



# snap shot

# Table of Contents

Letter from the President	p 03
Mission & Environmental Statement	p 05
EnLIST®	p 06
Impacts at a glance	p 10
Social Responsibilities	p 14
Transparency	p 20
Sustainable products & achievements	p 22
Our design	p 25



## TO OUR VALUED CUSTOMERS, STAKEHOLDERS AND UNIVERSAL FIBERS® ASSOCIATES,

Since 1969, Universal Fibers has pioneered the development and production of sustainable fiber technology. Our eco-journey has been one of adaptation and growth. It began with a commitment to resource conservation and has since evolved to EnLIST®, our four-point commitment to environmental stewardship. Throughout this evolution, our ultimate goal has remained the same; to secure a safe and sustainable future for our Associates, our business and the global communities in which we live and serve.

While we are extremely proud of our more than 50-year history of environmental stewardship, our journey continues. Each year, we advance our progress in supporting our customers with products that boast the lowest carbon footprints in the industry.

In support of continuous improvement, we invest in certifying our products and processes to optimize resources in our operations. We also invest in a value chain system that enables our suppliers to share material ingredients and increase transparency for the finished products of our customers.

To ensure alignment with the needs of the market, a number of our stakeholders participate in ongoing sustainability projects and strategy discussions, highlighting emerging issues, including transparency, life cycle analysis, community outreach and reductions in water, energy, waste and carbon emissions. These discussions have influenced the materials in this report, and the outcomes of these projects are 'snapshotted' throughout this document..

At Universal Fibers we seek opportunities to better what we find and use less to produce more. We believe this is best achieved through partnered collaborative relationships and invite you to enlist with us on our sustainability journey.

Thank you for your interest in, and support of, Universal Fibers.

Sincerely,



**PHIL HARMON**  
President, Universal Fibers, Inc.









# SUSTAINABILITY MISSION

Sustainability is not just an initiative, but an intrinsic value within Universal Fibers®. Our mission is to create products and implement processes that use more recycled material, cleaner energy, and less water. We source responsibly, aim for zero waste, and continuously reduce our carbon footprint.

