



Let's Get Personal

2022 IMPACT REPORT

Facts + figures on our commitments and collective impact in 2022, and our future goals

harpersage

Hi there,

Thank you for reading our 2022 Impact Report!

2022 marks our third year in business, and it was our most transformative one yet. At the start of the year, we made the decision to explore aligned partners that would help HarperSage grow, and we're excited to share that we found them. However, doing this required us to take a step back from some of the more external parts of our business.

Akin to a caterpillar working behind the scenes in their chrysalis, this year truly felt like a metamorphosis for HarperSage, which is why a butterfly as our chosen theme this year feels particularly resonant.

Despite turning inwards in many ways, we remained true to our mission and continued to take concrete steps towards both our short and long term goals throughout 2022. On the following pages, you'll find our annual exercise that helps us celebrate our wins, shed light on our shortcomings, and set goals that challenge us to continuously evolve and do better for you and for our community with every coming year.

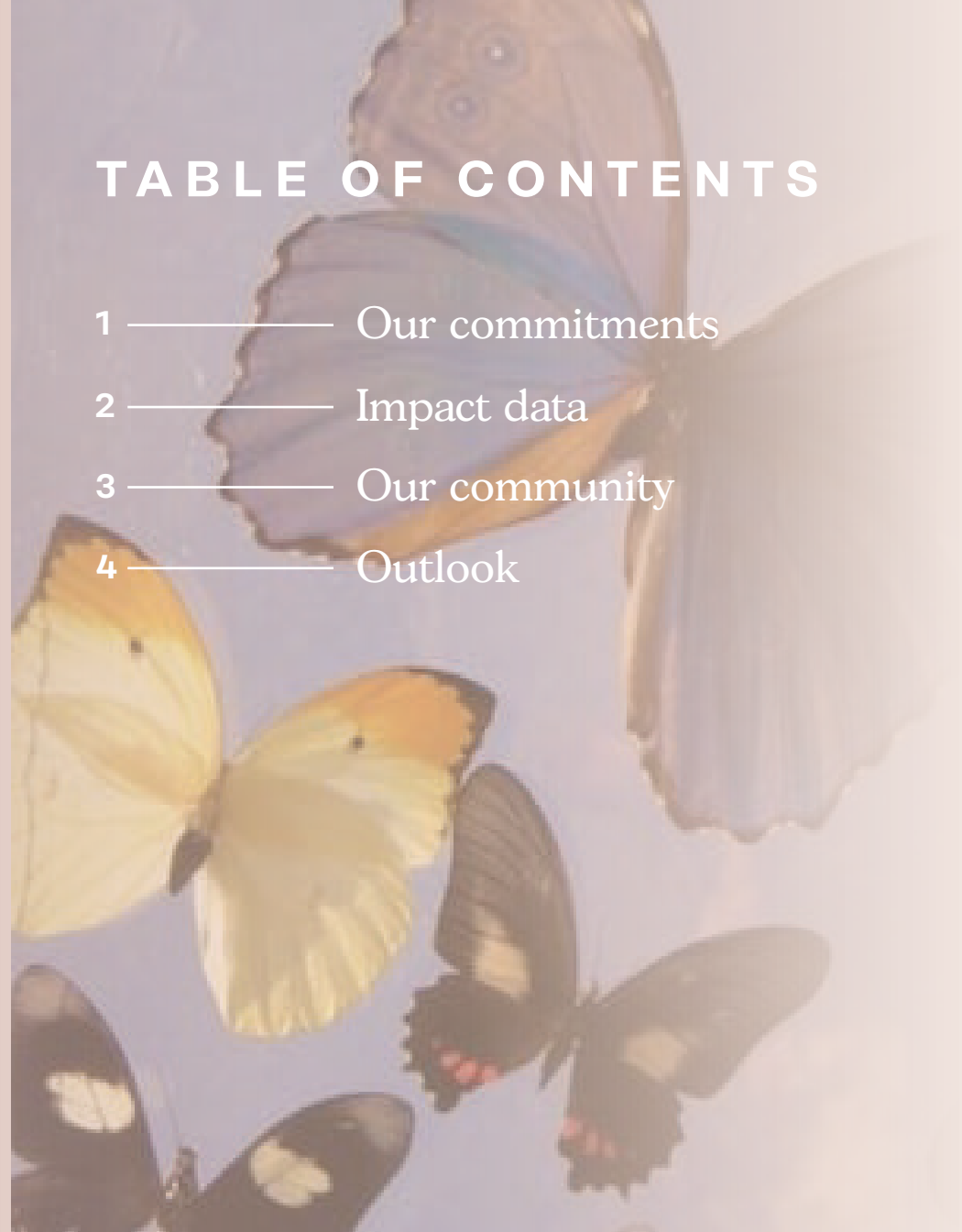
With that, we are proud and excited to present our thrrd annual Let's Get Personal Impact Report for 2022.

