



# SUSTAINABILITY ACTION PLAN

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# WHO WE ARE



## TIER 1 DIVERSE SUPPLIER

Of Laboratory Equipment, Supplies,  
Chemicals, & Pharmaceuticals

Years in Business: 14+

Employees: 16 with 10 international

Geographical Reach: National

# WHO WE SERVE



## NATIONAL & REGIONAL CERTIFICATIONS



# OUR GUIDING MISSION

We believe that sustainability is not just an obligation but **a catalyst for innovation and growth.**

Our commitment to sustainability stems from a deep understanding that **our actions impact the world** around us and future generations.

We aim to **integrate creative, eco-friendly solutions** in our operations, through our strategic partnerships, and always in alignment to **contribute positively to global environmental conservation** efforts.



# ENVIRONMENTAL IMPACT PLAN

## Guiding Goal:

To achieve Net Zero Carbon Emissions by 2027 by aggressively working toward reducing our carbon footprint within our operations.

# THE TDG VISION



## DIGITAL FIRST FOCUS

We've implemented a new end-to-end account mgmt system to eliminate the need to print quotes/POs/invoices.



## ENERGY EFFICIENT WORKSTATIONS

We've upgraded all remote workstations to include energy efficient lighting and Energy Star 4.0-rated computers.



## PACKAGE RECYCLING PROGRAM

We want to create a program for our largest customers to give and incentivize them to recycle their order packaging.

\*\*\*By 2027, we want our strategic partners to use only low waste packaging

“The environment and the economy are really both two sides of the same coin. If we cannot sustain the environment, we cannot sustain ourselves.”

**Wangari Maathai**

Nobel Peace Prize Laureate & Environmental Activist

# SOCIAL IMPACT PLAN

## Guiding Goal:

To create opportunities for our employees and customers where everyone can thrive, stay motivated, and live life to the fullest.

# THE TDG VISION



## AN EMPOWERED & EMPLOYED WORKFORCE

As a disabled-owned company, we want to create up to 10 new jobs each year for disabled workers around the world.



## DATA SECURITY YOU CAN TRUST

We are implementing a new and robust e-commerce system that will give our customers a new level of protection.



## A BALANCED LIFE FOR ALL EMPLOYEES

We want to provide free mental health and self-care support for all employees. This includes covering the cost for gym membership or therapy services.

“What you do makes a difference, and you have to decide what kind of difference you want to make.”

**Jane Goodall**

Renowned Primatologist & Environmental Activist

# SUSTAINABILITY GOVERNANCE PLAN

## Guiding Goal:

To build a business that is always operates with ESG and sustainability at the forefront of all we do.

## THE TDG VISION



### SUSTAINABILITY PARTNERS

We've collaborated with our largest strategic partners to ensure we are meeting the strictest ESG standards.



### SUSTAINABILITY TRAINING

We've implemented annual sustainability training for all employees, giving them tools & guidance on ways they can reduce their impact on the environment.



### SUSTAINABILITY ADVISORY BOARD

We want to create a Sustainability Advisory Board made up of our customers, strategic partners, and employees to continually provide input on ways we can improve our ESG and sustainability practices.

"Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it's the only thing that ever has."

**Margaret Mead**  
Cultural Anthropologist