



IMPACT

Report 2022

A MESSAGE FROM THE CEO

Looking back at the last few years, the effects of the Covid-19 pandemic still linger.

Disposable gloves continue to pour in from Southeast Asia where factories were built in weeks to profit from the shortages and now struggle to survive by selling poor quality products below cost. The ultimate result is an incredible amount of unnecessary waste and increased potential for food and health safety and other public health risks.

As we said in our last Impact Report, the need for Eagle Protect™ and our story is now even more significant. Educating the users of gloves, in particular government departments, that there is a way to meet strict expense budgets by intelligent sourcing. There will always be a cheaper glove and while that ticks one box, it potentially causes all sorts of downstream issues: increased waste, foodborne illness outbreaks, increased hospital-acquired infections, and the list goes on.

We guarantee that a good quality, ethically sourced Eagle glove is better value per month than any cheap product potentially made with potentially forced or mistreated labor. On the bright side, the supply chain has settled and the cost and efficiency of shipping our products has improved significantly.

Our long-awaited Journal of Food Protection article(s) will soon be published. The results of our groundbreaking research over the last 5 years will cause reverberations through the health and food sectors. We see it resulting in better and more informed choices being made by procurement departments and consequently reduced waste and better safety outcomes.

Through our B Corp™ Certification and ethical supply chain focus every new glove sourced from Eagle Protect contributes to a safer and better managed factory in SE Asia. Our QR code

transparency process provides another level of oversight and is unique to Eagle.

Thank you for your interest in our latest Impact Report. While at the moment Eagle Protect is a minor player in the greater international PPE sector, our fast growth and high ambitions mean that we intend to be a major influence over the industry and be able to create real and lasting change for the better.



Founder & CEO



ABOUT EAGLE PROTECT

As a specialized supplier of premium quality gloves and clothing, Eagle has supplied the New Zealand market since 2006, and the US since 2016. The Eagle Standard, unique to the glove industry, ensures we safeguard what matters to our customers, be it through our superior products and service, our transparent and traceable supply chain, ethical sourcing, and impact reduction.

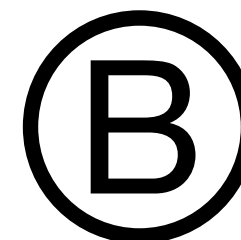
Eagle has been [B Corp™ certified since 2012](#), the first NZ company to do so, and remains the only global PPE supplier to hold this certification. This is further evidence of proven high standards of social and environmental impact, and Eagle's commitment to

the global movement for an inclusive, equitable, and regenerative economy. In 2023, we will recertify as a B Corporation™ for the fifth time.

The United Nations 2030 Agenda for Sustainable Development has adopted [17 global Sustainable Development Goals \(SDGs\)](#). Eagle has identified and prioritized three (SDG 3, 8 and 12) that most directly relate to our work.

SAFEGUARD WHAT MATTERS™

Certified



Corporation

THE EAGLE STANDARD

Our unique supply chain ensures Eagle products consistently meet high-quality specifications, are manufactured sustainably and ethically, and provide solutions to common product frustrations.

Factory Visits

Eagle staff visit our factories to ensure product manufacturing quality and performance, and ethical sourcing, including factory staff conditions and environmental impact.

Benefits

You receive consistent quality from Eagle products, sourced from reputable suppliers. The same high quality product, every time.



Supplier Code of Conduct & Independent Audits

The Eagle Supplier Code of Conduct remains a core requirement of our supply chain partnerships, in addition to Sedex membership & independent third-party auditing of our factories.

Benefits

Proof of ethical sourcing, respect for labour rights and quality control measures to safeguard your brand reputation.

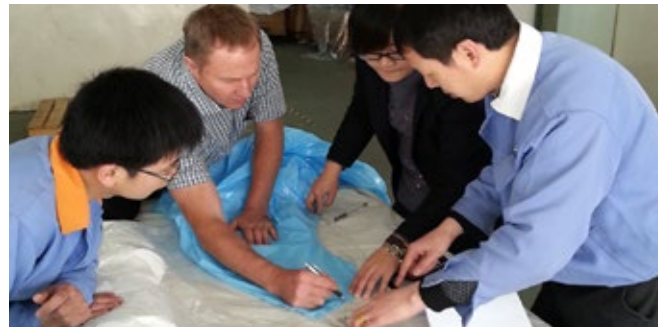


Single Source Model

Sourcing each Eagle product from a single supplier guarantees consistent premium product quality.

Benefits

Consistent, audited manufacturing standards ensure you receive the same product and performance quality with each order. Eagle's reliability allows you to focus on your business while we focus on your gloves and clothing.