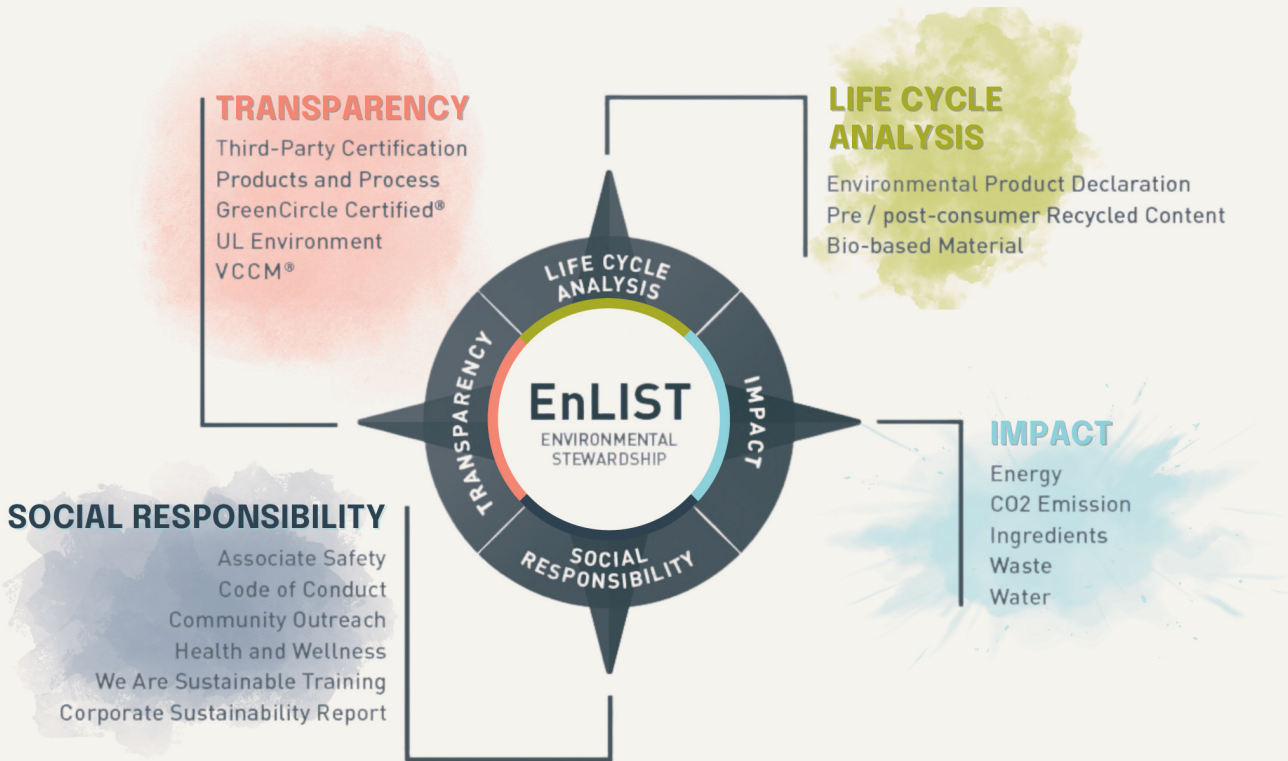
## ENVIRONMENTAL STATEMENT

As we continually strive to achieve our eco-objectives, our methods and goals evolve along the way. We prefer solutions with impact that can be cleanly measured and independently certified, across our operation and our supply chain. We manage everything we do to a simple bottom line: less carbon, cleaner air, less water, and less waste.

We care deeply about our communities, from our team at Universal Fibers, to our partners and clients around the globe. This is what fuels our commitment to protecting the place we all call home.

# EnLIST®

## FOUR-POINT COMMITMENT



Universal Fibers® is driven by sustainability as a natural and integral part of the entire business and value chain. Our raw materials come from traceable sources and manufacturing takes place in resource-efficient production facilities that are constantly managed to minimize their environmental impact. Through our sustainable products and processes, we aim to make a positive contribution in support of our eco-objectives.

Responsible global stewardship requires a commitment to complex solutions. Universal Fibers has been leading the industry toward these solutions, relying on the recognized metrics of the International Organization for Standardization (ISO) and NSF-140, among others.

What's next? We challenge ourselves to deliver greater value, foster collaboration, and push the boundaries of sustainable innovation. Our answer: EnLIST—a four-point commitment focused on advancing key eco-objectives.



# key impacts

## energy reduction

reduce carbon and energy with dedicated operations and processes

## waste reduction

conserve land and reduce waste through education

## polymer conservation

promote product life-cycle responsibility

## water conservation

pioneer solution-dyeing process and ongoing water projects

# supporting approaches



## people

education and training

create value for customers by sharing resources

global action team

energy, carbon and water impact reduction teams



## product

invest in R & D for continuous improvement

innovate new product development

smart recycled content strategy

high-bulk/low weight

environmental product declaration (EPD)



## process

life cycle analysis (LCA)

Value Chain Chemical Management® (VCCM)

