#### CELEBRATING 10 YEARS OF LEADERS CREATING A BETTER WORLD

# Real Leaders Real-Leaders Commented and Comments Comments

# "Leadership sometimes requires standing alone on principle."

DOUGLAS BYSTRY, CLEARINGHOUSE CDFI PRESIDENT & CEO





# HOW WE CHOSE THE TOP IMPACT COMPANIES

**Imagine a world** where every career involved working for a purposedriven company, a world where every company was committed to solving one of the big challenges threatening life on Earth. That is a world we'd all love to live in, so isn't it time we quit recognizing small companies just for growing fast or big companies that do harm?

The Real Leaders Impact Awards encourages nominations of purpose-driven companies that are thriving as a result of their commitment to creating a better world for all of us.

We ranked the nominees based on their Force For Good score: 2-Year Revenue Growth Rate (2017 to 2019) x 2019 Revenue x Impact Score. There are no perfect companies, just as there are no perfect people, but we hope you will find many of the winners to be inspiring. Please join us in congratulating – and more importantly, in supporting – the companies on the following pages in any way you can:

- Share this list with your network.
- Vote with your spending and buy their products or services.
- Apply to work with them to enjoy a purposeful career.
- Invest in their growth.



WHO DID WE MISS? Don't see your favorite company in our Impact Awards list? For more information, email us at: Apply@Real-Leaders.com.

SPONSORED BY





#### 1 **TESLA**

An electric vehicle and clean energy company on a mission to accelerate the world's transition to sustainable energy. They are the world's only vertically integrated energy company and offer increasingly affordable electric vehicles and renewable energy generation and storage. In just one decade, they became the most valuable automobile manufacturer in the world.

#### www.Tesla.com



#### NATURA

A global, personal care cosmetics group that aims to create products that promote a harmonious relationship with oneself, others, and nature. Through responsible sourcing, ecological packaging, and fair-trade ingredients in their 2,000 products, they are committed to combining their growth with a respect and preservation of the planet.

#### www.NaturaBrasil.com



#### A global food company dedicated to bringing health through food to as many

people as possible. They are helping consumers to join the food revolution, nurturing the adoption of healthier, more sustainable eating and drinking habits. Products in 130 markets are connecting the health of people and planet.

#### www.Danone.com



A designer of outdoor clothing and gear, committed to authentic product quality and environmental activism. Their products are ethically sourced, made largely with recycled materials, and created for function, repairability, and durability. They support 66,000 workers in 10 countries through their Fair Trade program and are on track to be carbon neutral by 2025

#### www.Patagonia.com



#### A producer of plant-based meat substitutes creating alternatives to meat made without GMOs, synthetically produced ingredients, antibiotics, or hormones. Their products offer protein levels greater than or equal to their animal-based counterparts. They tackle four global issues: human health. climate change, constraints on natural resources, and animal welfare. They are the most successful IPO in 2 decades.

#### www.BeyondMeat.com



#### **ETSY**

A global online marketplace where people come together to make, sell, buy, and collect unique items. They turn creativity into a thriving business and aim to keep commerce human. The company offsets 100 percent of carbon emissions from shipping and brings together 2 million active sellers and 35.8 million active buyers.

www.Etsv.com



An ice cream manufacturer that uses high-quality ingredients from family farmers that don't treat their cows with synthetic hormones. They established a foundation that supports grassroots businesses that helps communities and seek to meet human needs and eliminate injustices while producing nearly 1 million pints of ice cream per day.

www.BenJerry.com



#### **SMILE BRANDS**

A dental service organization that provides comprehensive business support services that allows dentists to spend less time on administration, marketing, and financial tasks and more time caring for patients. Their team of 5,000 across more than 425 affiliated dental offices are on a mission to deliver smiles to everyone.

www.SmileBrands.com



#### GENERATION An eco-friendly cleaning

supplies manufacturer that helps protect human health and the environment. They use renewable plant-based ingredients in their products and post-consumer recycled plastic in their packaging. They are on a mission to transform the world into a healthy, sustainable and equitable place for the next seven generations.

#### www.SeventhGeneration.com



#### VITAL FARMS

A market maker for pastureraised eggs and butter. Their goal is to improve the lives of people, animals, and the planet through food. They focus on the humane treatment of farm animals and sustainable farming practices. Partnerships with 200 family farms has resulted in the creation of products that are sold in 13,000 stores across the United States.

#### www.VitalFarms.com



#### UNILEVER

A multinational consumer goods company that meets everyday needs for nutrition, hygiene, and personal care. Using responsible sourcing and manufacturing, they aim to make sustainable living commonplace by appealing to more consumers with sustainable, purpose-led brands. Reaching 2.5 billion people each day with more than 400 brands bought in 190 countries.

www.Unilever.com

#### ECOLAB 12.

#### **ECOLAB**

A water treatment company that specializes in water, hygiene, and infection prevention solutions and services. They deliver comprehensive solutions. data-driven insights and personalized service to advance food safety, maintain clean and safe environments, optimize water and energy use, and improve operational efficiencies. Operating in more than 170 countries around the world.

www.Ecolab.com

# 13. Arcelik

#### ARCELIK

A global consumer goods group comprising 12 brands that are distinguished by products and technologies that endorse sustainability. They focus on efficient use of resources and circular economy solutions to develop smart technologies, promote healthier lifestyles, and empower local communities. They operate in 145 countries with over 30,000 employees.

www.ArcelikGlobal.com



**KEHE DISTRIBUTORS** A wholesale food distribution company that operates between manufacturers and retailers as a supply chain partner in the specialty, natural, organic, and fresh product marketplace. They're spreading the word on healthy eating, sustainable living, and responsible business with integrity and support a network of more than 12,000 customers in 30,000 stores across North America.

www.Kehe.com



A renewable energy infrastructure investor that builds, owns, and operates assets in sustainable energy, mobility, and water, waste, and agriculture sectors. Working to bring about an "Infrastructure Revolution" that is democratized, digitized, decentralized, and decarbonized. Serving more than 400 companies, universities, school districts, cities, and nonprofits across North America.

www.GenerateCapital.com



16.