Supply Chain Traceability

Partnering with FDA-award-winning supply chain traceability platform Rfider, Eagle is revolutionising the glove industry by capturing, securing and sharing all supply chain activity.

Benefits

Eagle's traceability safeguards our business partners from extreme safety issues caused by counterfeit and fraudulent gloves, together with glove factory labour exploitation enabled by the pandemics' supply demands.



Delta Zero™

Third-party laboratory testing ensures the consistent quality and safety of Eagle gloves' raw materials, and the absence of unsafe chemicals, toxins and microbial contaminants – risks to product and patient safety and user health.

Benefits

Confidence in the consistent highest quality and performance of Eagle's gloves is key to optimal working conditions and mitigates the risks of glove contamination.



GLOVE SAFETY INITIATIVES

Gloves can be responsible for physical, chemical and microbial contamination, and can therefore be environmental and public health risks. Shortcomings in manufacturing practices can cause microbial contamination, while cheap manufacturing raw materials can introduce toxins harmful to wearers and the public, including the potential for phthalates, PFAS and BPA contamination.

The post-pandemic landscape in the PPE industry has left many operators and distributors with a surplus of inferior quality products, causing safety concerns for businesses and consumers.

Thanks to our long standing and trusted relationships with key suppliers, we have maintained our high quality, robust supply lines throughout. Our Supplier Code of Conduct, regular third-party audits, single sourcing model and Delta Zero™ independent verification testing have ensured consistent quality of products and supply, ultimately safeguarding our customers, consumers and patients and public safety.

We have continued on our mission to improve health outcomes by progressing with the following:



Wider rollout of Delta Zero™ proprietary glove verification program, created to ensure consistent glove quality, safety and performance of Eagle gloves in the US market. Delta Zero™ glove verification will be rolled out in New Zealand into 2023.

Medical glove range rolled out into the US market, in particular to meet the needs of emergency services, with fentanyl protective gloves.



Expanded range of LOW DERMA™ gloves protects users from glove induced allergies, eliminating chemical accelerators from the manufacturing process, without affecting barrier performance.

2023 Goals:

A four part article series in the international Journal of Food Protection, discussing the physical, chemical and microbial glove contamination risks to food and healthcare, including the results of Eagle's five year research study and procurement recommendations to mitigate these risks to public health.



Increased range of **fentanyl protective gloves**, including those tested for resistance to gastric acid.



Rollout of Delta Zero™ to New Zealand in 2023 for selected glove lines.



Exploration of Delta Zero™ testing of other branded gloves **to further safeguard glove safety measures** throughout the US and New Zealand. It is to include testing against PFAS, phthalate, BPA and other toxic contamination, as well as against pesticides & fungus, to safeguard our customers certifications.



SUPPLY CHAIN INITIATIVES

Ethical Sourcing:

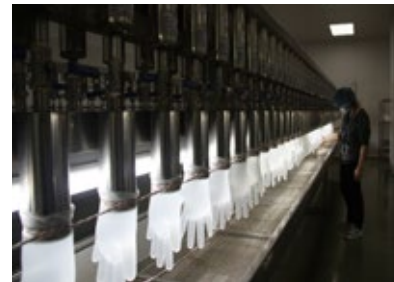
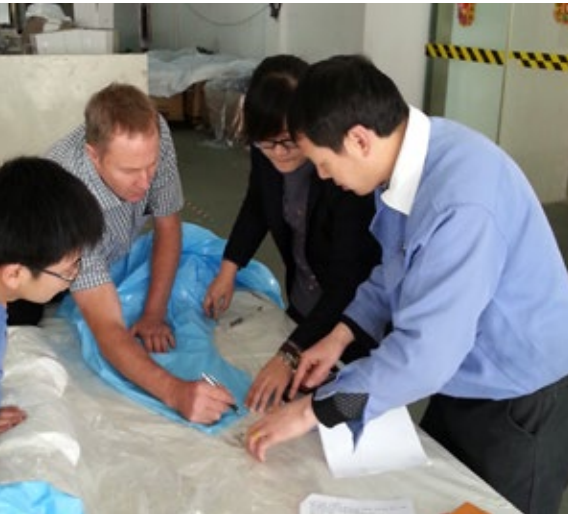


Independent 3rd party audits **conducted by APSCA certified auditors** across the globe.

Sedex platform utilized to **conduct risk assessments and monitor** SMETA audit outcomes.



With identified improvements, we **worked with suppliers to achieve these** initiatives.



Rfider:



Partnering with FDA award-winning supply chain traceability platform Rfider, we **capture, secure and share activity across our supply chain** to ensure our high quality glove standards and mitigate glove risks.



