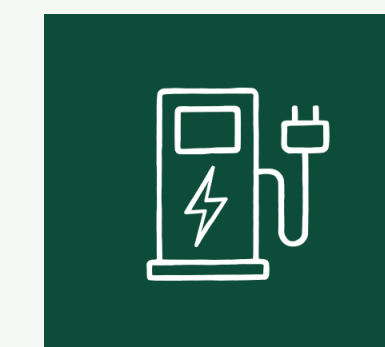
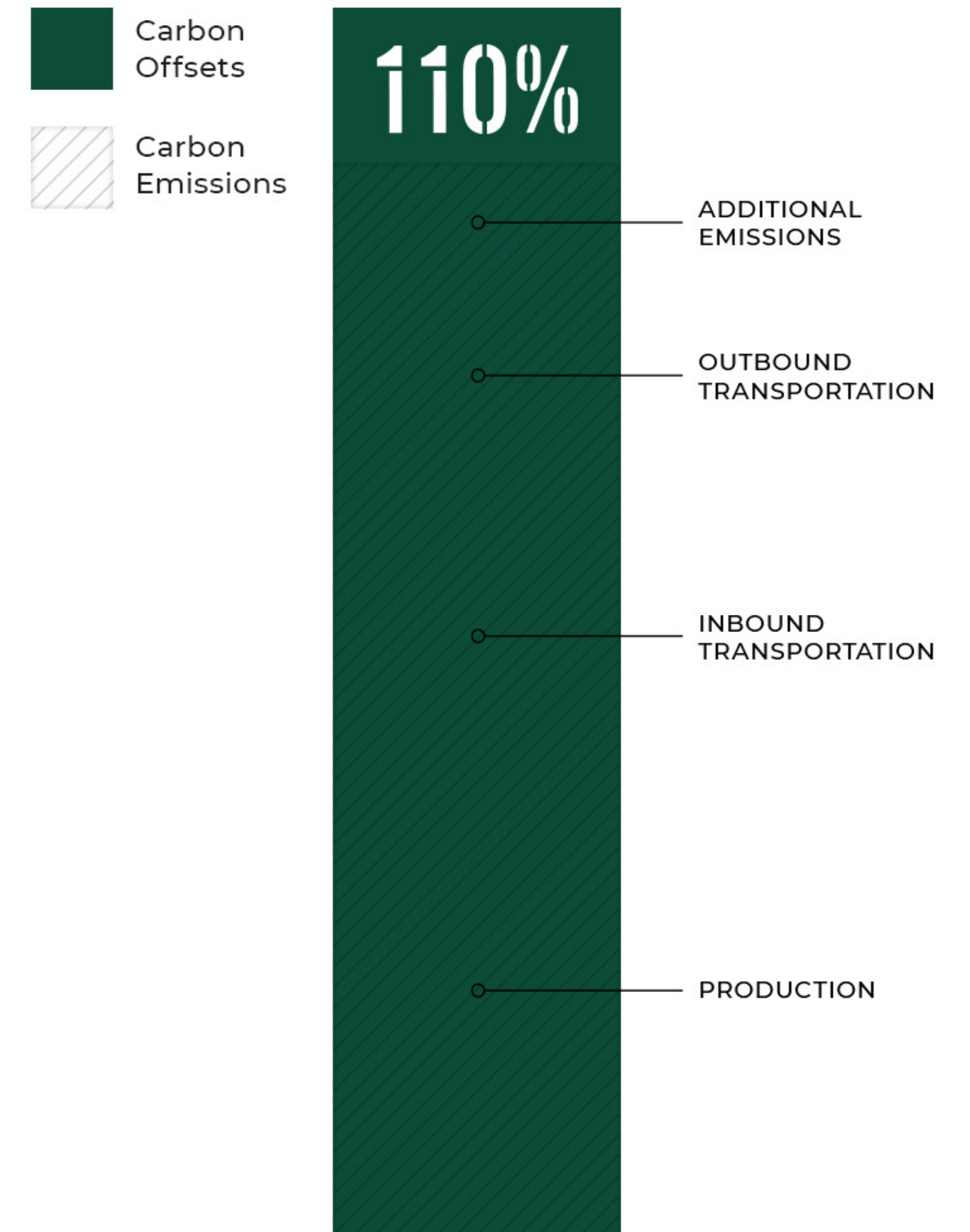
WE'RE OFFSETTING 110% OF OUR CARBON
EMISSIONS TO GO CLIMATE POSITIVE

We're going Climate Positive

From our packaging to our partnerships, sustainability has always been integrated into our brand. But from now on, we're reevaluating the foundation of our business and taking steps to become Climate Positive by offsetting 110% of our annual carbon emissions.

Climate change is complicated, and we may not know the best path forward in our sustainability journey yet. But we do know that we have to do something, now – as a company; as a community; and as individuals.