#### **FETZER VINEYARDS**

A purveyor of wines and spirits that strives to achieve the perfect relationship between land, climate, and grape. Through sustainable farming practices, they have eliminated the need for synthetic, fossil fuel-based chemicals in their vineyards and have diverted 99.9 percent of all their waste from landfills. Their wines are available in more than 50 countries

www.Fetzer.com



#### WORLD CENTRIC

A green packaging supplier that creates certified, compostable foodservice ware made from plants. Their products use less water and energy to manufacture, and are designed to transform waste into healthy, new soil through composting. They donate 25 percent of profits to global grassroots social and environmental programs to offset carbon emissions from raw material to delivery.

#### www.WorldCentric.com



#### **RADIO FLYER** A toy manufacturer that produces kids products

produces kids products for active play. Their wagons, tricycles, scooters, and rideons are made from safe and sustainable materials to ensure the well-being of the children who enjoy them and the workers who create them. They make products that are built to last, and have been creating toys for over 100 years.

#### www.RadioFlyer.com



One of the top 10 global commercial real estate service providers, with a mission to create amazing value with their clients, colleagues and communities. Their unique Shared Value Network™ provides investment in both urban and under-served markets through 200 offices globally.

www.SVN.com



A 95-year-old flavor company best known for introducing the Italian soda to America and creating the world's first flavored latte. Each bottle promises amazing flavor and a dedication to helping all the people, partners, and communities they impact. Their efforts have strengthened communities in households, cafes, and bars around the world.

#### www.Torani.com



#### ARMSTRONG

A renewable power and energy efficiency investor dedicated to climate change solutions. They aim to make climate-positive investments that reduce carbon emissions or increase resilience to climate change. Their investments have created more than 140,000 jobs, avoid 3.2 million metric tons of carbon annually, and saved 3.4 billion gallons of water.

www.HannonArmstrong.com



#### **GROUND CONTROL**

An external solutions provider offering specialist grounds maintenance and commercial landscape services. They reduce the impact of human habitation while enhancing the human experience through designing, developing and maintaining beautiful, sustainable landscapes and environments for people, communities, and wildlife.

www.Ground-Control.co.uk

23. amyris

#### **AMYRIS** A biotechnology company

that develops sustainable ingredients for hygiene, beauty, and fragrance markets. They use renewably-sourced carbon from plants to make custom molecules that create better, more effective products. Their ingredients are included in over 3,000 products from the world's top brands, reaching more than 200 million consumers.

www.Amyris.com



#### MEDICINALS

A botanical herbal wellness company that embraces sustainability, ingredient purity, and social and environmental activism. They have pioneered a new ethical sourcing model that promotes organic agriculture, and develops long-term equitable and fair trading relationships. They sustainably source more than 100 botanicals from 30 countries.

www.TraditionalMedicinals.com



# Sensiba Center for Sustainability



Accounting Firm, Sensiba San Filippo, is on a mission to help companies move to a purpose-driven, sustainable business model that includes social and environmental performance, accountability, and transparency. Our vision is to create a world of purpose-driven companies that run on the quadruple bottom line principals of People, Planet, Profit, and Purpose.

Learn more about our Center for Sustainability and download our **2020** Sustainability in Business Report today at SSFLLP.com/sustainability



# 25. eesa

LEESA SLEEP A sleep products manufacturer that produces eco-friendly mattresses to provide deeper rest. Their products are made from natural and recycled materials, and meet the needs of almost everyone. For every 10 mattresses sold, they donate one to a family in need – positively impacting more than 37.000 families so far.

#### www.Leesa.com



A behavior change agency that offers social marketing services to government, non-profit, and corporate organizations. They help to create campaigns that promote healthy living and drive behavior change. They currently develop, implement, and evaluate over 100 campaigns in 20 states and provinces across North America.

#### www.RescueAgency.com



An operator of small-medium companies that creates, invests in, and grows new enterprises through sustainable investment practices. They work directly with companies that have a positive impact on all stakeholders. Committed to building strong, sustainable businesses that benefit economies, industries, and the people they employ across the Asia Pacific region.

www.ArowanaCo.com

#### 28. PAXON PAXON ENERGY &

INFRASTRUCTURE SERVICES

A women business enterprise and leading professional services firm in the field of oil, gas, and utilities. They provide environmentally conscious solutions powered by the latest technology and advocate for gender diversity and workforce equality in the energy industry by addressing barriers and driving change.

www.PaxonEngineering.com



#### SUNRISE BANKS

A socially responsible community bank that solves social and environmental problems and sparks community development. They provide financial solutions that help communities thrive, helping community partners realize success through sustainable innovation. They operate from eight branches, serving the greater Twin Cities community, with further services nationwide.

#### www.SunriseBanks.com



Founded in 2006, they are committed to social justice by transforming citywide wellness and making healthy, chef-crafted and culturally relevant food accessible to all. The company designs, produces, and delivers 2 million meals per week to sites across 18 states, including community feeding programs, districts, charter schools, and afterschool programs.

#### www.RevolutionFoods.com



A beverage company that introduces reusability in a new hybrid model – combining purified water in a reusable bottle. They are forging a path to end single-use plastics with their easy-to-refill, 100 percent recyclable, BPA-free aluminum bottle. They divert millions of plastic bottles and help change how the world consumes water.

#### www.DrinkPathwater.com



A wellness food manufacturer that crafts high-quality, nutrientdense foods. They follow a 2,000-year-old craft brewing tradition, creating beverages that optimize vitality and longevity while caring for the planet. They have invested in regenerative farming systems and want to lead the return to wholesome, regionally produced foods that nourish bodies, communities, and local economies.

www.DrinkBuchi.com



#### TENTREE

A lifestyle apparel company that plants 10 trees for every item purchased. They motivate and encourage environmental stewardship through earth-first apparel, allowing each and every customer to make a difference. Have restored land in 8 countries and planted over 48 million trees to date, with a goal of planting 1 billion trees by 2030.

www.TenTree.ca



#### ZIQITZA HEALTHCARE LIMITED

A professional ambulance and medical emergency service provider in India. They care for all, regardless of their income, and aim to create a leading network of fully-equipped ambulances across the developing world. Have grown into a fleet of 3,022 ambulances with 10,000 employees across 18 states nationwide.

www.zhl.org.in

# 35. Saia HERBS

#### GAIA HERBS A medicinal herb manufacturer

A medicinal nero manufacturer that cultivates health and well-being by connecting plants and people. They use organic methods from seed to shelf, and incorporate regenerative farming practices to conserve surrounding ecosystems. They further pursue sustainability through philanthropy that supports social and environmental impact in the communities in which they work.

