

BELLA+CANVAS

# Impact Report

2025

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## About This Impact Report





About BELLA+CANVAS

# Message from Leadership

“ 2025 was a year of integration and momentum for BELLA+CANVAS. Across the United States and Central America, we worked more cohesively as one company — bringing our teams, values, and impact initiatives into closer alignment.

We built on the foundation set last year by expanding community initiatives, investing in our people, and advancing efforts to reduce the environmental impact of our facilities and supply chain.

I'm proud of the focus and follow-through our teams demonstrated this year. Their work continues to raise the bar for how we lead and grow together. ”

**Megan Spire, Executive Vice President,  
BELLA+CANVAS.**

# BELLA+CANVAS at a Glance

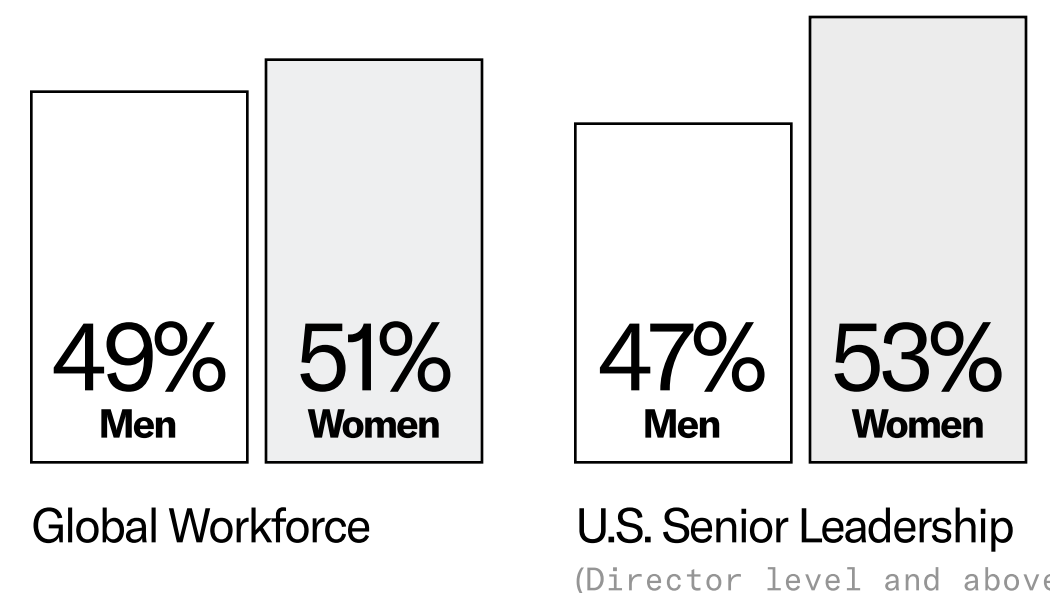
BELLA+CANVAS is an apparel manufacturer with operations in the United States and Central America. Our teams work closely across regions to manage production from design, cutting, and dyeing through sewing and distribution, crafting high-quality blanks with responsibility and care.

## Operational Footprint

Our near-shore operating model keeps our U.S. and Central America teams closely aligned, allowing us to maintain best practices across our facilities and drive business improvements.

**4,679** Number of Employees

## Gender Representation



# Mission, Culture & Values

Our mission is to lead and define the category for fashion blanks and empower creators who shape culture everywhere.

We make premium blank canvases for print partners and the creators they serve, so every idea can be worn, shaped, and amplified with confidence.

Our Guiding Principles shape how we work together across teams, regions, and on the ground in our facilities.

- 
1. Be Different
  2. Together We Win
  3. See the Good in Others
  4. Embrace Integrity, Kindness & Mindfulness
  5. Relentless Pursuit of Excellence

# Sustainability Strategy

BELLA+CANVAS focuses our sustainability efforts across three impact areas. These pillars guide how we support our teams, run our operations, and build our products.

Oversight of our sustainability strategy sits with our executive leadership through the Global Sustainability Executive Committee, a cross-functional group of senior leaders. The committee sets direction, reviews progress, and integrates sustainability into core business decisions.

# People



# Planet



# Product



# People

We invest in the people who make our products and in the communities where we operate.

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## Planet

## Product

PEOPLE

# Community & Social Impact

We take a hands-on approach in the communities where we live and work. In 2025, our teams led initiatives that advanced local resilience, health, and education.

