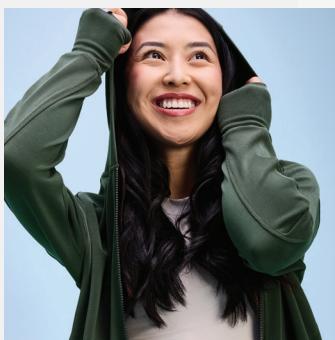
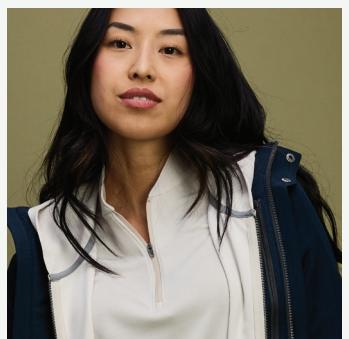
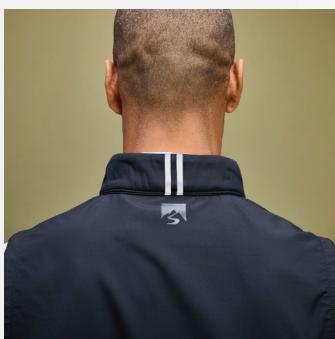
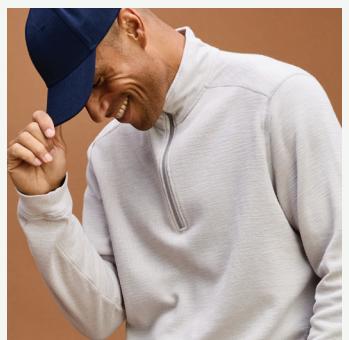
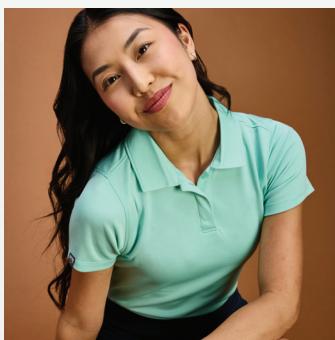


2024 YEAR IN REVIEW

OUR RESPONSIBILITY REPORT



 STORM CREEK®

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We're Teresa and Doug, **the majority owner and the founder of Storm Creek**. We're Minnesota natives, active outdoorsy people, and, oh, husband and wife.

Doug's love for skiing evolved into a **commitment to designing high-quality outerwear**, while Teresa thrives on **entrepreneurship and brand building**. Our different skill sets unite around a shared vision: **to do right by people and the planet**.

When we first started out, our very small team set small goals like donating \$1,000 to charity and upcycling 1 million plastic bottles. Fast forward to now. We're a much larger team, with a larger-than-life goal of **generating \$5 million for charity by 2030**. And we're halfway there!

We've upcycled nearly **50 million plastic bottles** into long-lasting apparel, all thanks to the incredible **support of our customers and community**.

Check out what we accomplished in 2024. **We're nowhere near done**, but we're proud of how far we've come.

Sending our sustainable love from Eagan, MN,

Teresa & Doug

ABOUT STORM CREEK

OUR COMPANY VALUES

This whole thing started with a question: **How can we do better?** Almost 20 years later, we're still asking ourselves the same thing, every single day. **Better means something different than it did in 2006**, though. Better now means **giving back more** than we ever have before. It means **changing with the times**. It means new silhouettes, new fabrics, exciting new sustainability initiatives, and **never settling for the easy route**.

From all of us, welcome. **We're really happy you're here.**



ACCOUNTABLE

We take full responsibility for our sustainability impact, ensuring transparency, progress, and continuous improvement.



PURPOSE-DRIVEN

We are purpose-driven, creating meaningful impact through responsible business and sustainable innovation.



HUMBLY CONFIDENT

We are humbly confident, leading with expertise while always learning and improving.



ALWAYS SEEKING BETTER

We are seekers of better for all, constantly innovating and improving for a more sustainable future.