www.GaiaHerbs.com



#### MIYOKO'S CREAMERY

A food producer that is revolutionizing the dairy industry by combining proprietary technology with age-old creamery methods to craft cheese and butter from plants. Dedicated to reducing the world's consumption of animal products by making a vegan lifestyle accessible to everyone. They craft organic foods with artistry, integrity, and ethics.

www.Miyokos.com

# 37. TERRACYCLE

An innovative recycling company that upcycles hard-to-recycle materials. They want to eliminate the idea of waste through national, first-of-its-kind recycling platforms that move consumers from disposable, single-use packaging to durable, reusable packaging without sacrificing the economics and convenience. They operate in 21 countries, and have recycled more than 7.7 billion pounds of waste.

www.Terracycle.com



An environmental charity focused on reforestation. Their model is: One dollar plants one tree. They are dedicated to helping individuals and businesses give back to the environment and create a healthier climate. They have planted 20 million trees in over 20 countries for forest fire restoration, watershed health, habitat expansion, and social

www.OneTreePlanted.org

impact.

**39. ADVANTAGE CAPITAL** 

#### **ADVANTAGE CAPITAL**

A venture capital firm that provides equity and debt financing to established and emerging companies located in communities underserved by conventional sources of capital. They invest in small businesses and help grow local economies. Have fostered over 780 companies across a diverse array of industry sectors, including manufacturing, technology, and business services.

#### www.AdvantageCap.com



A medical technology company that is transforming the inpatient experience with a breakthrough, needle-free blood collection device. They have established a new standard of care for inpatient blood draws by reducing pain, risks, and the inefficiencies of existing practices. They bring compassion to the hospital through a safer workplace.

www.VelanoVascular.com

# Are your investments aligned with your values?

# Investing with intention

We invest in innovators and entrepreneurs like **Zero Mass Water** who are bringing real impact to the world, globally and locally.

Learn more about how we can help align your investments without sacrificing your return.



Signatory of

Principles f Responsib Investme Certified

# 41. CLEARINGHOUSE

A community development lender that finances impactful projects to benefit underserved communities in the American Southwest. They are helping bridge the gap between conventional lending standards and the needs of low-income and distressed communities. They have financed over 1,820 community projects that retain more than 16,500 jobs.

www.ClearinghouseCDFI.com



A furniture manufacturer that produces standing desks, chairs, and ergonomic furniture to keep people moving, engaged, and loving how they feel at work. Their furniture helps create a healthy, supportive workplace and incorporates sustainability into the design, manufacturing, packaging, and shipping of all products. Helps keep people moving, minds engaged, and energy flowing.

www.Fully.com



A certified organic manufacturer of personal care products made with active botanicals and scented with pure essential oils. They use ethically sourced ingredients in a certified organic, zero-waste facility and push sustainability initiatives in their industry. Offering affordable products at over 6,000 stores in the U.S., and in 11 more countries around the world.

www.EOProducts.com



#### SUNCOMMON

A Vermont-based solar provider that aims to make clean, renewable energy simple and affordable. They offer numerous options for residential, commercial, and community solar, with the ultimate goal of powering the entire state with clean energy. Have thus far helped more than 8,000 homes, businesses and schools become solar powered.

www.Suncommon.com



#### PUKKA HERBS

A herbal tea and supplement producer that aims to nurture healthier, happier lives with powerful, organic plants. By maintaining mutually benevolent relationships with farmers and workers, they strive to build a sustainable future for all. They connect people to the beauty and power of nature through their products, which are available in more than 40 countries.

www.PukkaHerbs.com



#### **4G CAPITAL**

A neobank for Africa, powering the growth of micro businesses. The provide credit services, enterprise training, and digital solutions for business growth capital. They operate in 90 locations across Kenya and Uganda, and disbursements and repayments are done via mobile money – providing instant loans for traders and enterprises.

www.4G-Capital.com

# 47. VIVOPOWER INTERNATIONAL

An international energy solutions provider that manages solar power assets worldwide to provide commercial, industrial, and government customers with renewable energy. They provide sustainable energy solutions across diverse industries and serve more than 700 customers on 3 continents. Currently expanding into electric vehicles.

www.Vivopower.com



An industrial equipment manufacturer that produces filtration, separation, and silencing products. They have embraced the ideal of industrial growth while advocating environmental responsibility through the development of sustainable solutions. Serving a wide range of industries, with 20 facilities spread across 5 continents.

www.SolbergMFG.com

## 49. POWER

#### **BRIGHT POWER**

A provider of energy efficiency, renewable energy, and energy management solutions for the real estate industry. They increase the performance and value of buildings, improve the comfort, health, and productivity of occupants, and eliminate negative impacts on the planet. Each employee offsets 160 times their carbon footprint through the strategies they have put in place.

www.BrightPower.com



#### **CLASSY**

A social enterprise that creates world-class, online fundraising tools for nonprofits. They modernize the giving experience to accelerate social impact, and their annual Classy Awards spotlight the innovative work nonprofits implement globally. Fundraising on their platform has doubled each year-resulting in thousands of nonprofits collectively raising \$3 billion dollars.

www.Classy.org



A global learning community that connects teachers and students through comprehensive programs to foster human understanding and peace around the world. They partner with schools and districts to develop cultural competency to empower students for the global marketplace. Serving 22,000 students and 4,000 educators in

www.ParticipateLearning.com



#### FIRECLAY TILE

more than 400 schools

A tile manufacturer that produces tiles from recycled content. Their hand-made and made-to-order approach taps into California's rich ceramic tradition. They leverage timehonored techniques with modern technology to find creative solutions for tiles that can last a lifetime. They save 7,000 pounds of recycled materials from landfills daily.

www.FireclayTile.com



#### REINVESTMENT FUND

A mission-driven financial institution creating partnerships that invest in community transformation projects. They bring high-quality grocery stores, affordable housing, schools, and health centers to underserved areas – making health, well-being, and financial security accessible to families, regardless of income or zip code. Partnerships with 830 investors have impacted two million lives.

www.Reinvestment.com



An impact fund sponsor committed to creating scalable, sustainable solutions. They harness the power of capital markets to solve pressing socioeconomic and environmental challenges and have financed enterprises in 37 developing economies, that have resulted in more than 42,000 permanent jobs.

www.TrilincGlobal.com



A marketing agency that helps businesses and nonprofits all over the world intentionally develop their brand and identify their purpose. They work with companies to understand their current culture and how they'd like it to evolve. The company supports more than 3,000 nonprofits and small- to midsized businesses across 5 continents.