## Volunteering

Team members across the U.S. and Central America volunteered in both urgent relief efforts and ongoing community programs. In the U.S., we drove wildfire relief efforts in California and came together again at year's end for a holiday toy drive with Koreatown Youth + Community Center (KYCC). In Central America, we supported community wellbeing with hospital volunteering in Nicaragua and programs in Honduras focusing on reforestation, school infrastructure upgrades, and school supply donations.

Across our sites, team members showed up for each other in critical moments of need and gave back to their wider communities.



# 5.2K+

Total volunteer hours contributed by BELLA+CANVAS team members globally

# \$92.1K

In monetary contributions funding community programs in Central America

# 149K

Pieces of apparel donated through product donations and wildfire relief efforts

PEOPLE

# United States

Across our sites, team members showed up for each other in critical moments of need and gave back to their wider communities.

Examples of our 2025 community efforts included:



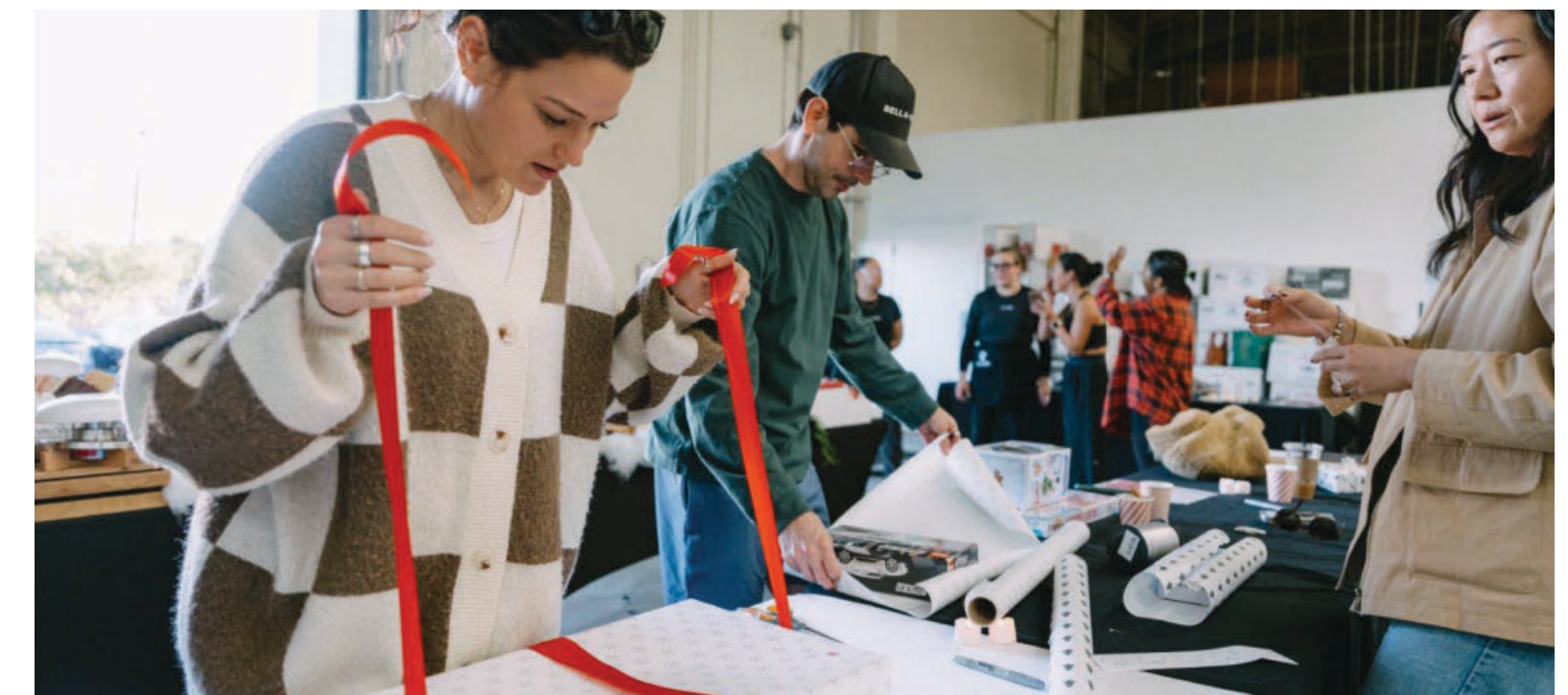
# 16

Pallets of non-perishable food donated to LA communities in need



# 37K+

Basic apparel items donated to nonprofit organizations through our product donation program



# 750

Toys donated through the KYCC holiday toy drive (over \$20,000 value)

## Nicaragua



# 10K

Students K-12 equipped with school supply donations, backed by a \$65K investment



# \$1,400

In donations alongside food, toys, hygiene kits as well as volunteering at Hospital Infantil Manuel de Jesus Rivera "La Mascota,"

## Honduras



# 320

Students benefited from the Dionisio de Herrera School project, which built 9 bathrooms and provided 9 computers for the computer lab, funded through a \$24,000 investment.

