



IMPACT REPORT

2022

MAIN ENTRANCE

RELYCO

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OUR MISSION

To connect businesses with the solutions they need to communicate their message – with innovative products, wildly reliable people and creative problem solving.

OUR VISION

To stand out as a trusted partner for our customers, employees and community, while reducing our environmental impact on the planet.



Delivering on the promise to be “wildly reliable” in service to our clients



A focus on continuously minimizing our impact on the environment



Expanding our commitment to giving back to our community



Fostering an environment where multidimensional health thrives

LETTER FROM OUR CEO

Bruce Steinberg



In 2022, we [began our journey](#) to pursue B Corp certification and drove improvements to our business based on that standard. We focused on making sure that our company structure reflected our values. This involved formalizing our company [mission and vision](#), amending our corporate governing documents, rewriting our employee handbook, verifying third-party certifications on our products and becoming a New Hampshire Benefit Corporation.

To ensure we are living up to our name - “the company you can rely on” - we conducted more surveys of customers and employees. With their feedback, we implemented programs to address areas that needed improvement or expansion. You’ll see many of those improvements listed in this impact report.

Our company has always prioritized team-building and employee engagement through our Fun Committee, and in 2022 we added more professional development and skills-based training programs. We also made a big investment in our team with a 401K employer contribution and expanded paid time off allowances for new employees.

We have always [proudly supported our community](#), and in 2022, we formalized that commitment to giving back by adding a new charitable giving initiative to donate 1% of all online sales to charitable causes each quarter.

As you can see, it’s been a busy year, full of improvements and transitions. As we look ahead, we’re excited about what’s to come. We’re launching our first sustainable REVLAR alternative durable paper. Rite in the Rain All-Weather Paper is the first product we can [apply to our long-term 2030 goal](#), which is an important milestone for us. Next on the horizon is implementing a responsible sourcing policy and submitting for our B Corp certification.

We hope you follow along as we continue this journey. We always welcome your feedback.



Pursuing B Corp certification & driving improvements based on that standard.



GOVERNANCE

Reflecting our values in
our company structure

01

Formalized our company
Mission & Vision

02

**NH Benefit
Corporation**

Amended corporate
governing documents

03

Semester long UNH
B Impact Clinic



WORKERS

Teamwork makes the dream work ☺

26

Employee
engagement &
team-building
events



Bi-monthly internal
skills-based & product
training programs



**EMPLOYEE
ENGAGEMENT
POLLING**

83.8%
satisfaction rating



**ADDED 401K
EMPLOYER
CONTRIBUTION**

**EXPANDED
PAID TIME OFF
ALLOWANCES FOR
NEW EMPLOYEES**





WORKERS

12% of employees earned



INDEPENDENT
PROFESSIONAL
DEVELOPMENT
CERTIFICATIONS

QUARTERLY
SHARED
FINANCIALS



NEW
EMPLOYEE
HANDBOOK

NEW
CO-WORKING
SPACES



NEW
ERGONOMIC
CHAIRS





COMMUNITY

Our commitment to giving back

1% of all online
sales to charity
(July - Dec)

\$7,673.30

\$14,512.34

Additional
charitable giving
(Jan - Dec)



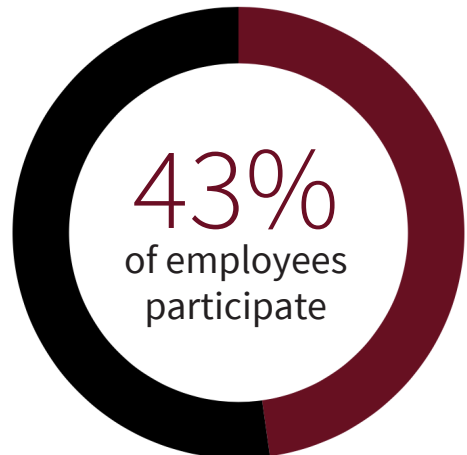
Donated to

16

non-profit organizations



**PAYROLL CHARITABLE
GIVING PROGRAM**





COMMUNITY

Holiday gift program for local families



Gifts for 55 kids



Employee-led Charity Committee
meets monthly to coordinate
charitable giving & partnerships.





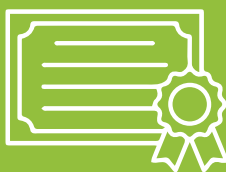
ENVIRONMENT

Green initiatives at our
company headquarters

COMPOSTED 51
32 GALLON BINS
(UP FROM 12 IN 2021)



**INITIATED E-WASTE
COLLECTION FOR HOME
& OFFICE**



Verified third party product-related certifications

- Sustainable sourcing
- Material & chemical components
- Recyclability
- Country of origin



CUSTOMERS

Living up to our name:
“the company you can rely on”

>96%

Quality
performance
rate

61

NPS score
for 2022



LOOKING AHEAD TO 2023 GOALS

B

B Corp certification submission

Our first sustainable REVLAR alternative:
Rite in the Rain All-Weather Paper



Implement a responsible sourcing policy

Products that perform People you can trust

We're a New Hampshire-based supplier of unique print products that are designed for thousands of uses. For more than 30 years, we have worked with clients across all industries and federal, state and local governments.

Our product experts will work with you to understand your challenges, your timeline, the product you're looking for and how you plan to use it. We'll take that information and work with you to develop the right solution, whether it's one of our stock products or a custom job.