ISO 14001

GreenCircle® Certified

UL® Environment

WAP Sustainability®



# LIFE CYCLE ASSESMENT (LCA) AND TRACKING REDUCTION

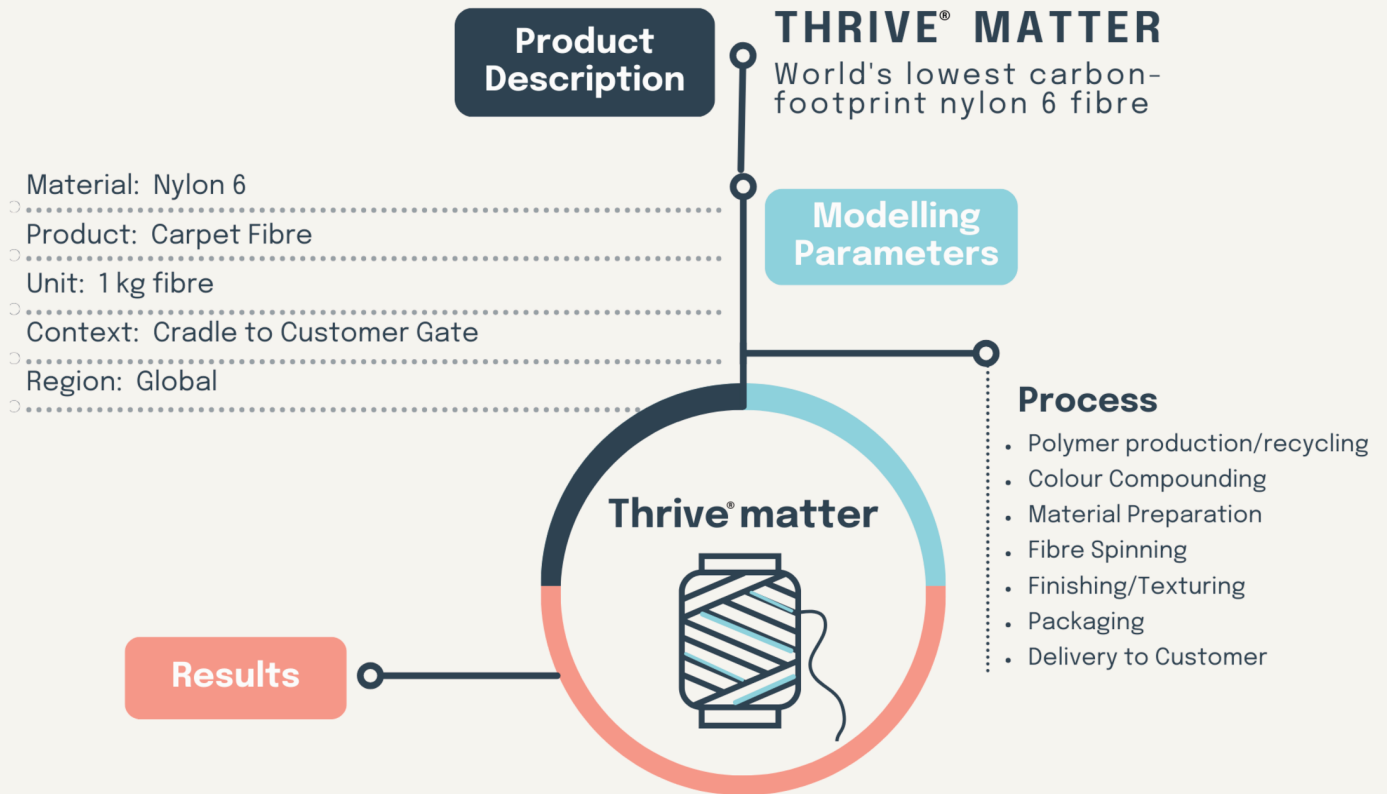
Product sustainability can be measured in many different ways. Some would say it's about what you produce. Others would say it's about how it's produced. We view both with equal value and use life cycle analytics to assess the sustainability of our products. Understanding the environmental footprint of our products and processes help us understand and identify opportunities for improvement, and measuring these impact areas regularly helps us confirm we are making progress.

*"Our commitment to transparency elevates the value of collaborative relationships for all of our partners within our sphere"*

Ranae Anderson,  
Global Sustainability Leader



# life cycle assesment



**16.51 MJ/kg**

Abiotic Depletion Potential (Fossil Fuel)



**1.19 kg CO<sub>2</sub> eq/kg**

Global Warming Potential



**2.63 kg SO<sub>2</sub> eq/kg**

Acidification Potential



**0.0005 kg PO<sub>4</sub> eq/kg**

Eutrophication Potential



**6.84 E-12 kg CFC 11 eq/kg**

Ozone Depletion Potential



**0.000098 kg Ethene eq/kg**

Photochemical Ozone Creation Potential





---

# ZERO

Recognized as a virtual zero-waste to landfill company since 2020, Universal Fibers® diverts all of our largest waste stream, plastic from production, from landfills.



---

# 2030

In 2016, Universal Fibers became one of the early adopters of the 2030 Challenge for Embodied Carbon. A collective of manufacturers working towards increasing awareness about the issue of embodied carbon, developing Life Cycle Assessments (LCAs) and Environmental Product Declarations (EPDs) for building products, and using this information to make informed, low-carbon decisions.



---

# 83%

Universal Fibers products are produced in part with carbon-free, "clean energy" sources including hydro, nuclear, solar and wind.



---

# NONE

Universal Fibers is proud to have had NO environmental violations since adopting the ISO 14001 standard.