PEOPLE

# Central America



# 70

Children and adults participated in an employee-sponsored volunteer event at Casa Hogar Pajarito Azul



# 340

Plants were distributed through a local tree initiative



# 800

Plants contributed as part of a tree donation initiative (500 planted, 300 donated)

PEOPLE

SPOTLIGHT

CALIFORNIA WILDFIRE RELIEF HUBS

# California Wildfire Relief Hubs

When wildfires swept across Greater Los Angeles in January 2025, entire neighborhoods were displaced overnight. BELLA+CANVAS moved quickly to open relief hubs in Commerce and Beverly Hills and coordinate deliveries across the region.

Team members staffed the hubs by day, then assembled care kits after hours—delivering essentials directly to families who couldn't reach us.

Each care kit contained enough essential apparel items (t-shirts, sweatshirts, and sweatpants) to outfit a household of up to 6 people.



## Our impact by the numbers:

# 21K

Care kits distributed in person

# 110K

Clothing Items Donated

# 870

volunteer hours contributed by our employees across 3 weeks of mobilization

# 1.2K

BELLA+CANVAS blankets made and distributed with partner organizations

# 850

Volunteer deliveries to individuals who couldn't reach hubs

# 8K

essential apparel basics donated to firefighters and first responders

PEOPLE

# Health, Safety & Wellbeing

We maintain safe workplaces and invest in team wellbeing. In 2025, we expanded access to health resources, introduced new benefits, and continued regular safety training.

## Employee Wellbeing

In Central America, we continued to host annual health fairs that connect employees and their families to health screenings and medical consultations. Since launching in 2021, the fairs have become an important part of our wellbeing efforts.

4K

Attendees Reached

1.2K

Preventative Services Delivered

1.1K

Consultations Provided

700

Medical Tests Conducted



Team members often bring their family members—including children and grandparents—to these health fairs. This extends access to services not always covered by public insurance, such as dental and pediatric care for older children.



## Benefits

Our benefits are designed to support employees holistically, covering physical and mental wellbeing as well as financial security. In 2025–26, updates included:

New Health Savings Account with an employer contribution

Simplified medical plan options

Expanded dental coverage

Enhanced mental health services via [Modern Health](#)

New and expanded voluntary benefits

## Workplace Health & Safety

We reinforced workplace safety across our U.S. facilities in 2025 through monthly trainings on emergency preparedness, fire prevention, heat safety, and material handling. We also conducted emergency drills—such as fire and earthquake evacuations—and delivered refreshers on essential safety procedures like fire extinguisher use and safe handling of materials.



PEOPLE

# Responsible Production & Sourcing

Social compliance audits help reinforce safe working conditions across our operations and supply chain. In 2025, we conducted 19 social compliance audits across our supply chain, assessing working conditions, safety practices, and facility security requirements. All major findings were resolved.

We maintained our Fair Labor Association (FLA) accreditation, first received in 2024, and continue to uphold WRAP certification across all owned and operated global facilities. In addition, 100% of our supply chain is audited annually to ensure alignment with our compliance standards.

PEOPLE

# Talent & Leadership Development

We help employees grow with us, empowering them to cultivate leadership through continuous learning.

## 114,000

Training Hours across our global workforce

## 16

Number of employees who graduated from educational degree programs



## Building Up Our Leaders

To create a shared leadership foundation across our global corporate and warehouse teams, we launched the Manager Essentials Program in 2025. In its first run, the program trained 38 managers as part of a four-session series that covered communication styles, time management, delegation, and giving and receiving feedback.



## Education & Skills Development

We continued expanding access to high-school level education for team members in Central America. High school education included courses in language and literature, math, physics, universal history, and English, with 16 graduates in 2025.

