



Social Responsibility Guidelines

Alaska Glacial wants to make a positive impact on society. In fact, social responsibility is one of our founding principles. Our company was inspired by activist roots and founded on a philanthropic objective to leave a legacy of preservation in the name of the Eyak natives who called the Copper River Delta home for the last 1500 years, and were fully assimilated in 2008. Following the Exxon Valdez Oil Spill in 1989, many local Cordovans and regional activists fought hard to prevent further environmental catastrophe from logging and mining to the Prince William Sound region, especially a small group of Eyak descendants called the Eyak Preservation Council (EPC). EPC won many cultural and environmental battles, but the fight still continues today to leave a legacy of preservation for the Eyak name, namely land conservation and wild salmon preservation. Owner Lauren Padawer worked for EPC and founded Alaska Glacial with a mission to financially support their cultural and environmental goals and educate consumers about socially responsibly as a company when conducting business in and outside our region.

Our goal of social responsibility includes sustainable raw material sourcing, fair labor practices and philanthropy aimed at honoring the environment and healthy human resources. Accordingly, our approach to hiring, purchasing and giving have been considered carefully.

The Social Responsibility Guidelines define the social policy of the Alaska Glacial Mud Co. and describe the commitment to society that addresses human resources, assesses in advance the negative impacts of production processes and products, and takes these findings into account in decision-making.

In order to comply with its self-imposed social responsibility standards, Alaska Glacial draws up its own principles. The programs required to meet these principles are assessed annually and are aimed at measuring compliance and identifying areas where improvement is possible. Our social responsibility does not stop at our company's door. We also will endeavor to ensure that our Social Responsibility Guidelines are accepted in all business transactions, particularly with our suppliers.

Accordingly, in addition to our own activities, Alaska Glacial will exemplify social responsibility in the wider marketplace. Our objective is to develop a high quality glacial skin care line that caters to and inspires our consumers, serves our local community and the preserves the Copper River ecology.

1. **Purchasing Policy:** We source raw materials that are derived from natural plants and minerals rather than synthetics so that they are safe for use on skin and on the environment. Biodegradable products are capable of being decomposed. Wild-crafted products are harvested in their natural environment sustainably. Organic products are grown without the use of toxic synthetic pesticides and fertilizers, irradiation, sewage sludge, and genetic engineering.
2. **Philanthropy:** We make in-kind contributions, participate as volunteers in community service projects and donate 10% of profits (or 2% revenue, whichever is greater) to four regional organizations that love, work and fight for wild salmon wilderness preservation, habitat restoration, Copper River Watershed education and sustainable community development.

While Alaska Glacial does not have any full-time employees, we only hire contract labor and purchase supplies from companies that agree to the following:



3. **Fair Wages:** Employees and contract labor are paid at least twice minimum wage. Contract laborers set their own wages that are at least twice minimum wage.
4. **Ethical Labor Practices:** Employees have safe light-filled working conditions. Employees are supported in their need for personal leave, sick leave and maternity/paternity leave and no demands are made of them that threaten their ability to attend to their personal needs. There is no child labor and hours are reasonable. Training is available upon hire or upon request by the employee. Functioning grievance mechanisms are in place to resolve employee concerns.
5. **Transparency:** We believe that only a policy of openly providing information on socially responsible measures and reporting on achievements and problems in the implementation of these measures will create credibility in the general public.