---

# 1.2 million

2023-2024 year Universal Fibers celebrated a safety achievement by working more than 1.2 million man hours with no loss time working safety accidents.





---

# 88%

Currently Universal Fibers® products produce 88% less Co2 emissions in production- offering the lightest carbon footprints in the world.

---



---

# 90%

All Universal Fibers products a minimum of 20% recycled content, with our most sustainable products using 90% total recycled content.

---

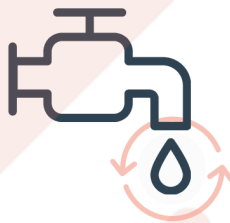


---

# ZERO

Universal Fibers produces all products as Red List Free, RoHS Compliant, No PFOAs, No Conflict Minerals, and No CMR's - all made with the lowest CO2 footprint in the industry.

---



---

# 8.9 Billion

The process of solution-dyeing saves a large amount of water compared to other coloration processes. Since Universal Fibers' conception in 1969, we can safely estimate more than 8.9 billion liters of water were saved. (avg. 15.1 liters of water per KG or 1.81 gallons per pound of fiber produced.)

---



---

# NO PFAS

Per- and polyfluorinated alkyl substances or "PFAS", are a group of extremely persistent chemicals that are used in many consumer products. PFAS are used in products because they can, for example, increase oil and water repellency or withstand high temperatures. Currently, there are more than 4700 different PFAS that accumulate in humans and the environment. Universal Fibers is proud to declare our products do not contain PFAS



ISO 14001  
commitments

# PRIORITY FOCUS AREAS

At Universal Fibers®, we prefer solutions with impact that can be cleanly measured and independently certified across our operation and our supply chain. We have identified the following aspects for reduction to aid our efforts and lessen our impact on the environment.

## We are committed to:



### Reducing Pollution

We are committed to minimizing environmental impact by actively reducing pollution in all forms. This includes implementing strategies to lower emissions, manage waste.



### Complying with environmental regulation

We comply with all applicable environmental regulations and legislation, ensuring that our operations consistently meet or exceed legal requirements. We actively monitor and adapt to changes in environmental laws to maintain the highest standards of environmental responsibility.



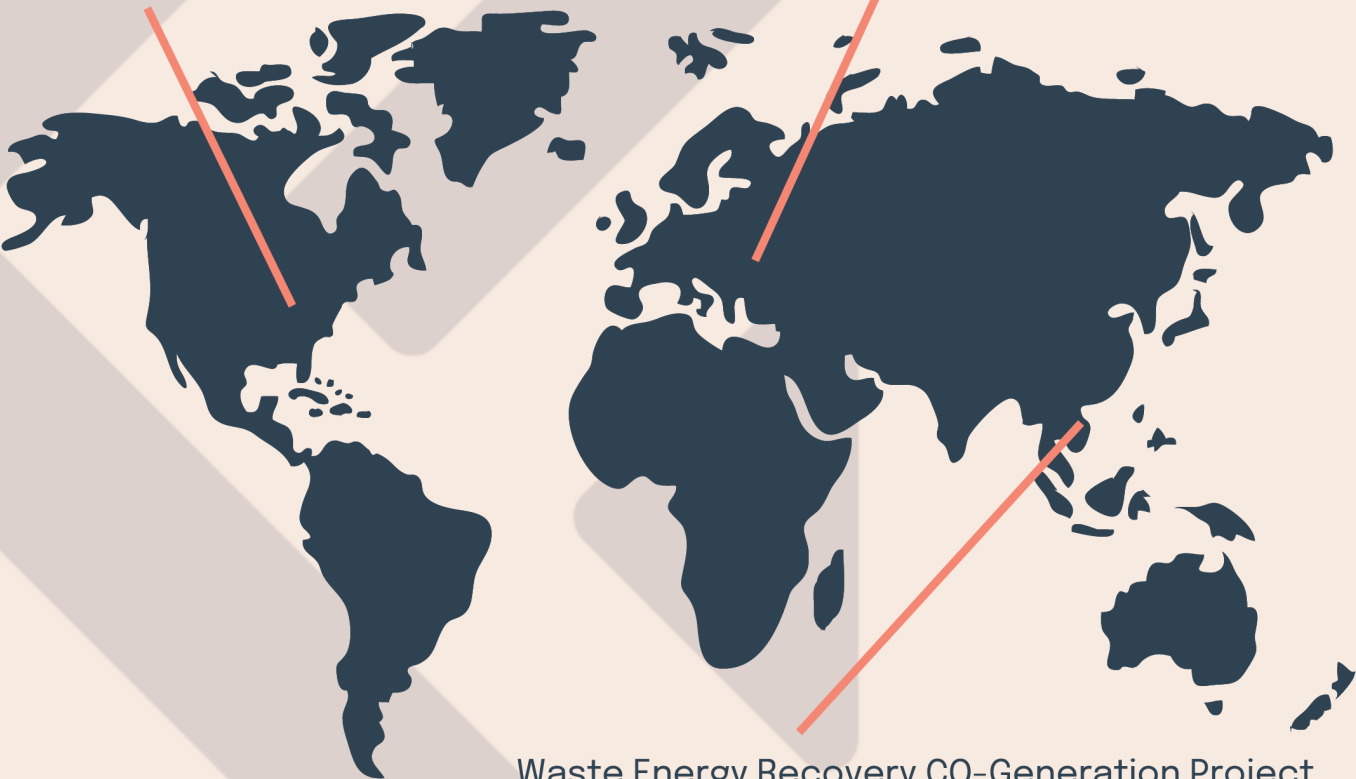
### Being efficient with electricity, polymers, and water