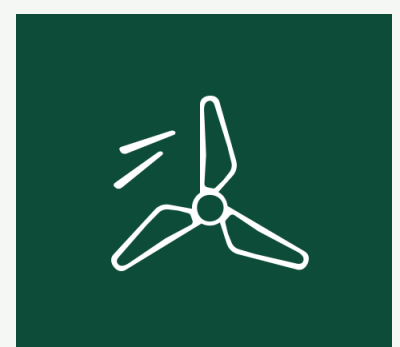
To help do our part, we're committing to measuring, reducing, and offsetting our annual carbon emissions... then offsetting more.



ALTERNATIVE
TRANSPORTATION
INFRASTRUCTURE



REFORESTATION

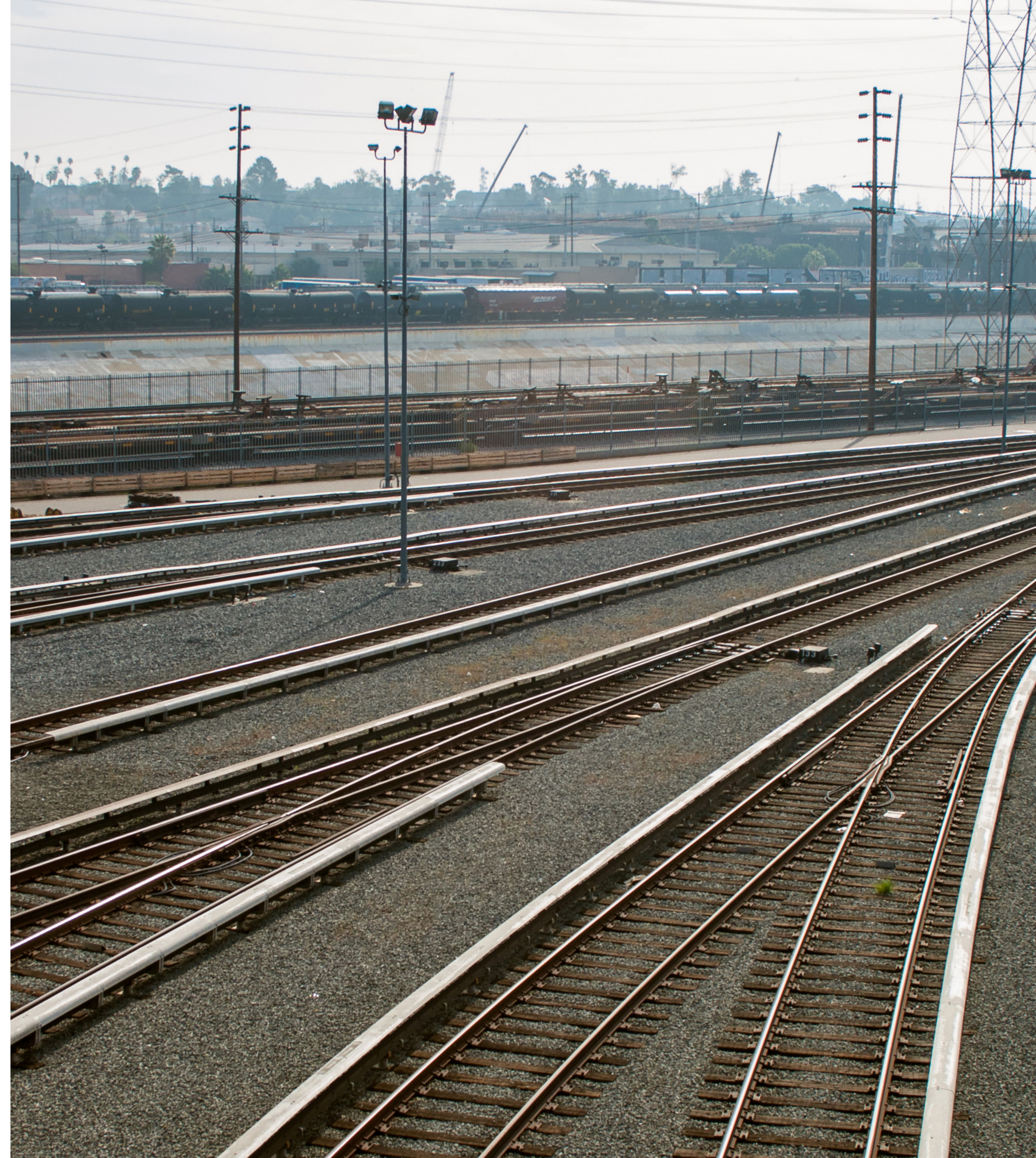


RENEWABLE
ENERGIES

THE PROBLEM

Carbon Emissions

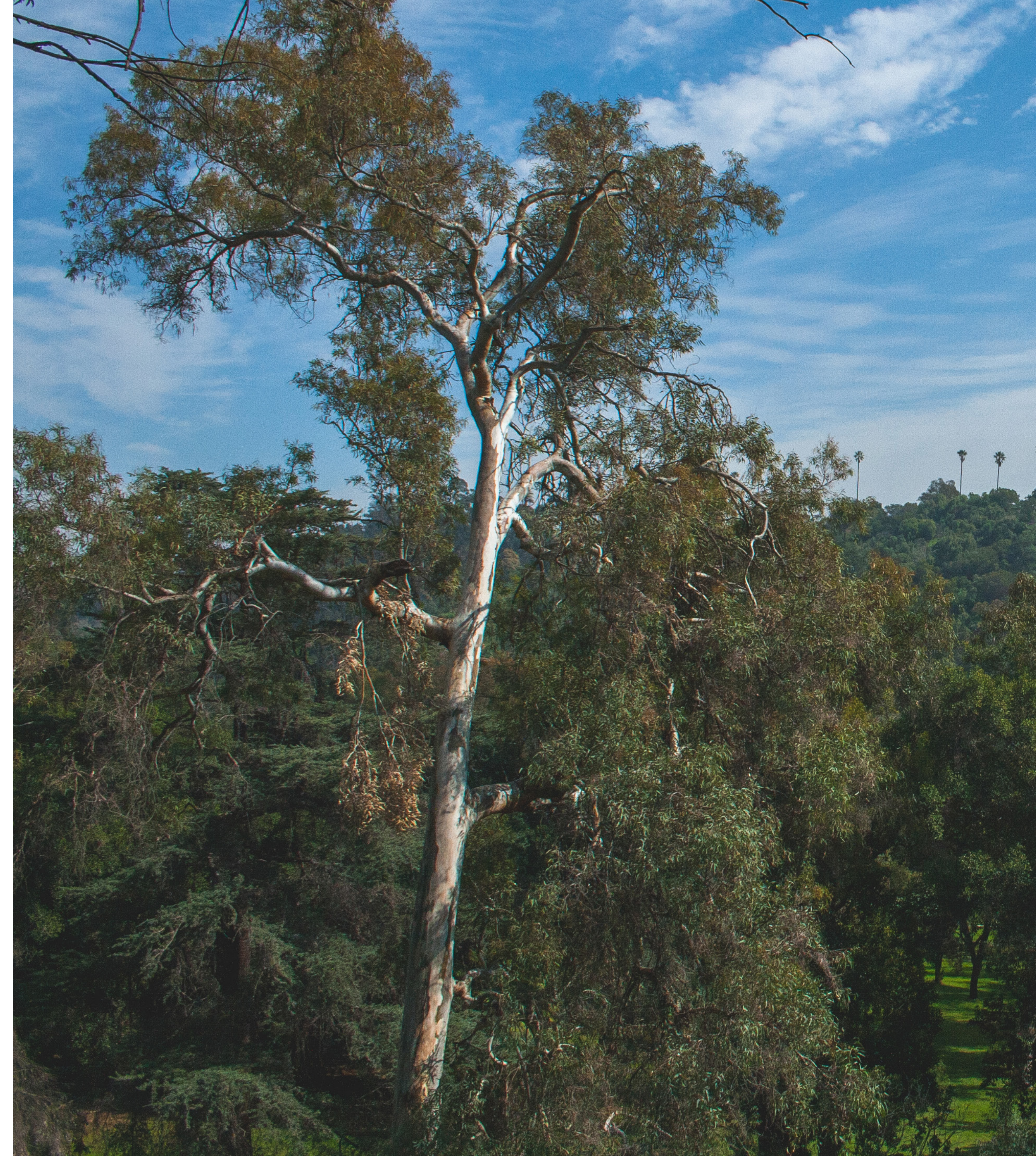
We're measuring our carbon emissions at every single part of our operations—from factory-level production to worldwide shipping to our daily office activity. This will give us an accurate picture of our impact on the planet and is the first step to understanding how to reduce that impact with new business practices, like changing our warehousing and supply chain structure and offering incentives to encourage our team to ride into work.



OUR PATH FORWARD

Measure. Reduce. Offset. Offset MORE.

In 2019, we partnered with Climate Neutral to measure our annual carbon emissions, reduce what we can, and offset what we can't. Carbon offsets are investments in projects that capture and absorb some of the carbon in the atmosphere, like rehabilitating deforested areas or developing wind and solar energy.



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Climate change is complicated, but we take our
commitment to sustainability seriously.

To forge a better future, we need to act now. Starting in 2020, we're
choosing to offset 110% of our annual carbon emissions in order to give
back to the planet more than we take.