www.Firespring.com



#### **NETWORK FOR GOOD**

A fundraising software provider that helps small nonprofits cultivate donor relationships and advance their missions. They also work with corporate partners to implement effective cause initiatives and charitable giving programs, backed by a proven donation engine. They provide support to more than 400,000 nonprofit leaders.

www.NetworkForGood.com



An investment advisory firm exclusively focused on environmental, social and governance (ESG) investing. Their strategies are designed to promote a global sustainable economy, a just society, and a better world. They address the risks and opportunities created by the constraints on natural capital to provide positive impact, long-term value, and social dividends.

www.TrilliumInvest.com



#### **GREEN STANDARDS**

An environmental firm that sustainably manages the resale, recycling, and donation of corporate office furniture and equipment. They aim to help corporations and organizations recover value, benefit communities, and divert waste. They have diverted more than 73,000 tons of furniture, offsetting more than 183,000 metric tons of carbon emissions.

#### www.GreenStandardsLtd.com



#### W.S. BADGER

A manufacturer and supplier of organic and natural skincare products. Family-owned, family-run, and family-friendly, they blend organic ingredients to make safe and effective products that benefit both people and the planet. They champion sustainable agriculture and workplace health in a 100 percent solar-powered facility.

#### www.BadgerBalm.com



#### GREENWORKS LENDING

A private capital provider uniquely dedicated to funding commercial real estate through Commercial Property Assessed Clean Energy (C-PACE) financing. Their strategy turns clean energy into smart financial decisions for commercial property owners and developers. They have saved more than 1 million MWh of energy and supported more than 2,400 clean energy jobs.

www.GreenworksLending.com



#### J KRAFT GROUP AB

A family owned and operated distributor that comprises 12 brands within the premium beauty sector in Sweden. They offer innovative products that provide fast visible results and appeal to the quality-conscious consumer. Sustainability is a key ingredient in their products, and the company is on track to become carbon neutral by 2030.

www.KraftGroup.se



#### SENSIBA SAN FILIPPO A public accounting firm

that offers holistic financial strategies that address their clients' financial goals and circumstances. They offer global expertise with a regional focus, and help people reach their goals with the confidence that they "treat people the way they would want to be treated." The company works with 20 partners and supports the business needs of people within 88 countries.

www.ssfllp.com



A green real estate, urban planning, and investment firm that helps metropolitan regions become more resilient, competitive, and equitable through developing diverse, green, transit-accessible buildings and neighborhoods. Over 12,000 units of affordable housing maintained, and more than 3.6 million pounds of carbon output saved each year.

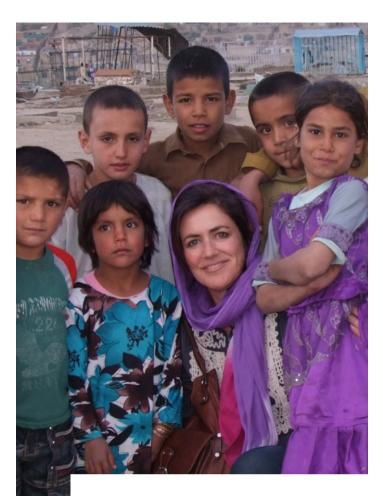
www.RoseCompanies.com

64.

#### NOVICA

An online, fair-trade marketplace that features one-of-a-kind handmade works of art from global artisans. They improve lives and uplift communities around the world by helping each artisan earn personal recognition and real-world prices for their work. Have helped change the lives of 50,000 people in eight developing nations

www.Novica.com



"We publish children's picture books that take the imagination on a journey, help care for our planet, respect differences, and promote peace."

> **ANA EULATE** Founder and CEO Cuento de Luz









www.cuentodeluz.com

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# 65. green

#### **GREEN MONDAY**

A social venture group consisting of four branches that promote plant-based eating and environmental protection. They aim to construct a multi-faceted global ecosystem of future food that combats climate change, food insecurity, public health crisis, planetary devastation, and animal suffering. They promote the once-a-week plantbased meal philosophy, that has already spread to over 30 countries.

#### www.GreenMonday.org



A catering company and specialty foods retailer that has a sustainable approach to food service. They support local suppliers, run on 100 percent renewable energy, practice responsible waste management, and utilize sustainable transit solutions. They operate in 8 locations in the Portland, Oregon area, and prevent more than 1,000 pounds of food waste entering landfills each week.

#### www.ElephantsDeli.com



#### WARRIORS HEART

An in-patient recovery center for active military, veterans, and first responders. They provide private treatment for chemical dependencies and co-occurring psychological disorders relating to PTSD and/or MTBI. By adapting recovery programs to individual needs, they aim to bring one million warriors home from addiction and PTSD.

#### www.WarriorsHeart.com



A manufacturer of organic and fair-trade lip care products. They search the globe for the purest, highest quality certified organic ingredients, and promote organic farming and sustainable business practices. Through their support of the Fair Trade initiative, they help empower more than 950,000 farmers and workers in 45 countries.

#### www.EcoLips.com

#### 69. ABACUS WEALTH PARTNERS

A financial services company that connects money with values, empowering people through their finances. They help clients pursue sustainable investing and shift capital toward the most environmentally responsible corporations. They strive to support micro-entrepreneurs by helping millions of people fund businesses that alleviate poverty.

www.AbacusWealth.com



#### FACILITIES MANAGEMENT SERVICES

A janitorial service that partners with communitybased organizations to support programs for clean environments, personal health and welfare, and neighborhood development. They operate through an employee-centered approach, offering team members professional training and a chance to grow inside and outside the workspace.

www.FacilitiesMgmt.com



#### BOSTON COMMON ASSET MANAGEMENT

An investment management company that provides global impact initiatives that pursue financial return and social change. Their clients share a common conviction in sustainable enterprise and a commitment to ethical standards. Aligned with 12 UN Sustainable Development Goals.

www.BostonCommonAsset.com



#### CALDERA MEDICAL

A women's health medical device company that focuses on minimally invasive applications. They develop and market differentiated surgical implants specifically for the treatment of stress urinary incontinence and pelvic organ prolapse. They are on a mission to alleviate pelvic floor disorders in 1 million women in underserved communities by 2025.

www.CalderaMedical.com

#### 73. ingage

#### INGAGE PARTNERS A purpose-driven technology

A purpose driven technology and business consultancy that supports technology innovators by designing, building, and delivering quality software solutions. They lead with a people-centered approach, and are driven by their vision to be a thriving example of business for good. They want to inspire others to think differently, and thereby grow a collective impact on the world.

