



ESG

- At Pen Company of America, we are committed to driving positive change through our Environmental, Social, and Governance initiatives. We recognize the importance of preserving the planet for future generations, fostering inclusive and diverse communities, and upholding the highest standards of ethical conduct. Through sustainable practices, community engagement, and transparent governance, we strive to create lasting value for our stakeholders while contributing to a more just and sustainable world. Our new "Sustainable and Environmentally friendly - Recycled Water Bottle Pen" is quickly becoming the most used pen in the Promotional Products market.
 - HR Policies
 - Require all employees to recycle paper, plastic and bottles in the company provided recycling bins
 - Require office employees to power down computers, laptops and other office equipment, as well as turn off all lights, when leaving the office.
 - Factory Initiatives
 - Recycle all used corrugated at the local recycling center.
 - Utilize a third party to properly handle and dispose of the waste oil generated from our equipment.
 - Utilize a closed loop water system on all our molding equipment. This system self-recycles the water we use to cool our equipment,

Recent Factory Initiatives

- Installed high efficiency lighting in both facilities as recommended by the NJ Office of Clean Energy. This initiative saved approximately 40,000 kWh of energy annually.
 - Purchased 4 new hi efficiency molding machines which cut down on overall energy and water consumption.
 - Purchased 2 new high efficiency air compressor to cut down on overall energy usage
 - Increased our usage of re-usable bins for component parts. This initiative saved over 15,000 corrugated boxes annually.
 - Real time coloring of plastic allows for more exact plastic usage and less waste
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