

LEVY RECOGNITION

CSR/ESG REPORT

2024



Introduction

At Levy Recognition, we believe that building a strong culture of recognition goes hand-in-hand with building a better world. As a certified woman-owned business with over 60 years of experience, our impact extends beyond the awards we create—we are dedicated to driving meaningful change for our people, our clients, our community, and our planet.

Corporate Social Responsibility (CSR) is at the heart of our business. From supporting local communities and nonprofits to fostering an inclusive workplace and empowering employee growth, we are intentional about using our success to uplift others. We believe that recognition is not just a service—it's a way to amplify values, celebrate purpose, and inspire excellence.

CSR is essential not only for ethical and moral reasons but also for business success. It helps our company build trust, attract talent, and sustain long-term growth.

Our Environmental, Social, and Governance (ESG) principles guide how we operate:

- **Environmental:** We've adopted sustainable practices throughout our operations, including 85% eco-friendly packaging and energy-efficient manufacturing.
- **Social:** We support equity, diversity, and inclusion internally and through our supplier relationships, while helping our clients do the same through values-based recognition programs.
- **Governance:** We hold ourselves to the highest standards of ethical business, transparency, and accountability in every partnership we build.

At Levy Recognition, our mission is to help organizations honor achievement and build culture. Our CSR and ESG efforts are how we honor our own commitment—to operate responsibly, grow sustainably, and create lasting value for our clients and communities.

Message from Our CEO

To our valued clients, partners, and employees,

I am honored to share Levy Recognition's Community Social Responsibility and Environmental, Social, and Governance report. Our 65-year tenure is a testament to our unwavering commitment to our core values. We are passionate about our work and the communities we serve, priding ourselves on our flawless client support, having never missed a client event.

Our success is driven by the exceptional talent we nurture. At Levy Recognition, we believe that imagination is the key to innovation. We invest heavily in professional development, empowering our employees to achieve their dreams.

In 2021-2022, we made significant investments in ERP software to enhance integrity and transparency. This digital transformation supports our sustainability goals and strengthens collaboration with our partners and team.

Looking ahead, we remain committed to investing in our networks, recognizing their vital role in our community. Through sponsorships, donations, volunteer work, and in-kind contributions, we believe our strength lies in those we support and partner with.

Thank you for being part of our journey.

Warm regards,



Michele Adams, CEO

Levy Recognition



About Levy Recognition

Founded in 1960

Levy Recognition is a woman-owned business and an industry leader in creating customized award and recognition solutions that promote employee engagement, brand visibility, and organizational culture. Headquartered in Tampa, Florida, Levy helps organizations celebrate achievement and inspire performance through meaningful, results-driven moments of celebration.

We provide comprehensive program management and tailored solutions that align with each client's brand and values. With decades of experience and a commitment to craftsmanship, innovation, and service, Levy Recognition empowers organizations to strengthen employee engagement, reinforce company values, and create lasting impact through the power of recognition.



**Certified
Women-Owned**



**22
Team Members**



**Small
Business**



**600+ Partners
1,000+ Clients**

Company Overview

What We Do

We work with clients to evaluate and enhance their recognition strategies, identifying opportunities to strengthen engagement, reinforce company culture, and celebrate achievements more effectively. Our approach focuses on uncovering gaps in existing recognition efforts and implementing customized solutions that deliver measurable impact. Whether it's through custom awards, branded merchandise, or comprehensive employee recognition programs, we aim to maximize the value and visibility of each initiative. Committed to excellence and long-term success, we partner with organizations to create meaningful recognition experiences that align with their goals and elevate their brand.

[View Employee Recognition Benefits](#) | [View Idea Book](#) | [View Capabilities Overview](#)

Our People

Our team of dedicated professionals brings decades of combined experience in recognition strategy, product design, and program implementation. With a deep understanding of what motivates and inspires people, our experts specialize in developing customized recognition solutions that align with our clients' goals and values. We are committed to delivering excellence in every project, ensuring that each award, branded item, or recognition program reflects the highest standards of quality and impact. By fostering strong client relationships and maintaining a relentless focus on service, we help organizations drive engagement, celebrate success, and create lasting impressions.

Our Mission

Our mission is to design and deliver innovative recognition solutions that celebrate achievement, strengthen organizational culture, and elevate brand identity. We are dedicated to helping our clients inspire performance and foster loyalty through meaningful and customized experiences. By leveraging creative design, advanced technologies, and industry best practices, we provide exceptional value, service, and craftsmanship. We are committed to building long-term partnerships, empowering our employees to grow, and making a positive impact in the communities we serve and beyond.

Our Core Values

Creativity

We believe in the power of imagination and innovation to design meaningful recognition experiences.

Integrity

We conduct our business with honesty, transparency, and respect.

Excellence

We are committed to delivering quality in every product, interaction, and outcome.

Passion

We care deeply about the work we do and the people we serve.

Collaboration

We believe that great results come from strong partnerships—both within our team and with our clients.