In Honduras, our Sewing Operator Training Program in Puerto Cortés — delivered in partnership with the city government—teaches high school graduates job-ready skills through a three-month course. Graduates are considered for open roles at BELLA+CANVAS, and hires from the program have a retention rate of 94%. A total of 162 candidates have graduated since the program’s launch in 2024.

PEOPLE

# Inclusion & Belonging

In 2025, we created opportunities for team members to connect and build community. Our commitment to building inclusive environments was reflected in our latest engagement survey, with 91% of team members in Central America reporting a strong sense of belonging.

## Our Connection Collectives

BELLA+CANVAS's employee resource groups, known internally as Connection Collectives (CCs), help team members build community around shared interests, bridging experiences and identities.

### Our CCs include:



Builds community and supports professional growth for women at BELLA+CANVAS, providing mentorship, learning opportunities, and milestone celebrations.



Fosters inclusivity and accountability, and champions a workplace culture where team members feel respected and celebrated.



Promotes employee wellbeing by offering resources and programming around physical, mental, and emotional health.

Connection Collectives promoted learning and belonging throughout 2025. She Leads launched its first mentorship cohort and hosted panels and workshops on career development and community building. Meanwhile, RISE celebrated heritage months and cultural moments while leading volunteer and donation initiatives as part of its Team Giving program.

We will continue growing our CCs in 2026 with the launch of Greenlight, which will focus on employee-led sustainability initiatives.

## Inclusion Programs

In Central America, we advanced inclusion in 2025 through initiatives that increased accessibility:

- Todos Podemos disability inclusion program: supports the inclusion of adults with disabilities by helping them develop marketable skills for roles in our manufacturing facilities; in 2025, participation grew to 76 participants, with 42 employees hired as part of this program.
- Female forklift certification program: increases access to training in operational roles; in 2025, participation grew to 14 participants, an increase from 8 participants in 2024.
- Sign language training pilot: launched in 2025 with our HR team, delivering four sessions for 15 participants, with additional expansion planned.

PEOPLE

# People Day Celebrations

Every year, we celebrate the teams who make our work possible on People Day. In 2025, we brought together over 1,700 team members across the U.S. and Central America with appreciation moments, games, and sustainability-themed activities.



People  
**Planet**  
Product

We're reducing our environmental impact by building more efficient operations over time.

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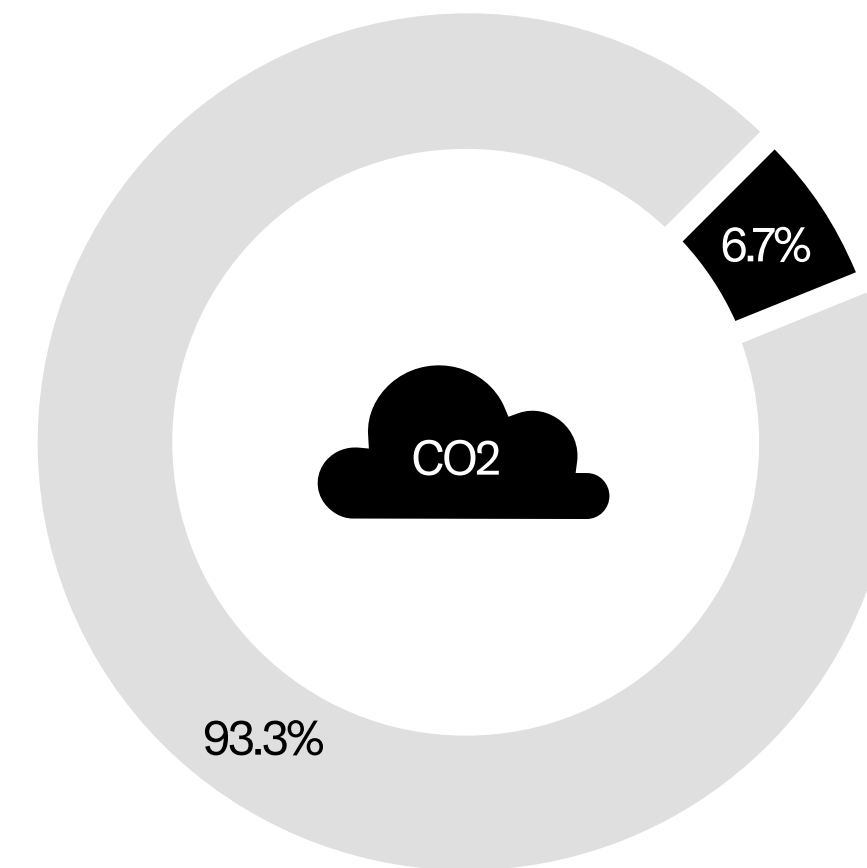
PLANET

# Laying the Groundwork for Climate Action

We continue to review our year-over-year Scope 1 and Scope 2 emissions to help inform future climate action. In 2025, we focused on strengthening data quality and improving accuracy, resulting in 97% of our Scope 1 and Scope 2 emissions captured using primary data. In 2025, we also began measuring our first Scope 3 emissions inventory and plan to disclose our Scope 3 emissions in a future report.