#### www.IngagePartners.com



#### **GREEN CANOPY**

A net zero energy residential developer and fund manager addressing climate change and housing affordability. They build sustainable, healthy, all-electric homes in Seattle and Portland, opening up urban walkable neighborhoods. Their projects have mitigated over 32,000 metric tons of greenhouse gases.

www.GreenCanopy.com



#### CRYSTAL CREEK LOGISTICS

A fulfillment business that focuses on Internet retailers who choose to outsource their shipping. They offer dedicated client support and innovative solutions with carbon neutral shipping for dry goods and frozen and refrigerated foods. The company operates from four 100-percent, carbon-neutral facilities across the U.S., and is on a mission to make ecommerce sustainable.

#### www.CrystalCreekLogistics.com



SHARED-X The world's first impact farming company that aims to upend the traditional farming model.

the traditional farming model. They employ, support, and farm alongside local growers to raise crop yields with innovative farming technologies, empowering smallholder farmers and promoting renewable, sustainable environments. Over 800 people employed and more than 350 additional small farmers supported.

www.Shared-X.com

# 77. <sup>DIVA</sup>

#### DIVA INTERNATIONAL

A menstrual care company offering an eco-friendly approach to feminine hygiene. They are helping create a world where menstruation is no longer a limitation; empowering through menstrual health education and supplying products that are safe and sustainable. Their products are sold in 21 countries, and have diverted millions of disposables from going to landfills.

#### www.DivaInternational.ca



#### **TREEDOM SRL**

An online platform that allows companies and consumers worldwide to plant trees remotely and follow their growth online. They finance agroforestry projects for sustainable ecosystems and aid local farmers, bringing environmental, social, and financial benefits to their communities. Support over 83,000 farmers by planting over 1.4 million trees in Africa, Latin America, Asia, and Italy.

www.Treedom.net



#### DIALOGUEDIRECT

A fundraising agency that provides active engagement and long-term support to non-profit organizations. They empower individuals through face-to-face conversations on behalf of their charity partners, and want to change the face of fundraising forever by ensuring that every partner fulfills their purpose. They are on a mission to change the way America gives.

www.Dialoguedirect.com

#### 80. CHANGE VANCITY COMMUNITY INVESTMENT BANK

An online bank known for business ethics, innovative thinking, and community development. They focus exclusively on partnerships with organizations that drive social, economic, and environmental change, and invest back into the communities they serve. 100% of their investments contribute to affordable or sustainable communities in Canada.

www.VanCityCommunityInvestmentBank.ca

#### **REAL LEADERS IMPACT AWARDS 2021**



#### GREENPRINT A global environmental

technology company offering sustainability as a service, with patent-protected programs that deliver environmental impact and bottom-line results. They help companies meet sustainability goals while increasing brand value and customer loyalty. On track to offset over 30 million metric tons of carbon by 2025.

www.Greenprint.eco

#### 82. **BLUEWAVE SOLAR**

A solar developer and community solar service provider that is breaking down the barriers to solar benefit. Their community solar subscriptions make it possible for homeowners, renters, small business owners, and municipalities to be part of the energy revolution. They have built more than 135 MW of solar projects to date.

www.BluewaveSolar.com



#### **METROPOLITAN** GROUP

A social change agency that crafts and integrates strategic and creative services. They work exclusively with clients who advance social change, and help them to build a just and sustainable world. They strive to create vibrant and equitable communities, well-being and safety for all, and a healthy planet for future generations.

www.MetGroup.com



A sustainable outdoor brand, built to inspire a love of the sea. Their garments are created with natural materials and through circular sourcing, which includes renewable and recyclable textiles and biodegradable natural fibers and finishes. They aim to stay true to a design ethos of functionality and sustainability, and remain committed to product, environment, and people.

www.Finisterre.com



A unified design-build firm specializing in healthy, ecofriendly homes, renovations, Net Zero Energy and Passive House design. By mimicking natural systems, their buildings provide fresh air and clean water, create and conserve energy, and minimize toxins. These smart buildings pay back with healthier living, reduced operational costs, and improved economic value.

www.GreenHammer.com



**AE WORKS** An architecture firm that

integrates the practices of architecture, planning and strategy, engineering, project services, and security risk management to develop creative and collaborative solutions to complex problems. They seek to transform the lives of people and organizations by creating beautiful, highly functional, and safer spaces. They have completed projects in 20 states.

www.AE-Works.com



#### **SOAPBOX**

Thoughtfully crafted personal care products empowering people to change the world through everyday, quality purchases. For every product sold, they donate a bar of soap to someone in need in the U.S. or abroad - pairing donations with hygiene education. Helping to improve health through hygiene in 65 countries and growing.

www.SoapBoxSoaps.com



**PLAINE PRODUCTS** A provider of all-natural beauty and personal care products offered through one-time purchases and subscriptions in sustainable packaging. Their products come in aluminum bottles that can be sent back and refilled time after time. offering an alternative to singleuse containers. They have kept over 200,000 plastic bottles out of landfills

www.PlaineProducts.com

# Ranked best bank for the world for positive overall social & environmental impact.







**PUBLIC BENEFIT** CORPORATION





A Social Engine for Good.

# 89. 🗳

A clothing collection and recycling company with a mission to keep clothes out of landfills. They collect textiles and clothes for reuse, recycling and upcycling to help local communities, nonprofits and the wellbeing of the planet. In the past year, they have collected 25 million pounds of clothing, and diverted 320 million pounds of carbon emissions.

www.Helpsy.co

# 90. ADVANCED ENVIRO SYSTEMS

Waste management consultants that provide, install, and service waste and recycling reduction equipment. They personalize their approach to each business they serve, helping them to reduce, recycle, and eliminate waste altogether. Their recommendations ultimately result in cost reductions and "Green-Green Solutions."

www.AdvancedEnviroSystems.