Universal Fibers is dedicated to optimizing the use of electricity, polymers, and water in each of our operations, globally. We strive for efficiency in resource consumption, implementing measures to reduce waste and enhance sustainability, while continuously seeking opportunities for improvement in our environmental performance.

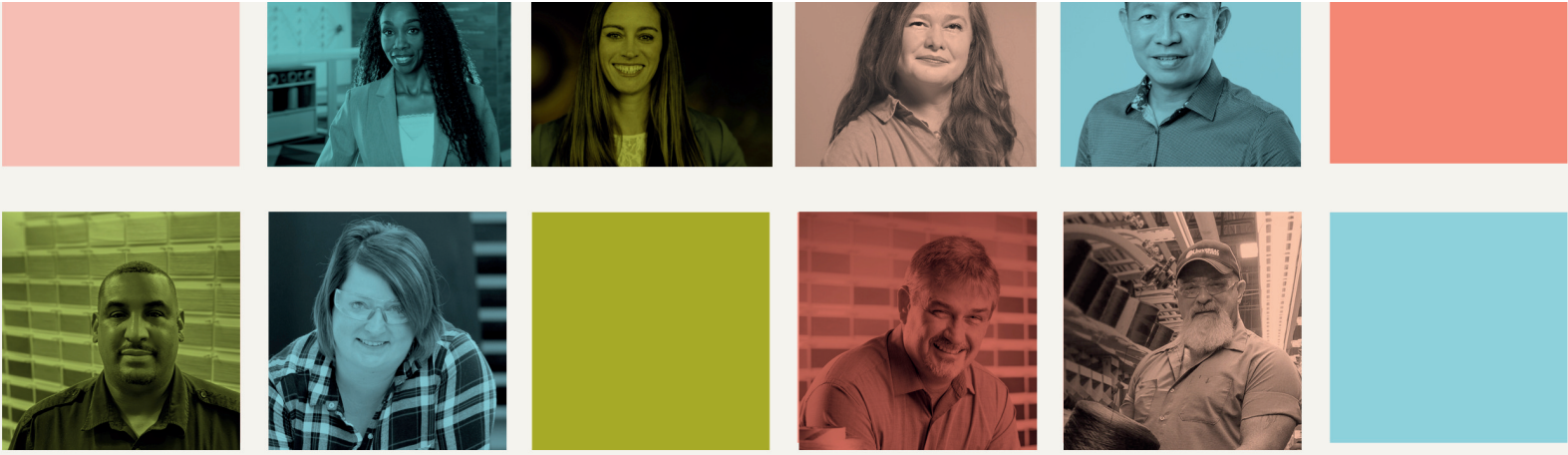
# REGIONAL CARBON PROJECT INVESTMENTS

Greenhouse Gas Emission Reduction;  
Phlogiston Project  
Project region: Europe  
Focus: Decarbonize our Environment