## 2025 Total Scope 1 & 2 Emissions

6,656 tCO<sub>2</sub>e



● Scope 1 6.6%	445 tCO <sub>2</sub> e	6.7%
Mobile Combustion 1%	71 tCO <sub>2</sub> e	1%
Fugitive Emissions 2%	151 tCO <sub>2</sub> e	2%
Stationary Combustion 3%	223 tCO <sub>2</sub> e	3%
● Scope 2 (Electricity) 93.4%	6,211 tCO <sub>2</sub> e	93.3%
<b>Total Scope 1 &amp; 2 Emissions</b>	<b>6,656 tCO<sub>2</sub>e</b>	<b>100%</b>

All values presented are in tons of carbon dioxide equivalent (tCO<sub>2</sub>e).

Our reporting follows the Greenhouse Gas Protocol Corporate Standard methodology and utilizes emission factors from governmental and academic sources, such as the EPA and IEA.

PLANET

SPOTLIGHT

Harnessing Solar Energy

# Climate and Energy

We continued to advance our climate strategy in 2025 by working towards more comprehensive greenhouse gas reporting and expanding renewable energy projects.

## 940,000 kWh

Of Renewable Electricity

BELLA+CANVAS is advancing solar initiatives as part of how we power our operations long-term.

In Mateare, Nicaragua, a solar project that went live in April 2025 generated over 940,000 kWh of renewable electricity, covering over half of the site's electricity needs, and avoiding around 638 tCO<sub>2</sub>e. We also participated in a community solar project in Maryland, the site of one of our distribution centers. Completed mid-year, the project provides renewable energy to the local community.

## 638 tCO<sub>2</sub>e

Avoiding



PLANET



# Water Stewardship

At our BCL facility in Nicaragua, we invested in more efficient water use, installing a rainwater harvesting and recycling system that treats rainwater collected from facility rooftops and stores it onsite for reuse in operations and green areas. In 2025, the rainwater system recycled over 580,000 liters of water, offsetting approximately 3% of BCL's total water consumption.



# Waste & Circularity

We divert fabric scraps from our operations and work with local vendors to recycle and repurpose textile waste. In 2025, this included continuing our partnership with El Taller de Noel in Nicaragua, an organization that creates income opportunities for people who are deaf and hard of hearing, single mothers, and children by turning textile waste into handcrafted goods. In 2025, we donated 73 kg of tape shade cloths to El Taller de Noel to support their mission.

## 6.8M lbs

of fabric scraps recycled into items such as cleaning rags, pillow filling and mattress stuffing



# Environmental Engagement

In April 2025, BELLA+CANVAS celebrated Earth Month with a global engagement campaign across our facilities. Activities led by our U.S. and Central America facilities included:

## U.S. (LA, Maryland, Las Vegas)

Community garden volunteering

Interactive workshops, including planting and flower-press activities

Additional Earth Month activities and challenges across sites —cleanups and commuting initiatives

## Central America

Awareness activities focused on waste reduction, sustainable agriculture, and reducing single-use plastics

Honduras reforestation activities, with 1,600 trees planted across various community events

People

Planet

Product

Craftsmanship and responsibility are built into every aspect of how we source, make, and refine our products.

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PRODUCT

# Responsible Materials & Compliance

BELLA+CANVAS takes an integrated approach to sourcing and manufacturing to safeguard the quality that defines our apparel.



## Product Safety & Chemical Management

We work with our suppliers and dye partners to help ensure the dyes and chemicals used in our products meet applicable safety requirements. Our primary dyehouse in Los Angeles uses bluesign®-approved dyes and chemicals for safer chemistry and more responsible dyeing processes.



## Raw Materials Sourcing Overview

We source U.S.-grown cotton for much of our production and leverage our near-shore manufacturing model as part of our USA Strong approach. This gives us visibility into crucial stages of production and lets us maintain quality and consistency.