A national portfolio management firm that promotes sound investments for a prosperous planet. They actively seek to balance the need for financial return with the desire to improve life for others and for the Earth. They promote socially responsible investing across 12 states.

www.NaturalInvestments.com



A music agency that represents a highly curated roster of diverse and rare artists, bands, record labels and vintage recordings for music licensing. They scour the planet to find songs for any project, and foster community on the home front. They donate 10 percent of all sales to community organizations.

www.MarmosetMusic.com



#### ECOFASHION CORP A social purpose corporation

(SPC) transforming fashion through inspiration, education, innovation, and collaboration. Brands include YES AND (D2C sustainable apparel), Farm to Home (organic bed and bath), MetaWear (turnkey sustainable fashion manufacturing), RESET (an organic cotton farm project), and Seed to Style (size-inclusive sustainable apparel.)

#### www.EcofashionCorp.com



#### ARNERICH MASSENA An employee-owned investment

In this invests in companies that create sustainable solutions. They bring innovation and a forward-looking approach to high-impact areas such as water resources, sustainable agriculture, fisheries, healthcare, and clean energy technology. They are pioneering the investment industry with alternative investment strategies, global portfolios, and private markets expertise.

www.ArnerichMassena.com

**CSBM** 

#### 95. CHARTER SCHOOL BUSINESS MANAGEMENT/ FORESIGHT

A national provider of accounting support for charter schools. They manage the financial responsibilities of public charter schools and nonprofits, or teach them how to do it themselves – allowing leaders to focus on achieving their mission. Have positively impacted the lives of nearly 70,000 students.

www.csbm.com

#### 96. <sup>Chickapea</sup>

#### CHICKAPEA

An organic and gluten-free pasta manufacturer making it easier for people to lead healthier lives and support sustainable farming practices. Their plant-based products are reducing emissions and conserving biodiversity, and their donations are helping to make healthy food accessible to all. Products are available in over 3,500 stores across North America.

www.Chickapea.com



#### KIDS IN THE GAME

A youth development organization that provides positive experiences through sports and creative play. They organize programs and activities outside the classroom and teach kids the importance of health and fitness as a way of life. Working with over 25,000 kids in dozens of communities around New York City.

www.KidsInTheGame.com



#### **GOOD CLEAN LOVE** An organic sexual wellness

brand in the United States and a woman-owned B-Corporation. They use green plastics for eco-friendly packaging and were the first company to achieve carbon neutral certification on a personal lubricant. Their products are sold at Target, Kroger, Whole Foods, and CVS.

#### www.GoodCleanLove.com



#### BAMBOO CAPITAL PARTNERS

An impact investing platform that provides innovative financing solutions to catalyze lasting impact. They bridge the gap between seed and growthstage funding, aiming to improve the world's most marginalized communities while delivering strong financial returns. Their investments have positively impacted more than 184 million lives and supported more than 45,000 jobs in 30 countries.

www.BambooCP.com



A nonprofit financial services organization committed to transforming an unjust and extractive economy – into one that brings healing and regeneration. They connect social entrepreneurs with diverse forms of capital to help them engage with money in a more meaningful way – paving the way for long-term social, economic, and ecological benefits.

www.RSFSocialFinance.org



#### GREENMANTRA TECHNOLOGIES

A clean technology company that utilizes its advanced recycling technology to transform waste plastic into value-creating materials – used as performance enhancers in roofing, roads, extruded plastic, and other infrastructure applications. They divert millions of pounds of waste plastic from our oceans and landfills into these new applications annually.

www.GreenMantra.com



#### **TIESTA TEA**

A loose-leaf tea producer that makes flavorful, functional, high quality, and affordable blends. They place value on employee culture and give back to communities on a local, national, and international level. The company sources ingredients from 30 countries and distributes in 8,000 stores throughout the U.S.

www.TiestaTea.com



A pet supply manufacturer specializing in the creation and design of safe, responsibly made, and eco-friendly pet beds and toys. They turn plastic bottles into polyfiber and have saved more than 10 million bottles from landfills to date. Their digital reach is more than 2 million animal lovers and retailers in 40 countries.

www.PetPlay.com



PCI MEDIA A non-profit that combines

The power of storytelling and technology to achieve social change around the world. They produce culturally resonant television and radio programs and communication campaigns to promote positive outcomes around health, the environment, and social justice. They operate 22 programs in 33 languages across 69 countries.

www.PCIMedia.org

#### 105. **D MOYEE COFFEE**

The world's first FairChain coffee supplier that aims to restore the supply chain to a 50/50 balance between coffee producers and coffee drinkers. Their model is helping countries to become less dependent on development aid. They collaborate directly with 658 coffee farmers, helping them to work toward a living income.

www.MoyeeCoffee.com



#### A manufacturer of certified

organic, additive-free, and allergen-friendly snacks for kids. They support small farmers and encourage more sustainable food systems, producing nourishing food while helping to make the world a healthier and happier place for kids. Aim to expand their influence globally by working toward a goal of no child skipping breakfast.

www.WholeKids.com.au

VITAL 107. PLAN **VITAL PLAN** 

A wellness company committed to helping people overcome chronic health challenges through the use of physicianformulated natural supplements, guided online wellness courses, and personalized coaching and support. They seek to improve the lives of everyone, from the global farmers and foragers who source ingredients, to their customers who seek wellness

www.VitalPlan.com



A global network and resource for professional women who create, inspire, and lead. They are committed to helping each other succeed, and aim to close the gender achievement gap in business by providing women with a community to lean on, and learn from. They have connected more than 150,000 women across the globe.

www.EllevateNetwork.com

# 109. SALT

#### SALT PALM DEVELOPMENT

A luxury real estate developer that creates sustainable and responsible developments in the Tampa Bay region. They contribute at least half their profits back into the community and use the remaining profits for newer developments which create new profits for these same communities. They aim to enhance quality of life for residents and neighbors.

www.SaltPalm.com



#### An Oregon-based winery with a commitment to biodynamic farming and locally sourced ingredients. They produce quality and affordable wine, while also focusing on the health of the land and community. They have boosted biodiversity in their region and bottle 50

different types of wine. They

produce more Riesling than any

winery in America. www.BrooksWine.com



#### **NEW SOCIETY PUBLISHERS**

An activist, solutions-oriented publishing company that specializes in books that contribute to building an ecologically sustainable and just society. They print on 100 percent post-consumer, recycled paper, and operate a carbon neutral facility. They have published more than 600 books to further their goal of building a new society.

www.NewSociety.com



A supplemental education program that offers before and after school programs for children, and professional development for adult educators. They inspire participants through playful, imaginative exploration, and bring them closer to universal human values: love, one family, one community, and one planet. They want to cultivate the curious child within.

www.ImajineThat.com





SPRING 2021 / REAL-LEADERS.COM

# CHALLENGE



#### **PLANT 10K TREES**

While some leaders talk about sustainability, you can actually get trees in the ground.

