

2021 Annual Benefit Report

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INTEX SOLUTIONS



507 W. Washington Blvd.

Montebello, CA 90640

David Rosenstein, Consigliere

Adam Ryznar, CEO



INTEX SOLUTIONS
Specialized Commercial Cleaning & Maintenance Experts

www.intexsolutions.com | 800.525.4494

ABOUT US

We are a passionate team of service people that care deeply about delivering exemplary, sustainable maintenance solutions for commercial carpet and other interior finishes and furnishings in order to maximize the appearance, performance, and health of our partners' workplaces. We have cared for our partners by providing extraordinary quality and service with the best satisfaction guarantee in the industry. In 2021, we continued to stay true to this mission while achieving our general and specific public benefit without hinderances. As required, we utilize B Corporation B-Impact Assessment (BIA) <https://bimpactassessment.net/> as our Third-Party Standard to assess our positive impact on society and the environment. We achieved a successful recertification on April 1st, 2022 with a score of 102.0 which was an improvement from previous scores of 86.1 in 2018 and 84.8 in 2016.

Overall B Impact Score

Based on the B Impact assessment, Intex Solutions, Inc. earned an overall score of 102.0. The median score for ordinary businesses who complete the assessment is currently 50.9.



- 102 Overall B Impact Score
- 80 Qualifies for B Corp Certification
- 50.9 Median Score for Ordinary Businesses

Governance 16.6

Governance evaluates a company's overall mission, engagement around its social/environmental impact, ethics, and transparency. This section also evaluates the ability of a company to protect their mission and formally consider stakeholders in decision making through their corporate structure (e.g. benefit corporation) or corporate governing documents.

Mission & Engagement 1.9

Ethics & Transparency 4.6

+ Mission Locked 10

What is this? A company with an Impact Business Model is intentionally designed to create a specific positive outcome for one of its stakeholders - such as workers, community, environment, or customers.

Workers 24.0

Workers evaluates a company's contributions to its employees' financial security, health & safety, wellness, career development, and engagement & satisfaction. In addition, this section recognizes business models designed to benefit workers, such as companies that are at least 40% owned by non-executive employees and those that have workforce development programs to support individuals with barriers to employment.

Financial Security	6.3
Health, Wellness, & Safety	8.7
Career Development	3.0
Engagement & Satisfaction	5.6

Community 23.7

Community evaluates a company's engagement with and impact on the communities in which it operates, hires from, and sources from. Topics include diversity, equity & inclusion, economic impact, civic engagement, charitable giving, and supply chain management. In addition, this section recognizes business models that are designed to address specific community-oriented problems, such as poverty alleviation through fair trade sourcing or distribution via microenterprises, producer cooperative models, locally focused economic development, and formal charitable giving commitments.

Diversity, Equity, & Inclusion	6.0
Economic Impact	4.9
Civic Engagement & Giving	3.0
Supply Chain Management	9.8



Environment 33.9

Environment evaluates a company's overall environmental management practices as well as its impact on the air, climate, water, land, and biodiversity. This includes the direct impact of a company's operations and, when applicable its supply chain and distribution channels. This section also recognizes companies with environmentally innovative production processes and those that sell products or services that have a positive environmental impact. Some examples might include products and services that create renewable energy, reduce consumption or waste, conserve land or wildlife, provide less toxic alternatives to the market, or educate people about environmental problems.

Environmental Management	4.5
Air & Climate	8.4
Water	1.6
Land & Life	4.3

+ Toxin Reduction / Remediation 12.2

What is this? A company with an Impact Business Model is intentionally designed to create a specific positive outcome for one of its stakeholders - such as workers, community, environment, or customers.

Customers 3.6

Customers evaluates a company's stewardship of its customers through the quality of its products and services, ethical marketing, data privacy and security, and feedback channels. In addition, this section recognizes products or services that are designed to address a particular social problem for or through its customers, such as health or educational products, arts & media products, serving underserved customers/clients, and services that improve the social impact of other businesses or organizations.

Customer Stewardship	3.2
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CERTIFIED B CORPORATIONS

“Certified B Corporations are a new kind of business that balances purpose and profit. They are legally required to consider the impact of their decisions on their workers, customers, suppliers, community, and the environment. This is a community of leaders, driving a global movement of people using business as a force for good.” ~www.bcorporation.net



WHO WE ARE

Accountable. Trustworthy. Respectful. Innovative. Expert. Collaborative. Reliable. We serve as a model of how an enterprise can, while remaining profitable, be caring, equitable, and sustainable for our partners, employees, community, and planet.

Achieving our vision and mission requires:

- **Providing world class quality and service**
- **Long-term employees that are cared for, respected, empowered, and acknowledged**
- **Maximizing the potential of all employees through encouragement, mentoring, education, and opportunity**
- **Being exemplary stewards of the planet**
- **Being a problem solver and solution provider**
- **Communication that is timely, honest, accurate, and concise**
- **Sharing our beliefs and best practices with others**
- **Outstanding appearance in every aspect of our business**
- **Making a reasonable profit without compromising our ethics**
- **Continual evaluation, training, and improvement**
- **Embracing diversity**
- **Showing generosity, kindness, love, and thanks**



Sustainability, in its myriad meanings,
is what defines Intex Solutions.

Our policies and procedures are developed with the
long-term implications for people, the built environment, and planet
as a guiding principal.

We **preserve, protect, and maximize the life**
of our clients' interior furnishings and finishes.

We enthusiastically **support our employees'**
physical, emotional, intellectual, familial, and financial well-being.

We actively **participate in and contribute to the communities**
where we live and do business.

Exemplary environmentally responsible practices permeate
all characteristics of our business including
the use of our proprietary Green Seal Certified **EcoTex Cleaning Solution**.

Sustainability is our core focus and woven into every aspect of our daily practices.



HIGHLIGHTS

- Continued to adjust COVID safety policies and procedures as required resulting in zero work related cases
- Justice Equity Diversity Inclusion (J.E.D.I.) committee completed a variety of programs to unite employees
- Offset our entire carbon footprint over two times therefore achieving “Carbon Negative” status
- Became *1% for the Planet* members and *Carbonfree* partners
- Updated our marketing to put our values in the forefront
- Completed virtual team building events and company meetings
- Celebrated our 6 year B Corp Certification anniversary with our traditional Happy “B” Day educational event
- Passed out neighborhood appreciation cards with “thank you” gift
- 40% of the company’s Board of Directors are women
- Increased wages multiple times throughout the pandemic
- Added health care benefits for part time employees
- Sustained the following initiatives:
 - use of Green Seal Certified EcoTex as our primary cleaning solution
 - drive low-emission hybrid and electric vehicles
 - healthcare for full time and part time employees
 - health and wellness programs
 - monthly profit sharing and 401k matching program
 - holiday bonus
 - annual profit sharing contribution
 - donations of at least 1% of annual profit

STATEMENT FROM THE BOARD

The Board of Directors of Intex Solutions, Inc. prepared the following statement pursuant to Sections 14630 and 14621 of the California Corporations Code, “In the opinion of the Board of Directors of Intex Solutions, Inc. the benefit corporation succeeded in pursuing its general public benefit purpose in all material respects during the period covered by this report.”