Warmly,

*Meghan, Founder + Designer
Leah, Social Impact Lead*

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Our Commitments

Empowering Women

We work with > 50% women, non-binary, or female-identifying individuals, and our factories are always **women-owned**.

Combatting Human Trafficking

We recognize human trafficking as a **human rights issue** and partner with non-profits on products and initiatives that give back to champion human rights.

Connecting Personally

We prioritize personal, meaningful connections across all facets of our business because we believe that **personal is impactful**.

Women-Owned Factories



Arpana

Archana



75% of garment workers globally are women, yet they are underrepresented in leadership positions in their workplaces. That's why we work with women-owned and operated factories to empower women leaders.

Factory visits

Our factory is located in Gurugram, India, just outside of New Delhi. Prior to the pandemic, we were able to visit and design each capsule in India, but in person visits weren't possible during Covid. As we write this report, we are **thrilled** to share that we returned in early 2023 to develop our Summer 2023 capsule and spend time with the amazing people that make your HarperSage pieces **so special**.



Sedex certified

Our factory is Sedex certified, which ensures they meet ethical standards and comply with all local labor laws and regulations, including: human and worker rights, a living wage, and a healthy and safe working environment for all.

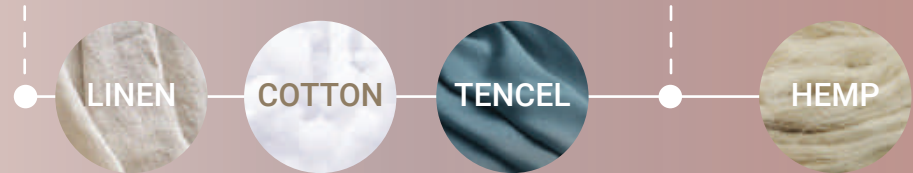
Natural Fabrics

Our Core Fabrics

All of our designs are made from natural fabrics and linen, Cotton, and Tencel are the core of our designs.

2019: launched brand with our core fabrics

2023: introducing hemp!



Lesser known Tencel is made from wood pulp and is *nearly* natural making it a great alternative to synthetic fabric. It's also biodegradable and requires less energy and water to produce.

Coming in 2023

In 2023, we are excited to introduce **hemp** and a **GOTS certified** linen / Cotton blend!

- **Hemp** is renewable, breathable, and hypo-allergenic. We had planned to launch it in 2022, but we needed more time to get it just right for you.
- **GOTS certified** means that a fabric meets a high-level of environmental and social criteria along the organic textiles supply chain.



Sourcing

Conscious sourcing

We choose fabrics consciously, prioritizing Deadstock fabrics where possible.

Deadstock fabric is how the industry refers to fabric overproduced by other brands. When we visit India, we spend hours out in the markets or on the top floor of our factory searching for the softest, highest quality treasures we can find.

Fabric usage

In 2022, we used **70% deadstock** and 30% developed fabric to create HarperSage pieces - meeting our 2022 goal!