Community

We support community through the products and services we provide, which create meaningful connections.

Certifications



**Certified
Women-Owned**



**Small
Business**



**Florida
Minority Supplier**



**2024
WBE Star**

Community Impact

Levy Recognition has supported the following organizations in our community through ongoing donations and in-kind contributions, event sponsorship, strategic partnerships and more.



Boards, Committees, And Memberships

Levy Recognition team members are involved in serving on multiple boards, committees, and memberships that promote the greater good of their communities. From local charities to industry associations, Levy team members dedicate their time and expertise to initiatives that make a positive impact. This commitment to community involvement reflects Levy's core values and its team member's passion for giving back and making a difference in the world around them.



Environmental Responsibility

At Levy Recognition, we recognize that environmental responsibility is a vital component of long-term business success and ethical stewardship. In our supplier selection and production processes, we place a strong emphasis on partnering with companies that actively prioritize sustainability. We seek out suppliers and manufacturers who demonstrate a clear commitment to reducing environmental impact through energy-efficient practices, waste reduction initiatives, and responsible sourcing of materials.

Our partnerships are built on transparency, shared values, and a mutual dedication to environmental sustainability. We proactively engage with our vendors to understand their operations in depth—evaluating their use of sustainable materials, environmental certifications, and adherence to ethical labor and production standards. This collaborative approach allows us to maintain high standards throughout our supply chain and ensure alignment with our sustainability goals.

Sustainability is a core principle embedded in our operations and decision-making processes. Internally, we are continually working to reduce our environmental footprint through practices such as minimizing waste, using recyclable and eco-friendly packaging, and improving the efficiency of our manufacturing and distribution systems.

By integrating sustainable practices into every level of our business and supply chain, Levy Recognition is committed to creating lasting value—not just for our clients, but for the planet. We aim to set a positive example within our industry and contribute to a more sustainable and responsible future.

Accountability Standards

Our Accountability Standards provide us with a framework for meaningful and measurable progress towards our goals—for ourselves and our brand partners. By holding ourselves to the highest standards, we strive to make a difference in the communities we serve and the world we share.

1. **Responsible Sourcing** Levy Recognition is committed to ensuring that our supply chain upholds the highest ethical and legal standards. Our Code of Conduct addresses social, environmental, and ethical requirements to establish and uphold the industry's highest standards.
2. **Environmental Impact** Levy's goal is to design, build and sell products that minimize greenhouse gas emissions and align with our circular product design principles. We are dedicated to creating products that are built for longevity, made from natural fibers or recycled materials, subsequently reducing their environmental impacts.
3. **Corporate Sustainability** Levy is committed to operating responsibly, minimizing our environmental impact, and contributing positively to the communities we serve. By aligning our products, partnerships, and practices with sustainable principles, Levy aims to create long-term value for our clients, our people, and the planet.
4. **Ethical Business Practices** We are deeply committed to responsible business practices that extend across our entire supply chain, from sourcing to production. Our focus on Responsible Sourcing, Vendor Social Accountability, and Product Safety and Compliance ensures that we exceed industry standards for ethics, quality, and environmental responsibility.
5. **Product Standards** We aim to use brands, products and materials that fall into four key categories: Preferred Materials, Cleaner Materials, Carbon Accountability, and Charitable Impact. Additionally, Levy embraces circular product design principles that prioritize long-term impact. These standards and principles help ensure that we—and our brand partners—uphold the highest levels of responsibility and innovation.

Measuring Impact

Levy Recognition is committed to supporting our clients, community, and fellow diverse-owned businesses. To measure our impact, here are our 2024 statistics:

Local Suppliers Supported	98 Local Suppliers, \$390,000 spent in 2024
Diverse Suppliers Supported	30+
Clients Served Nationwide	1,000+ in 2024
Sustainable Packaging Rate	85% of orders
Community Contributions	Over \$100,000+ in donations, sponsorships and services

Looking Forward

Levy Recognition is committed to enhancing its economic impact through continued investment in innovation, workforce development, and sustainable business practices. As we look ahead, our vision is to build a supply chain and workplace that reflects the communities we serve. In 2025 and beyond, we are setting clear goals to expand our partnerships to support these communities.

We believe that embracing our community drives innovation and enhances the quality of our products and services. We are especially proud of our status as a women-owned business and remain unwavering in our commitment to empowering other Women's Business Enterprises (WBEs). Through mentorship, collaboration, and procurement initiatives, we will continue to support the growth and visibility of women entrepreneurs across industries.

Additionally, we aim to strengthen our outreach to new WBENC-certified Corporates, forging partnerships that foster long-term economic opportunity and inclusivity. Internally, we are equally focused on nurturing a workplace culture that values diverse perspectives, promotes continuous learning, and ensures that all voices are heard.

By embedding these principles into our operations and decision-making, Levy Recognition is dedicated to shaping a future where community and economic impact is central to our success.