

AMERICAN ★ BATH GROUP

2023 ESG Overview



Building a
**better
bathware
industry**



Building a
better
bathware
industry



A Message From the **CEO**



In an ever-evolving world where innovation and sustainability converge, American Bath Group stands at the forefront of change.

ABG was founded on the principles of producing “Least Waste” and fosters a relentless dedication to continuous improvement. We have embarked on a journey to redefine the Bathware Industry. Our unwavering commitment to these ideals fuels our ongoing activities as we strive to serve all stakeholders in the most responsible and impactful way.

Join us as we embark on this transformative journey, where innovation meets responsibility, and know that, together, we are Building a Better Bathware Industry for a sustainable and prosperous future.

Rick Stonecipher
Co-Founder and Chief Executive Officer
American Bath Group





American Bath Group recognizes that our actions today can lead to a **better tomorrow.**

At American Bath Group, we firmly believe that the choices we make today have the power to shape a brighter tomorrow. With a resolute focus on Environmental, Social, and Governance initiatives, we are not only shaping the future of our industry but also contributing to a world where sustainability and progress coexist harmoniously.



ABG PRESERVES
ENVIRONMENTAL



ABG CARES
SOCIAL



ABG CONTINUOUSLY IMPROVES
GOVERNANCE



ABG Preserves: Building a Better Planet

American Bath Group is committed to promoting sustainable production and fostering a healthier environment.

ABG leadership ensures 100% compliance with all local, state, and federal environmental regulations.



Energy & Water Conservation

In order to conserve energy and water, we have completed a third party energy profile for all of our facilities. Additionally, audits are underway to reduce energy consumption throughout all of our production facilities.



Emissions & Air Quality

We are committed to minimizing the amount of VOCs and pollutants produced across our network of production facilities. Our goal is to manufacture high-quality products while minimizing our impact on the environment.



Waste, Recycling, Reuse

We have ongoing company-wide initiatives that have eliminated more than 2.5 million pounds of waste including cardboard, wood, pallets, and plastic on an annualized basis. We are confident we will continue making gains in producing significantly less waste over time.

We believe that by creating products that are not only high-quality but also eco-friendly, we can help our industry partners achieve their goals of creating a healthier world. In partnering with ABG, you can rest assured, you can rest assured that you are making a responsible and sustainable choice.



Eco-Friendly Certifications

Portions of our product portfolio hold GREENGUARD, MAS Certified Green and MindClick certifications. Each of these certifications demonstrates our commitment to sustainability.



Production Innovation

Sustainability considerations are a key component of our ongoing product innovation efforts. These considerations include material and energy usage in production as well as water conservation in the end application.



Materials & Packaging

Byproducts from production and product packaging are recycled and reused. We use recycled fiberglass waste strips, and 90% of our scrap cardboard and all ferrous metals are recycled. This helps conserve natural resources and reduce our environmental impact.



ABG Cares: Building a Better Society

American Bath Group takes action to create a safer, healthier, and more inclusive community for employees, partners, and customers.



SAFETY

Employee Safety

The comfort and safety of our employees is a non-negotiable pillar of our core values. We monitor ergonomics, physical comfort, and heat safety to the highest degree. We maintain industry-leading employee safety metrics through consistent safety training and emergency preparedness.



PEOPLE



Diversity and Inclusion

These are fundamental principles that enrich our organization and promote fairness, respect, and the full participation of every individual. Our diverse workforce provides unique insights, enabling us to foster innovative solutions that drive growth in our ever-evolving world.

Making a Positive Impact

It is our mission to build the bathware industry into one that our customers and employees deserve. By focusing on the Employee Experience (EX), we aim to make a positive impact in people's lives, through empathy, trust, training, and continuous improvement.



COMMUNITY

ABG Gives

ABG Gives supports the philanthropic works of those who strive to improve lives and strengthen our local and global communities. Our partners share a passion for advocacy. They advance technologies that heal, policies that preserve, and provide resources to those most in need. In our support for these groups, we strengthen our mission to become better corporate citizens and our desire to create a culture of service to others. ABG Gives proudly supports these groups:





ABG Continuously Improves: Always Building Better

American Bath Group is dedicated to continuous improvement in all areas. In order to ensure success, ABG has established ways to measure our progress in reaching our environmental and social goals.

BOARD-DIRECTED **GOVERNANCE**

We have established a strong board-directed governance framework in order to ensure ABG continually operates at the highest ethical standards.

ESG **REVIEWS**

We measure ABG's progress through recurring board-level ESG reviews to report on company progress and establish future initiatives for continued improvement.

COMPARATIVE **BENCHMARKING**

We are held accountable for our ESG goals through an annual ESG survey completed to benchmark ABG's progress against comparable companies.





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