



TW Product's Volunteering Initiative

TW Products believes there is a close correlation between a better working environment and company-sponsored volunteer program. Indeed, according to a Deloitte's "2017 Volunteerism Survey" Nine out of ten (90%) working Americans believe that companies who sponsor volunteer activities offer a better overall working environment than those who do not. 70% of respondents say that volunteer activities are more likely to boost employee morale than company-sponsored happy hours, and 77% say, "volunteering is essential to employee well-being.^[i]" We strive to offer a better working environment to our employees, hence, a voluntarily-based, company sponsored volunteer program has been implemented at TW Products.

Our volunteer program is designed to encourage participation from our employees.



We understand each individual has his/her own unique values and passions in life, so we allow each employee to choose one

day per year to donate his/her time to a charity of their choice.

To encourage participation, employees who participate in this volunteering program get a paid day off without cutting into their PTO in order to attend. We know that the only way to show you truly mean business is to put your money where your mouth is, and so that's exactly what we have done.

Employees who participate in a volunteering event will present their impact statements to the group in our weekly team meetings. Impact statements can be presented in a PowerPoint presentation with volunteering pictures, or they can simply be oral presentations. We want our employees to look outwards and see what volunteering initiatives will really enrich their experiences and outlook, and the impact statements encourage our other employees who have not yet chosen their volunteering opportunity for the year towards sharing that outlook.

There are many benefits to volunteering. Volunteering provides a sense of purpose, increases self-confidence, makes one happy, combats depression, and counteracts the effects of stress, anger, and anxiety, to just name a few. We believe implementing a sponsored volunteer program within our company will better the overall work environment and the wellbeing of our employees. TW Products is always dedicated to doing the right thing!

^[i] (CSR Wire The Corporate Social Responsibility Newswire, 2017)