OUR COMMUNITY

2024 CHARITABLE GIVING & PHILANTHROPY

To date, we've donated **over \$2.75 million**



Supported over **85 non-profit organizations**



EMPLOYEE WELLBEING

Shared Success Profit Program

Health Savings Account (HSA)

Paid Volunteer Service Day

Health Benefits

401(K) Retirement Contribution

Clothing Allowance

Life Insurance

Competitive Pay

Employee Engagement Surveys

Short-Term and Long-Term Disability

Generous PTO

Sneakers of Better

Flexible Spending Account (FSA)

Paid Holidays

Professional Development

OUR PRODUCT

MATERIAL AND PRODUCT IMPROVEMENTS



- **95% OF OUR PRODUCTS** are made from recycled materials
- **NO INTENTIONAL PFAS** or other harmful chemicals
- **CLEAN CHEMISTRY** - We strictly avoid all items on the Restricted Substances List (RSL)
- **UPCYCLED 46 MILLION** plastic bottles
- **65 MILLION** plastic bottles upcycled by the end of 2025
- **3RD PARTY CERTIFICATION** for each style

FACTORIES & SUPPLY CHAIN



CODE OF CONDUCT

At Storm Creek, our mission is to create Better Product for the Greater Good. We firmly believe our Code of Conduct follows our commitment to Better, therefore we require all of our vendors and suppliers to adopt this code. We utilize the Fair Labor Association (FLA) Workplace Code of Conduct and our general guidelines in selecting our partners. We communicate our Storm Creek values to all parties involved including employees, suppliers, and factories. Additionally, all vendors and factories are certified through **WRAP** (Worldwide Responsible Accredited Production) or **BSCI** (Business Social Compliance Initiative).

