



2022 Annual Report – Ralph E. Jones, Inc.

Our Commitment to People, Planet, Profit

A corporate social change occurred in the second half of 2018. Our CEO began to find added value in moving from a pure profit perspective to the PPP (**People, Planet, Profit**) perspective. 2019 began our concerted effort to concentrate on all three P's. We strive to change, improve, and make better the communities in which we work and live.

The world continues to evolve at lightning speed. Nothing is the same in our post-pandemic world (officially declared over effective May 11, 2023). REJ continues to innovate daily.

In 2022:

REJ donated a painting project to an organization, “Why Not Prosper” serving formerly incarcerated women and their re-entry efforts from prison to community. We donated time and materials to paint a multi-unit house providing residential services for this non-profit organization. The company also donated our time to fulfill wish-list work for the newly restored West Shore Theatre in New Cumberland PA. Company provides quarterly support to several non-profit organizations including Nobody's Cats, Ecumenical/Manna Food Pantry, Humane Society Harrisburg Area, The Bunny People, and Harrisburg Area Rescue Team. REJ loved the planet by performing quarterly neighborhood cleanups and received formal recognition from the Ocean Conservancy for these efforts.

REJ proudly supports US Military interests. We remember everyone deployed by wearing Red Shirt Friday, a 501c3, t-shirts every Friday. Company honored servicemen, soldiers and veterans in purchasing Penn State Football and Hershey Bears Hockey tickets for their use. REJ participated in the YWCA of Greater Harrisburg event “Veterans Stand Down” as a resource to local veterans. At Christmas, REJ provided Christmas gifts to veterans via the YWCA of Greater Harrisburg. We purchased wreaths via Wreaths Across America for placement at Indiantown Gap National Cemetery.

We continuously strive to diversify the work force. We had success in diversity this year in that 10% of our workforce was women, while 8% was diverse male population. Age diversity in 2022 was good. While only 6% of the workforce was under age 24 or younger, 40% were aged 50 and above.

REJ prefers to work with local independently owned vendors, with emphasis on women and minority ownership. For 2022, REJ increased to 50% of our vendor spend with local independent owned businesses. Of this 50%, 10% was spent with women owned businesses.

According to <https://geomap.ffiec.gov/FFIECGeocMap/GeocodeMap1.aspx>, our entire workforce is in moderate-middle income areas, located in the 3 counties surrounding our office (Dauphin, Cumberland, Lebanon). Through an in-depth analysis, we ascertained that 100% of our employees were paid a living wage in 2022.

We encourage employees to give back to the community through both company-sponsored events, paid volunteer time off (VTO), and service projects on our employees' own personal time. Our 2022 goal for employee volunteer hours was 200 hours of service to the community; we ended the year with 400 volunteer service hours and completed 58 service projects.

We were able to ramp up our Employee and Vendor engagement this year. Employee engagement showed a 40% response rate, all favorable responses. Vendor engagement reflected 16% response rate, all favorable responses. REJ would like to see increased response rates for our surveys going forward.

REJ converted from oil to gas heat, energy efficient lighting was installed, low flow toilets and spigots were installed. As a result of these changes, electric, water, heating, and waste/sewage consumption plummeted. Recycling efforts for aluminum, plastic, cardboard, glass, paper and paint continue to grow. We continue providing a "green clean" workplace. We continue to use green products to clean our offices and require our outside cleaning company to use those products.

Our local customer revenue percentage was skewed this year due to a large local project being performed for a non-local company.

We track social and environmental key performance indicators (KPIs) to determine if we are meeting objectives and accept the commitment to continuously seek to improve our KPIs and to report the information through our social media channels. A copy of our latest KPI document follows this report.

RALPH E. JONES, INC. - KPI's

<u>Social Impact</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>
Volunteer Hours	238.25	294.8	399.75
VTO (paid)	0	14	15
Kitties - Feral & Rescued	\$3,322.69	\$2,446.99	\$1,540.50
Age Diversity (under 24)	4%	6%	6%
Age Diversity (over 50)	44%	46%	40%
Women			10%
Hispanic			2%
Black			6%
Donations		\$ 4,337.44	\$9,919.48

<u>Environmental Impact</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>
Postage	693.05	700.95	756.97
Gigajoules	51.3	46.46	47.6064
Water	33,690L	45,798.50L	38,985.5L
Paper Shredding/Recycling	384G	384G	380G
Waste/Sewage	85,550L	50,340.50L	39,742.50L
Gasoline - Vehicles (Gallons)	1902.240	2,383.17	2,546.14
Oil (Gallons)	1274.40	1671.10	909.10
Gas - Heat	0	0	208 CCF

<u>Operational Impact</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>
Local Independent Purchasing Spend	46%	49%	50%
Diversity Purchasing Spend	6%	1%	10%
Woman-Owned Spend	6%	1%	10%
Minority-Owned Spend	0%	0%	0%
Revenue % Local Customers	97%	96%	86%

<u>Employee Engagement</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>
Employee Satisfaction Survey Response	0%	0%	40%

<u>Vendor Engagement</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>
Vendor Survey Response	0%	0%	16%

	<u>Recycling</u>	<u>2021</u>	<u>2022</u>
Aluminum		5 lbs	11.21 lbs
Plastic		7 lbs	13.48 lbs
Cardboard		15.5 lbs	20.36 lbs
Glass		25 lbs	38.53 lbs