PRODUCT

# Product Innovation



## 3001 EcoMax Tee

The 3001 EcoMax Tee is made from 100% recycled materials while maintaining the fit and feel our customers expect.

Compared to a conventional 65% polyester / 35% cotton T-shirt, the EcoMax Tee has a 43% lower carbon footprint, uses 47% less fossil fuel resources, requires 85% less water, and generates 56% less textile waste during production.\*

\*Results are based on a Product Life Cycle Assessment completed in 2024, in accordance with ISO 14040 and ISO 14044, and independently reviewed in line with ISO 14071.

Innovation means improving how we make things—refining our production processes to reduce waste and raise the standard.



## Garment Dye Program

In 2025, we launched the Washed Collection, featuring 28 dyed colors with a nostalgic, lived-in aesthetic. Because garment dyeing can be done closer to the finished stage and in smaller batches, it supports on-demand coloring and reduces overproduction risk. To continue embedding sustainable practices into our processes from the start, we are exploring opportunities to bring more sustainable advancements to our garment dyeing facility in 2026, aiming to reduce water and energy use while enabling testing for harmful substances.

# Product Life Cycle Assessment

Our 2024 Product Life Cycle Assessment, conducted in partnership with an independent consulting firm, Hedgehog, examined the environmental impacts of ten BELLA+CANVAS best-selling products across their entire lifecycle – from raw material extraction through production, distribution, use, and end-of-life management. The study was independently reviewed by an expert panel to ensure accuracy.

The study found that all ten styles assessed produce less textile waste during production, have a lower carbon footprint, use less fossil fuel resources and require less water use than their conventional counterparts made from the same materials. We have provided an expanded disclosure of the results of the 2024 study, disclosing the results of all ten styles compared to their conventional counterparts.

BELLA+CANVAS product compared to their conventional counterparts made from the same materials →

PRODUCT LINE	PRODUCT	TEXTILE WASTE	CARBON FOOTPRINT	FOSSIL FUEL RESOURCES	WATER USE
100% Cotton	3001 Unisex Jersey Short Sleeve Tee	-50%	-23%	-26%	-20%
	3501 Unisex Jersey Long Sleeve Tee	-47%	-20%	-23%	-16%
	3001Y Youth Jersey Short Sleeve Tee	-42%	-16%	-18%	-13%
	3001T Toddler Short Sleeve Tee	-38%	-11%	-14%	-17
	6400 Women's Relaxed Jersey Short Sleeve Tee	-44%	-18%	-21%	-14%
52% Cotton, 48% Polyester	3001 CVC Unisex Heather CVC Short Sleeve Tee	-59%	-34%	-36%	-40%
	3001 YCVC Youth Heather CVC Short Sleeve Tee	-54%	-19%	-21%	-26%
50% Polyester, 25% Cotton, 25% Rayon	3413 Unisex Triblend S/S Tee	-66%	-41%	-42%	-53%
52% Cotton, 48% Polyester	3719 Unisex Sponge Fleece Pullover Hoodie	-57%	-46%	-49%	-44%
65% Recycled Polyester, 35% Recycled Cotton	3001 ECO Unisex EcoMax Short Sleeve Tee	-56%	-43%	-47%	-85%
Consolidated Average	Over all 10 products shown above	-51%	-27%	-30%	-33%

# Governance

Strong governance sets clear expectations and accountability.



## Accountability & Ethics

BELLA+CANVAS conducts business with high standards for ethics and human rights and upholds fair and safe working conditions across our operations and supply chain.

This approach is supported by internal policies and programs like our Workplace Code of Conduct, Human Rights Policy, and Fair Compensation commitments, and our Social Compliance Manual, which help define expectations for both our teams and business partners.

## Accreditations & Partnerships

Our approach to governance is bolstered by our industry partnerships and compliance with external standards.

These include:



BELLA+CANVAS®

# About This Impact Report

This Impact Report provides an overview of our 2025 progress across People, Planet, and Product, building on the foundation set in our comprehensive 2024 Impact Report. All data and content presented in this report reflect the company's operations and facilities prior to the sale of BELLA+CANVAS.

This report was published in June 2026. It covers the period from January 1, 2025 through December 31, 2025 unless otherwise specified. For questions or feedback, please contact [sustainability@bellacanvas.com](mailto:sustainability@bellacanvas.com).

We partnered with [qb. consulting](#), a women-owned impact strategy and communications firm, to develop this report.