As we look ahead, we're striving to develop as little as 10% of our fabrics so that we use what's already available, saving it from landfills and breathing new life into it.

Deadstock % progress:



The Decal Project



What it is

In January 2022, we launched our very first human trafficking awareness initiative, **The Decal Project** - a community effort created in collaboration with Freedom Network USA that empowers you to spread awareness of human trafficking through the use of a special decal sticker.

Turning advocates into *activists*

Simply peel and place your decal in a visible and well-visited spot in your community. Passersby can scan the QR code on the decal to visit FNUSA's website where they can learn more and request their own decal for free! Putting up a decal is one small action with lasting impact and helps to combat misinformation.

Impact by the numbers

- \$400** is the cost absorbed by HarperSage to design + create the decals.
- 230** decals are out in the wild. This includes decals that were requested through our free request form and decals provided with every order while supplies lasted.
- 50** of the total decals were requested through our free request form, proving the power of spreading awareness in your local communities.

Check out what [SUSTAIN the mag](#) had to say about this initiative!



The Pay it Forward Fund

What it is

In 2022, we launched the **Pay it Forward Fund** - an initiative that supports survivors of human trafficking through donations to our non-profit partner, Freedom Network USA (FNUSA). FNUSA is a leader in human rights-based anti-trafficking work, advocating for groundbreaking policy change and building capacity for other human-rights based organizations across the US.

How it works

15% of revenue from orders placed during an open funding period are donated to FNUSA to support survivors. In this framework, customers are **paying forward** the discount and shopping with impact.

Funds raised

\$1350 raised since the first funding period in fall 2022. Funding periods included Black Friday in 2022 and Human Trafficking Awareness month in January 2023*

**funds raised from HT awareness month will be donated in 2023*



Who We Work With

We work with majority women, women-identifying or non-binary folks from diverse backgrounds and identities. We haven't yet had the pleasure of welcoming our first full-time hire, but we've been honored to work with some incredible contracted employees and countless other partners.

95% ————— of individuals we worked with in 2022 identified as women

We want everyone's voice at HarperSage and, as we grow, this is one of the areas of our business that we want to formalize and develop more - including publishing more details about our hiring and employment commitments.

The Duo Crew



Interested?
Apply here!

commitments — impact — community — outlook

The Duo Crew is a community of women that embody the values and mission of HarperSage. United by their differences, the Duo Crew is a safe space where women from all backgrounds and experiences can come together to try new things and forge new friendships along the way.

In 2022, we decreased the number of cohort cities from nine to six and capped cities at ~6 members so that we could dedicate more time and resources to each. Crew members spent time connecting online and IRL through new activities during their 6-month term, all while helping spread the message and mission of HarperSage.

New Initiatives

- **Duo Pass NFT:** We launched our very first NFT to empower women in the cryptocurrency space and provided education through our partner, Flaunt, to close the gap in this male-dominated space.
- **Pen Pal Program:** We started a pen pal program to facilitate more inter-city connections.

Cohort Cities

Austin
Dallas
Houston
San Antonio
Nashville
New York



@soy.la.princesa



@abbeyharrison



@shannonrita_



Outlook

commitments — impact — community — outlook

What's next

We're always planning for the future. Here are some of the ways we look forward to making HarperSage more intentional and impactful for our community and customers.

1. More inclusive sizing

In 2022 we offered 35 complimentary custom pieces. In 2023, we're excited to announce that our size offerings will continue to get more inclusive with the introduction of **XXL** and the continuation of complimentary custom sizing.

2. Impact with every purchase

Starting in 2024, 1% of every purchase will go towards combatting human trafficking. We'll continue to create special give back products and initiatives that are offered seasonally.

3. Increasing supply chain transparency

Exploring technologies that increase labor and manufacturing transparency across our supply chain.

4. Becoming B-Corp certified

We're making moves to be B Corp Certified by 2025. As part of their requirements, we'll be making improvements across three key areas: business, environment, and community. Stay tuned for details in our 2023 report.