Forest Management Project  
Project region: Southern United States  
Focus: Carbon Sequestering



Waste Energy Recovery CO-Generation Project  
Project region: Asia Pacific  
Focus: Decarbonize our Environment



# SOCIAL RESPONSIBILITY

At Universal Fibers®, we're all about people. We're one big community—whether it's right here at home or across the globe. What drives us? Sustainability, resource conservation, safety, and ensuring we have an environment where all our associates can genuinely prosper. We're committed to creating the economic, social, and environmental conditions where people and communities don't just survive—they thrive, and we believe that together, we can achieve so much more than we could alone. That's why our mission goes beyond just making great products. It's about every choice, from who we partner with to how we invest in our communities and the opportunities we pursue. We're constantly pushing ourselves to do better and aiming for results that make a difference. And we're proud to see our positive impact on our global community.





## associate involvement

Since 2020, Universal Fibers® associates have actively participated in more than a dozen charitable community outreach projects each year.

**Below are a few examples of our community outreach projects we are happy to highlight in part with this snapshot:**

United Way “Backpacks Unite” program, contribution, and service hours - in 2023, Universal Fibers proudly provided 271 children in need with nutritious weekend meals throughout the year.

Universal Fibers provides support to Polish Humanitarian Action® for projects providing aid for Ukrainian refugees, along with shelter, housing assistance, and sustenance. We are proud to also support the PHA Specialist Support Centre by providing funding for domestic violence survivors.

The Universal Fibers location in Taicang recently provided and installed carpeting for the local schools and the public special education sector for classrooms supporting children with intellectual and physical disabilities. This “refresh” benefited more than 150 students in classrooms, rehabilitation rooms, and audio-visual rooms throughout the school.

In 2023, Universal Fibers partnered with Action Against Hunger® to help provide food and nutrition services to children and families in some of the most vulnerable communities across 55 countries worldwide.

*“At Universal Fibers, we believe that sustainability isn’t just about recycling or carbon, but it’s also about the well-being of people - And that begins with where we work and live locally, regionally, and globally.”*

Jennifer Roundtree,  
Global Marketing and Brands





## safety commitment

At Universal Fibers®, we place the highest value on the safety and well-being of our Associates. Our unwavering commitment to providing a safe workplace, with the ultimate objective of being incident-free, is a testament to our dedication to your security. Our manufacturing process is meticulously designed with safety as the highest priority. We provide on-site access to healthcare and wellness within a tobacco-free campus, further ensuring your well-being. Our commitment to safety includes Associate engagement and continuous training. We firmly believe that an incident-free workplace is best achieved when all Associates are empowered and trusted to take personal responsibility for their safety and the safety of others.

Teammate involvement ensures continuous improvement of health, safety, and environmental performance.





## **code of conduct**

At Universal Fibers®, we believe in working with partners who share our commitment to high ethical standards. Whether you're a supplier, manufacturer, contractor, joint venture partner, agent, distributor, or consultant, we expect you to uphold these values in all aspects of your business.

Our top priority is ensuring our customers trust the safety and quality of every product we deliver. To make this happen, we've set clear standards defining our suppliers' minimum requirements. We expect our supply partners to provide services and products that meet and exceed all government regulations and the quality and safety standards we've agreed upon. We also urge our supply-chain partners to abide by ethical standards and associate policies, anti-corruption policies, and environmental policies outlined within our Code of Conduct.



## **associate health and wellness**

Universal Fibers is committed to investing in team members through creating a safe and healthy workplace environment for all associates and providing for our associates families. These commitments are evident through our investments in programs like:

- Universal Fibers onsite Healthcare and Wellness Clinic
- Onsite CPR and First Aid Classes
- Personal Fitness / Gym Reimbursement Program
- Green-Shirt Safety Programs





## conflict-free minerals

Universal Fibers® believes in doing business with suppliers who share the company's commitment to sustainability through sound environmental management.