Join the Million Tree Challenge to support the UN Decade on **Ecosystem Restoration.** 

ONETREEPLANTED.ORG/MILLION 800-408-7850



# 113. FARMSTAND

A plant-powered cloud caterer that is reinventing the way people eat in their office or at home. They make and deliver bulk meals, and operate with zero-waste. They are on a mission to have everyone on the planet eat one plant-based meal a day. The company has served more than 5.6 million plants, and saved 200 tons of landfill waste by doing so.

#### www.Farmstand.co.uk



#### CLEAR BLUE COMMERCIAL

A full-service brokerage, sustainability, consulting and project management company dedicated to saving the planet through real estate. They implement sustainability practices to help decrease energy and water usage, and reduce the carbon footprint of commercial buildings. They save 3 million gallons of water and hundreds of thousands of dollars through green upgrades annually.

#### www.ClearBlueCommercial.com



#### **DOING GOOD WORKS**

A print and packaging company that customizes branded merchandise. Every transaction supports an improved outcome for a young adult aging out of foster care. Ten percent of their profits fund programs for foster youth, and 30 percent of their employees have been impacted by foster care. They have positively impacted more than 750 youths and young adults.

www.DoingGoodWorks.com

#### 116. **miei.** Miei fiori

An online floral and gift destination that operates to help combat poverty, improve the lives of children, and protect our planet. They donate 100% of profits to charity, commit to zero wastage, and offer financial transparency. They are dedicated to closing the poverty gap in Australia.

www.MieiFiori.com.au



#### FRANKLIN MEDIA Works with college bookstores.

universities, and national textbook distributors to clear out their excess and surplus material in an environmentally responsible way. Their mission is to give a second life to as many textbooks as possible and to provide teachers and students with affordable educational material.

#### www.FranklinMediaBooks.com



An online, social university for entrepreneurs, creatives, and innovative professionals who are passionate about making a lasting positive

impact. Members learn how to best lead their teams, scale their organizations, navigate global trends, and bolster their personal well-being. Their community stretches across 50 global cities, with 10,000 hand-selected members in each location.

www.lvy.com



A purpose-driven boutique consultancy focused on delivering mutual benefit for corporate, nonprofit and government partners through the strategic deployment of social impact initiatives. Dedicated to helping organizations achieve a positive social impact through meaningful partnerships.

www.PearlConsult.com



#### BLUE STAR RECYCLERS

A social enterprise with a mission of recycling electronics to create jobs for people with disAbilities. Founded in Colorado Springs in 2009 by Bill Morris and the Fagnant family, they employ 55 workers at their five recycling operations in Colorado and Illinois.

www.BlueStarRecyclers.org



#### **LOOPTWORKS** An eco-friendly fashion

accessory producer that re-purposes and upcycles abandoned, pre-consumer and post-consumer materials into limited edition products. They are working toward closed-loop solutions in manufacturing and paving the way for zero-waste solutions in retail. They conserve water, reduce carbon emissions, and divert waste from landfills in the process.

www.LooptWorks.com

#### 122. THETIS METIS CONSULTING GROUP

A Disability Owned Business Enterprise (DOBE) offering a service triad of management consulting, enterprise application development, and technical operations. They build technology solutions to deliver a seamless and transparent user experience, committed to stakeholderdriven, sustainable economic development as a primary driver of positive social change.

www.MetisConsultingGroup.com

123. ResolutionCare

#### RESOLUTIONCARE NETWORK

A healthcare team that provides palliative care support, offering pain, symptom, and stress management for those with serious illnesses. Rural-focused and technology-enabled, they work with patients' existing medical teams and caregivers to provide an extra layer of humancentered support. Have cared for nearly 1,000 people and families living with serious illness.

www.ResolutionCare.com



#### WASTE FARMERS

The first regenerative holding and operating company, creating brands and businesses that transform emerging social and environmental needs into market-based opportunities. They seek solutions inspired by natural systems, human potential and intuitive imagination with the intention of enhancing the biosphere, local communities and an authentic life for individuals.

www.WasteFarmers.com



An impact investment platform whose partners are on the frontline of the economic response to help fund small businesses and increase economic resilience in communities across America. They are confronting, battling, and redesigning financial infrastructures to create a more intentional, inclusive economy – one in which every individual can thrive.

www.MyCnote.com



#### A creative consultancy providing purpose-driven strategy and training to help companies grow through social good. They ensure companies know how to define, frame and share the story of the good work they do internally and externally, thereby positioning brands to lead business, shape culture, and better our world.

www.WeFirstBranding.com



ALIGN IMPACT An independent and specialized impact advisory firm that serves and collaborates with individuals, families, foundations, and their financial advisors to increase the effectiveness and alignment of philanthropic grants, impact investments, and missionrelated investments. They invest with the intention of generating measurable social and environmental impact – with a financial return.

www.AlignImpact.com



#### CORNERSIONE CAPITAL GROUP

An impact-investing advisory firm that serves clients who want their investments to contribute to a more sustainable and inclusive world. They develop and manage custom investment strategies designed to achieve targeted environmental and social impact without sacrificing financial performance. They help clients support the UN Sustainable Development Goals.

www.CornerstoneCapInc.com

#### MISSION 129. MISSION PARTNERS

A strategic communications firm that guides purpose-driven organizations in realizing their greatest social impact. Operating at the intersection of public relations, philanthropy, and policy, they've counseled hundreds of foundations, nonprofits, and socially responsible businesses, regularly investing their own resources back into the clients they represent.

#### www.Mission.Partners



A custom software development team that works with socialgood organizations to create web and mobile technologies that enhance and accelerate impact in underserved communities. They want to empower great causes to move successfully from idea to execution. A 100 percent carbon neutral company, they support projects that align with the UN Sustainable Development Goals.

www.CauseLabs.com



A private equity platform that invests in high-growth, purpose-driven companies whose products, services and supply chains intrinsically deliver positive social and environmental benefit. They help solve environmental and social challenges through the profitable deployment of capital into more conscious businesses. Investments in the past year positively impacted 690,000 lives.

www.TheBuildersFund.com



CUENTO DE LUZ

A publishing company that specializes in children's literature, publishing stories that take the imagination on a journey, help care for our planet, respect differences, and promote peace. They are committed to preserving the environment through sustainable materials in their books and inspiring children to create positive change and build a brighter future.

www.CuentoDeLuz.com



#### TREE-MENDOUS AERIAL ADVENTURES

Designs and builds a unique variety of custom and ecofriendly aerial adventures. They use locally harvested lumber, selected for rot-resistance and sourced locally whenever possible. They combine ecotourism with a sense of thrill, giving people the opportunity to reconnect with nature and foster an appreciation for the environment.