Utilizing QR code scanning, customers are now able **to see the journey of their gloves**, from the manufacturing through to purchase point.



Currently launched in the US for a selected range of products, and in the process of rollout to the full Eagle glove range, including in New Zealand.



SUSTAINABILITY INITIATIVES

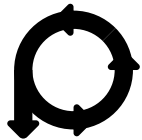
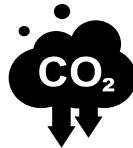
Throughout 2022, glove ripping remained a problem for US industries, posing a risk of recall and subsequent glove dumping due to unsellable, sub-par quality.

We continued to move new customers from vinyl gloves (heavy weight, poor quality and known environmental and wearer contaminants) to lightweight Eagle nitrile gloves. By doing so, we improved their food safety practices, improved glove wearer and consumers safety from chemical migration, and provided waste savings and reduced environmental impact.

New partnerships with nationwide companies, who are eliminating toxic chemicals from products and packaging, have been successful in overall waste and impact reduction.

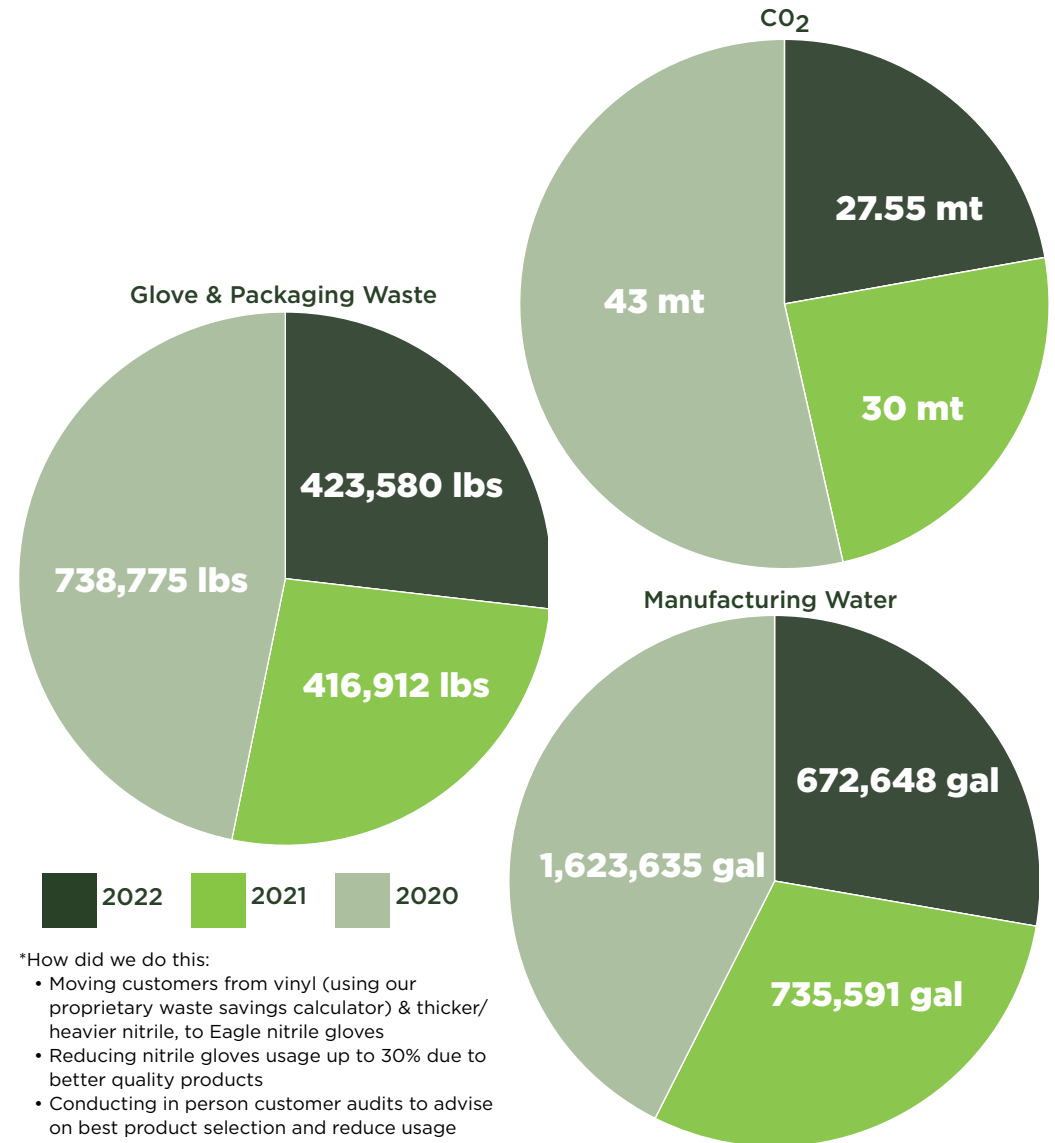
While vinyl remains commonplace in quick serve food handling, we saw a change in purchasing behavior to nitrile gloves among the larger food handling companies, adding to a reduction in our waste savings calculations.