Suppliers will comply with all applicable environmental laws and regulations, and will promptly develop and implement plans or programs to correct any noncompliant practices. Universal Fibers will actively seek suppliers who seek to reduce waste and minimize the environmental impact of their operations. With regard to conflict minerals, suppliers are expected to supply materials to Universal Fibers that are “DRC conflict-free”. “DRC conflict-free” means (1) any “conflict minerals” (gold, columbite-tantalite, also known as coltan, cassiterite, wolframite or their derivatives tin, tantalum or tungsten (collectively the “3TGs”)) necessary to the functionality or production of supplied materials do not directly or indirectly finance armed groups through mining or mineral trading in the Democratic Republic of Congo or an adjoining country, or (2) any 3TGs in supplied materials are from recycled or scrap sources. (3) Suppliers are expected to adapt policies and management systems with respect to conflict minerals and to regulate their suppliers to adopt similar policies and systems. Suppliers will provide services and/or products that meet or exceed all government and all agreed-upon quality and safety standards. Any threats to product safety must be immediately reported to your Universal Fibers supply chain contact.

We at Universal Fibers believe in doing business with suppliers who share similar values and standards outlined within our Code of Conduct commitment, and we require suppliers to comply with applicable employment laws and to support fundamental human rights for all people.



# MEMBERSHIPS

Universal Fibers® underscores our commitment with membership in several prominent sustainability associations, as follows:

CARE (Carpet America Recovery Effort)

CRI (Carpet and Rug Institute)

HPDC (Health Product Declaration Collaborative)

IIDA

USGBC

Carpet Recycling UK

CIRFS: European Man-Made Fibres Association

Architecture 2030 Challenge Adopters

*“Contrary to popular perception, we see impact as a good thing – it’s a chance to create meaningful, positive change.”*

Anna Plumb,  
VP, European Sales  
and Marketing





# TRANSPARENCY & 3rd party verifications



## ENVIRONMENTAL PRODUCT DECLARATION (EPD)

Universal Fibers® is at the cutting edge of assessing product performance. We're committed to providing the market with the information it needs to properly assess the environmental impact of our products.

In assessing the sustainability of our products, we examine every stage of a product's life cycle in minute detail, from cradle to grave, through LCA (Life Cycle Assessment). This information is then processed and published as an EPD (Environmental Product Declaration). Creating an EPD involves highly intensive and wide-ranging data collection, hundreds of calculations and rigorous verification. We are leading the fiber industry in providing such precise information.

**Universal Fibers currently holds EPD's on Thrive® matter products**  
(Available in both Nylon 6 and Nylon 6,6 chemistries.)  
These EPD's are third-party verified through UL.



## GREENCIRCLE CERTIFIED

Transparency is at the core of our commitment to sustainability. We believe that proving our environmental integrity is as essential as setting ambitious goals. That's why we don't expect our customers to take our word for it—we back our claims with rigorous third-party verification. We have achieved GreenCircle Certification for both Embodied Carbon Verification and Recycled Content for our premium products. These certifications are a testament to our dedication to reducing our environmental impact and ensuring our products meet the highest sustainability standards.

Our GreenCircle Certifications provide our customers with the assurance that our sustainability claims are not only accurate but also meet stringent industry benchmarks. By partnering with respected third-party organizations like GreenCircle, we demonstrate our commitment to transparency and accountability in every aspect of our operations. We are proud to "walk the walk" regarding environmental responsibility, and our certifications prove our ongoing efforts to lead by example in the industry.



## C2C CERTIFIED MATERIAL HEALTH CERTIFICATE™

Universal Fibers® is committed to pushing the boundaries of sustainability and innovation, which is why we have invested in obtaining a Cradle to Cradle Certified™ Material Health Assessment for our Thrive® matter fiber.

This certification, conducted by the respected Cradle to Cradle Products Institute, evaluates the safety of the materials used in our products, ensuring they meet rigorous standards for human and environmental health. By pursuing this certification, we demonstrate our dedication to not only creating high-performance fibers but also ensuring that these products are safe, sustainable, and responsibly produced. Our investment in the Material Health Assessment reflects our unwavering commitment to transparency and to providing our customers with products they can trust to meet the highest standards of environmental and human safety.



## VCCM & MATERIAL HEALTH

Most people spend about 90 percent of their time indoors, making the impact of building materials on our lives more important than ever. At Universal Fibers, we recognize that our products are part of the spaces where people live and work, which is why we're committed to ensuring their safety and health. To better understand the materials we use, we've partnered with WAP Sustainability Consulting. Their Value Chain Chemical Management system (or VCCM®) helps us meticulously assess and screen the chemical ingredients in our products, supporting our goal of designing healthier, more sustainable environments.