CERTIFICATIONS

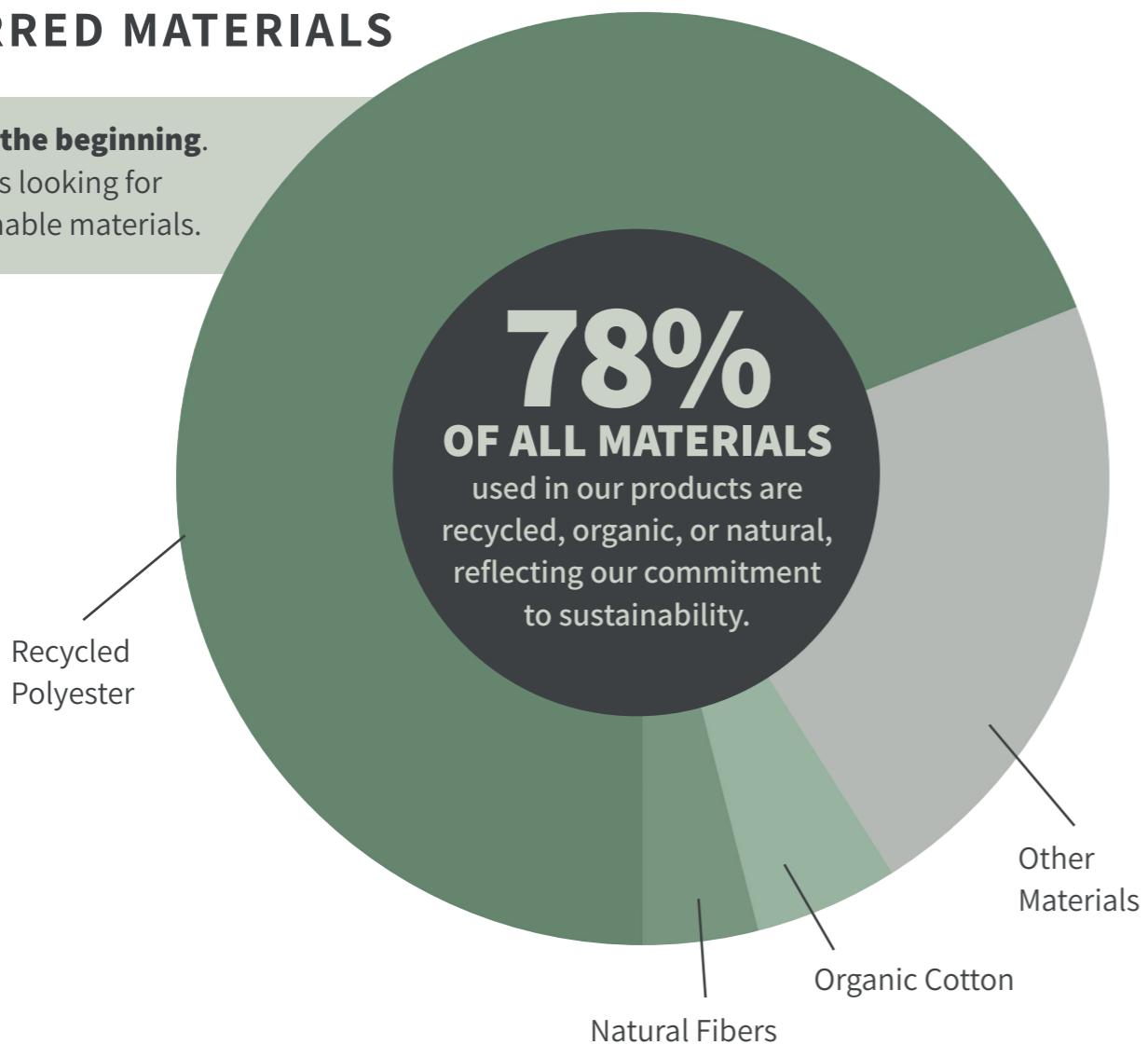


- **BLUESIGN** - An independent certification system that ensures environmentally friendly and safe manufacturing practices.
- **OEKO-TEX STANDARD 100** – A globally recognized certification that ensures textiles are tested for harmful substances.
- **GLOBAL RECYCLED STANDARD** - GRS certifies products are made with recycled materials.
- **GLOBAL ORGANIC TEXTILE STANDARD** – GOTS certifies textiles are made with organic fibers.
- **WRAP** – Worldwide Responsible Accredited Production certifies safe, legal, and ethical manufacturing practices.
- **BSCI** – Business Social Compliance Initiative is a globally recognized supply chain audit program.
- **PFAS** – Our products do not contain intentionally added PFAS chemicals.
- **PROP 65** – Our products comply with California Proposition 65.

PREFERRED MATERIALS

This is **only the beginning**.

We're always looking for new, sustainable materials.



LOW IMPACT PRODUCT CARE



Wash cold. Wash less.

Washing 4 out of 5 loads on cold reduces CO² output by **864 pounds**.³



Line dry.

Line drying your items **reduces microplastics** released into the environment.²



Do not iron.

Steaming clothes instead of ironing **saves** up to **50% of energy used**.¹



Do not dry clean.

Dry cleaning uses **harsh chemicals** that are harmful to both you and the environment.³



Do not bleach. Do not use fabric softener.

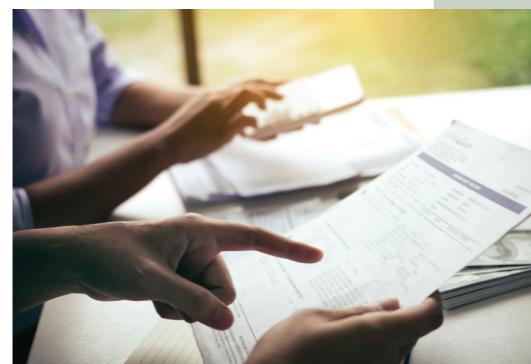
Substitute 1/2 cup of **vinegar** for a **naturally bright finish** that won't damage your clothing.³

OUR COMMITMENTS

SOCIAL

These commitments assess social responsibility practices including **labor rights**, **workplace safety**, and **community engagement**.

- Minnesota Keystone Program
- WRAP Certified Factories



ENVIRONMENTAL

These commitments focus on our environmental sustainability including **waste reduction**, **water conservation**, and **reduction of carbon footprint**.



GENERAL

The overall commitment to sustainable practices across **environmental**, **social**, and **economic challenges**.



OUR GOALS FOR 2025

WE WANT YOU TO HOLD US ACCOUNTABLE



B CORP CERTIFICATION

Shows we're serious about doing business the right way – balancing **people, planet, and profit.**



ECOVA DIS BADGE

Gives our customers and partners confidence that we're meeting **high sustainability standards.**



UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

Keeps us aligned with **global efforts.**



SUSTAINABILITY SCHOOL

Educes our team and customers, so we can all **make more informed sustainable choices.**



PACKAGING INNOVATION

Reducing waste without sacrificing quality.



We've pledged to **DONATE \$5 MILLION** to charitable causes by 2030 ensuring that our success is shared with organizations that are **making a positive impact both locally and nationally.**

THANK YOU

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