#### www.Tree-Mendous.com



#### BULLHORN

A marketing and advertising firm that builds impact brands with language and design. They help brands see challenges as opportunities to rethink, rewire, and refresh, and their strategydriven process is adaptive, accommodating organizations regardless of project scope or industry vertical. They generate the momentum needed to help clients realize their vision.

www.BullhornCreative.com



#### SHADES OF GREEN PERMACULTURE

A sustainable landscape firm that designs and installs productive and vibrant landscapes that respond to nature rather than working against it. Their designs provide organic food, thriving habitats, herbal medicine, natural beauty, healthy and chemicalfree soils, and water cycle restoration. They want people to become a part of the solution to the global environmental crisis.

wwwShadesOfGreenPermaculture.com



#### EARTH EQUITY ADVISORS

A financial services firm that specializes in fossil-fuel-free responsible investments and financial planning. They offer sustainable, responsible, and impact investment portfolios to help clients align investments with their values and support solutions that have a positive impact on the world. Their offerings support the United Nations Sustainable Development Goals.

www.EarthEquityAdvisors.com

#### 137. GENASHTIM INNOVATIVE LEARNING

A cloud-based certified training provider that specializes in eLearning and online support services. They leverage technology and the Internet to offer sustainable employment to offer sustainable employment to marginalized groups across the globe. Among these groups are refugees, retirees, and persons with disabilities, who can now be part of the workforce and expand their contributions to society.

www.Genashtim.com

# 138. 불

#### **SPRING ACTIVATOR**

A global incubator, accelerator, and advisory firm that supports the creation of better businesses. They provide the tools, knowledge, network, and mentorship needed to help purpose-driven entrepreneurs amplify impact and foster more sustainable economic development. Have helped 750 entrepreneurs and 350 businesses across 5 continents launch and grow.

www.Spring.is



#### ROCKRIDGE VENTURE LAW

An intellectual property and technology law firm that wants to "build today's companies for tomorrow's economies." They address two modern profit drivers: innovation (uptake and development), and corporate social responsibility, considering profits alongside promoting positive environmental and social impact and transparency.

www.RockridgeLaw.com



**IMPAQTO** 

A coworking space and entrepreneurship lab that provides shared space for start-up founders – encouraging their ideas to become scalable. They conduct events, training, and workshops to facilitate connections and collaboration among those seeking a positive impact in social, cultural, and environmental areas. Helping to build a more friendly and productive society.

www.Impaqto.net



A PR and impact relations agency with a mission to champion social innovation by sharing stories that matter. They partner with socially innovative organizations and redefine entire industries with the fundamental idea that environmental and social responsibility are the cornerstones of holistic success.

www.YuluPR.com

# 142. SPRINGBOARD CONSULTING LL

#### SPRINGBOARD CONSULTING

A consultancy that works with multinational corporations to mainstream disability in the workforce, workplace and marketplace. They effectively recruit and support individuals with disabilities and help businesses to realize increased productivity and profitability through a diverse and inclusive workforce. They operate in over 40 countries with a business model that works worldwide.

www.ConsultSpringboard.com



#### **MOEMENTUM** A consulting company that

A consulting company that works across sectors and geographies, using the tools of learning, assessment, design, facilitation, coaching, and dialogue to make workplaces fit for human life. They strive to help solve the world's big problems by creating great leaders, healthy partnerships, and resilient organizations. Serving thousands of clients globally.

www.MoeCarrick.com



A solar energy EPC that offers cost-effective renewable energy solutions for the residential, commercial, municipal, governmental, and utility sectors. They aim to expand the use of renewable energy for the benefit of the environment, economy, and wellbeing of the Earth. One of their pioneering projects is the first Net-Zero Elementary School and Library in the U.S.

www.MortonSolar.com

# 145.

#### LUCKY IRON FISH ENTERPRISE

A social enterprise that produces fish-shaped, cast iron ingots that provide dietary iron supplementation to individuals affected by iron deficiency and anemia. They are tackling the world's largest nutritional challenge by spreading iron nourishment, and helping solve a preventable health problem that impacts over a third of the world's population.

#### www.LuckyIronFish.com



A company that advises for impact, born from the recognition that sustainability is multi-faceted and requires a diversity of perspectives to create enduring solutions. They have influenced more than \$2.8 billion in sustainability-oriented financing, which has contributed to safeguarding millions of hectares of land and oceans, secured 4Gt of forest carbon, and improved more than 1.5 million livelihoods.

www.Ecoadvisors.org

# 147. HigherRing

#### HIGHERRING A BCorp and member of 1%

for the Planet, the company specializes in outsourced, boutique customer services, such as email, phone, chat, text, and social media, as well as backoffice and operations support. They hire people from across the United States and pay a living wage with full benefits.

#### www.HigherRing.com



#### A commercial, land-based coral farm that grows and transplants corals to restore dying reefs. They grow a diverse and resilient array of corals to preserve the ocean's biodiversity while protecting the health and prosperity of communities, nations, and industries that depend on reefs for coastal protection, food, and income.

www.CoralVita.co

#### TRANSCEND

#### TRANSCEND, THE FEARLESS COMPANY

149.

A business management consultancy that develops change-resilient organizations. They help business owners, leaders, and executives hone their thinking, their conversations, and their execution to get the most from their existing resources and become better leaders.

#### www.LeadFearlessly.com



#### **BINDIMAPS**

An internal navigation tool that has been optimized for people living with visual impairment. The program delivers real-time navigation information via a smartphone application, and helps remove barriers to mobility. They empower people with vision impairments to pursue independence, navigate their world, and engage with communities.

www.BindiMaps.com



#### WHO DID WE MISS?

Don't see your favorite company in our Impact Awards list? To nominate a company for 2022 email us at: Apply@Real-Leaders.com.



# PAST WINNERS:



