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100 BEST GREEN WORKPLACES IN OREGON 2019

Hartmann&Forbes | Rank: 32

A Window Into Sustainability

CARRYING THE SUSTAINABILITY MANTLE can be challenging for manufacturers because of the greenhouse gas emissions that come from transporting goods across global supply chains, as well as waste produced during manufacturing.

Hartmann&Forbes, a maker of wall and window coverings, works to lessen its carbon footprint throughout its manufacturing chain. These environmental pursuits extend into its mission of employing an inclusive and diverse workforce.

The Tualatin company's products use natural fibers from seeds harvested all over the world. The seeds that go into the natural fibers, which include arrowroot and jute, are cultivated and harvested near weaving facilities located in several countries. Those products are then shipped to Hartmann&Forbes, northwest facility to be finished into wall and window coverings.

While transportation emissions are the inevitable byproduct of its global supply chain, the company strives to reduce waste by donating scrap materials to schools and artisans.

Packaging is another wasteful byproduct of manufacturing and an area that many makers of products have barely tried to make more sustainable. Hartmann&Forbes uses packaging made exclusively out of recyclable cardboard. It is a commitment that makes the company stand out from other manufacturers.

"Some of our competitors have boxes that will be around forever," says Pam Ward, director of marketing. The company's focus on environmentally friendly products naturally carries over into its workforce culture, says Kim Leagjeld, sample director and chair of the company's green team. "In today's look at how to be more sustainable, diversity and inclusion are part of that," she says.

This commitment shows in its diverse workforce. Many of its employees come from countries other than the US. The native languages of its workers include Spanish, Ukrainian, Russian and Nepalese, partly a result of hiring staff through the Immigrant & Refugee Community Organization, a nonprofit that finds employment for immigrants and refugees.

Having a culturally and linguistically diverse workforce can have its own challenges in carrying through on an environmental mission. To make sure its employees were clear on how to recycle correctly, for example, the green team created a visual aid system to show which bins should be used for scrap materials.

The company's green team members continue to brainstorm on how they can reach the next level of sustainability. It is a process that "we continue to build on," says Ward. "Initially, we focused on the environmental side of things. But it is more than that. It is the idea of being socially responsible."

— Kim Moore

“In today's look at how to be more sustainable, diversity and inclusion are part of that.”
— KIM LEAGJELD

F A Bertlett Tree Experts Clemens Oregon employees: 18 Overall score: 281.55	Virtual Supply Beaverton Oregon employees: 42 Overall score: 295.64	Living Room Realty Portland Oregon employees: 16 Overall score: 283.71	ML Hood Meadows ML Hood Oregon employees: 169 Overall score: 289.52	Doubletree by Hilton, Portland Portland Oregon employees: 225 Overall score: 275.36
BRING Recycling Bingen Oregon employees: 19 Overall score: 276.73	Green Acres Landscapes Astoria Oregon employees: 193 Overall score: 276.26	Bonnaville Environmental Foundation Portland Oregon employees: 16 Overall score: 274.28	Softstar Shoes Milwaukie Oregon employees: 55 Overall score: 274.49	Green Hammer Portland Oregon employees: 35 Overall score: 274.44
Northwest Family Services Portland Oregon employees: 44 Overall score: 268.41	Hartmann&Forbes Tualatin Oregon employees: 89 Overall score: 268.02	Adelante Mujeres Portland Oregon employees: 48 Overall score: 268.02	Energy Trust of Oregon Portland Oregon employees: 44 Overall score: 267.88	Sponsors Beaverton Oregon employees: 42 Overall score: 267.88