Greenhouse Gas Emissions baseline measurements for Scopes 1, 2 and 3 in progress



We offer our customers an LDPE recycling program via Revolution Bag

Comparative Savings*



*How did we do this:

- Moving customers from vinyl (using our proprietary waste savings calculator) & thicker/heavier nitrile, to Eagle nitrile gloves
- Reducing nitrile gloves usage up to 30% due to better quality products
- Conducting in person customer audits to advise on best product selection and reduce usage

2023 Goals:

- Continue our mission to educate glove users and companies on the various risks of glove contamination, and the benefits of premium quality gloves, sourced from reputable suppliers with robust supply chain quality practices.
- Continued education of the risks of vinyl gloves to wearers, food and consumer safety.

PEOPLE

With our US team getting back to a new post-Covid 'normal', our New Zealand team was just getting started, with a long year of alternating illness, isolation and recovery. Throughout, we have continued to look after each other and the wider Eagle family, so that our people can rest, recover and return when ready. Safeguarding what matters begins with looking after our team, so our team can look after our customers and communities.

By the numbers:

22 Eagle team members



Average length of tenure is 5.8 years



College/Tertiary professional development support: 4 employees/1,000hrs+

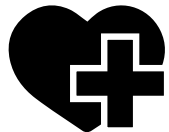
Employee Engagement¹

91%

One internship



All Eagle employees are paid above both the NZ and US Living Wage



Supplementary health benefits & generous leave allowances for all US team members, to align with NZ employee entitlements



Flexible working hours and locations: ongoing

Annual Health Grant available towards a 'stretch' goal



¹ 2022 Employee Engagement & Satisfaction Survey results, 91% of staff (excluding leadership team who were not surveyed), were either Extremely, Very or Somewhat Satisfied with their job.



COMMUNITY

Supporting our local communities in the wake of the pandemic looked like a lot of free gloves, hand sanitizer and face masks donated in 2022. Also important to us is the ongoing sponsorship of key local events such as Reef's Run, nominated for support by one of our own team members in the US.

8

Hours paid leave for volunteering per year

Total volunteering hours (paid and unpaid) in 2022

88



Product donations made to local charities and organizations in New Zealand and the US in 2022 include NZ Fieldays, Ministry of Awesome, Tourism Cares, Tom's Palms, Phoenix Food Pantry (Tahoe).



Leadership and support to help establish the volunteer-led B Corp community group B Local Ōtautahi Christchurch, which exists to strengthen the connections between the local certified B Corp community in Christchurch, New Zealand.



NZTE 'Business for Good' Impact program —speaker sessions on B Corp certification



Sponsorship of community events in Tahoe —Reef's Run, South Tahoe National Little League.

Continued Partnership with 501c(3) Dining Safety Alliance



CHALLENGES & OPPORTUNITIES



Staff

The US Sales and Marketing team is increasing to cover wider geographical areas, in order to improve our service to our customers and prospects and reduce travel and associated impact.



Move into Emergency Services with Fentanyl Protection

The US fentanyl epidemic has resulted in a need for fentanyl protective gloves of consistently high quality. Eagle has brought in a specific line of these gloves with plans to increase this range throughout 2023.



Recyclability

The LDPE recycling program via Revolution Bag has yet to be explored with any Eagle customers due to ongoing post pandemic financial constraints.



Labor Rights

Labor violations continue to be reported in the glove manufacturing industry. Eagle mitigates this through full supply chain transparency and traceability.



Lack of Regulation in Industry

Current glove manufacturing standards, regulations and testing requirements appear inadequate in preventing glove contamination risks. The Eagle Standard, including Delta Zero, focuses on risk reduction in line with HACCP programs.



Distributor Overstock of Inferior Quality Gloves

While the directive to prioritize the sale of these products is understandable, we continue to raise awareness of the contamination risks they pose to customers' public health.





SAFEGUARD WHAT MATTERS™

Eagle Protect

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The logo features the word "Eagle" in a white, sans-serif font with a stylized eagle head icon to the left, all set against a red square background.

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