



MAKING A BETTER WORLD ONE TREAT AT A TIME.



OUR COMMITMENT TO THE ENVIRONMENT

At Bitoy's Sweet Treats we are dedicated to reducing our environmental impact. We strive to:

Use Sustainable Ingredients: We source our ingredients locally whenever possible, supporting organic and sustainable farming practices.

- **Minimize Waste:** We implement practices to reduce food waste and use biodegradable or recyclable packaging for our products.
- **Energy Efficiency:** Our shop uses energy-efficient appliances and LED lighting, and we aim to minimize our carbon footprint.

This year we ensured that 100% of our packaging is 100% recyclable. 85% of our product packaging uses kraft bags and/ or cardboard boxes which is 100% recyclable. For the 15% of products where we still use plastic they are made with HDPE and easy to recycle. We still offer popcorn tins, but encourage customers to top into a recyclable experience box instead and/or provide tips and tools to reuse the tin in innovative ways. Economic Viability: While maintaining our commitment to sustainability and social responsibility, we also focus on the economic health of our business:

- **Long-term Business Strategy:** Our sustainability practices are integrated into our business model to ensure long-term profitability and growth.
- **Investing in Our Future:** We reinvest a portion of our profits into sustainable business practices and community projects.
- **Transparency:** We maintain transparency with our customers regarding our sustainability efforts and welcome feedback for continuous improvement.

SUPPLIER DIVERSITY

As a Minority and Woman-Owned and certified business, we truly understand the impacts of social equity and diversity. Our goal is to bring to the forefront the benefit of fostering a multicultural and diverse workforce and supporting eco-system. The diversity of backgrounds, experiences, and thinking is what keeps our company competitive and innovative. We welcome vendors and suppliers that value diversity in their business practice and deliver exceptional products and services. Most important, we expect that our suppliers encourage and champion for this in their business models. As a international company, it is important that our strategic partners reflect the global demographics of our clients and the communities where we serve, live and work. Diversity through our engagement with diverse vendors and suppliers not only impacts our global economy, promotes corporate citizenship and support small and diverse owned businesses. Any staff involved in purchasing and subcontracting are encouraged to identify and include diverse suppliers and subcontractors in the procurement process. As a step forward, we also like to work with local community agencies who can help make these connections if we don't have them already. Our goal is to promote inclusive practices that provide maximum opportunity to all companies that meet our purchasing and contracting standards while maintaining our current standards of safety, quality, competitive pricing, project delivery and commitment to excellence. We are a small owned business and understand how critical diversity is in the supply chain.

BITOY'S SWEET GIVING

As pioneers, we set out to provide economic development long before Chicago leadership decided it was time. Our investment in Austin community has provided over 20+ jobs and has become a staple for the CHICAGO community. Not only did we provide quality store fronts, we jump started a movement to help restore small businesses in underserved communities. We are proud of the work that we are doing.

In addition, we partner with Change 4 Children Inc. to help restore Chicago's biggest asset, it's Children. We aim to help our at risk youth have a chance to succeed.