Our investment with verified third parties to assist in managing our supply chain data, can help us ensure compliance with over two dozen chemical transparency frameworks, including HPDs, Declare Labels, and Cradle to Cradle. By embracing transparency and material health reporting, we aim to lead the industry in promoting product safety and enhancing the well-being of those who use our products.

# SUSTAINABLE PRODUCTS AND CAPABILITIES

Combining artistry and performance is key to being one of the most sustainability-minded fiber producers in the world. Our outstanding team of product designers and engineers work in collaboration with our global customers to develop unique solutions tailored to meet the most exacting requirements. Universal Fibers® is not a one-size-fits-all company. We are flexible, capable and willing to respond to our customers' specific product requirements to help them win in the marketplace. This has led to sustainable innovation in the following areas:

- Thrive® matter, the world's first carbon-negative nylon fiber
- Recycled ingredient use, with a smart recycling process that includes both pre and post-consumer material
- Lowest CO2 production emission in processing of any nylon fiber
- High-bulk lightweight fiber, achieves greater product coverage while reducing fiber weight requirements and nonrenewable resource impact. Less fiber reduces finished product weight, improves care and maintenance and lessens carbon footprint

*"Year-over-year we're making progress, and every advancement we make becomes a new foundation for us to build on. We are focused on moving the needle in the right direction."*

Roger Seow,  
VP Global Sales

# We are proud of our **ENVIRONMENTAL ACHIEVEMENTS**



## **C.A.R.E.**

To date, industry collaboration with CARE has supported more than 8 billion lbs. of carpet diverted from landfills.



## **GreenCircle®**

March 2021, Universal Fibers® achieved Global GreenCircle Recycled Content Certification for all premium products and Embodied Carbon Verification Certificates in August 2022.



## **Surpassing Goals**

In Q4, 2023 Universal Fibers achieved and surpassed the global targets for a product footprint of 1.3 kg. CO<sub>2</sub>, to a confirmed LCA and UL verified EPD at 1.19 kg. CO<sub>2</sub>



## **Green Energy**

By 2020, all global manufacturing sites use some amount of renewable energy with our newest facility in Poland leading the way.



## **RESET®**

Taicang Universal Fibers pursues RESET® Standard certification for air quality at our APAC location



## **Zero Waste**

Since February 2020, Universal Fibers has been recognized as a virtual zero waste company.



## **Beyond Zero**

June 2021, Universal Fibers launches the worlds first carbon-negative fiber products in both nylon 6 and 6,6. Certified with the lowest carbon footprint in nylon fiber across the globe.

Partnership with verified third-parties to invest in global carbon capture projects helps support an even lower footprint - to a beyond zero carbon impact.





Universal  
Fibers



# Universal Fibers®

## SUSTAINABILITY BY DESIGN:

Universal Fibers has continuously reduced embodied carbon (from materials) by at least 10% each year since 2016, focusing on efficiency projects, both large and small to move the needle. Smart sourcing of ingredients and consistent impact measuring of all our processes allow us to focus on carbon reduction opportunities.

Our journey continues as we are increasing our alignment and actions to circular economy principles. This enables us to help our customers achieve their sustainability goals while improving the material carbon footprint of our products.

### **Aspirations to Net Zero:**

Through key collaborations with our energy providers, we are pursuing pathways toward a net-zero carbon emission by 2050 for our largest energy consumption.

### **Responsible Resource Management:**

We aim to continuously improve water use efficiency and consistently reduce emissions. We focus on the principles ensuring continuous improvement across all of our processes while simultaneously working in cooperation with third parties, local authorities, and municipalities to help us achieve these goals.

**Universal Fibers, Inc.**

P.O. Box 8930-24203  
Bristol, Virginia, USA 24203  
P +1.276.669.1161

**Universal Fibers Europe Sp. z o.o.**

Chemiczna 20, 66-400  
Gorzów Wielkopolski, Poland  
P +48.95.7817.170

**Taicang Universal Fibers Co., Ltd.**

No. 1 Fada Road,  
Taicang Economic Development Area,  
Jiangsu, 215400 China  
P +86.512.8161.6188

**[universalfibers.com](http://universalfibers.com)**