Community & Workforce Stewardship Report

Overview

Spike's Sustainability Report highlights the company's commitment to faith-based leadership, sustainability, and community impact. It showcases progress in ISO-certified operations, waste reduction, AI-driven innovation, and ethical supply chains, along with initiatives supporting veterans, second-chance employment, and local outreach. Spike continues to lead with integrity, advancing sustainable manufacturing and positive community growth.

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Table of Contents

01 Overview

02 Table of Contents

03 Introduction

03 Veterans Hiring

» Veterans Hired at Spike

04 Second-Chance Employment

04 Employee Training and Development

04 Community Outreach

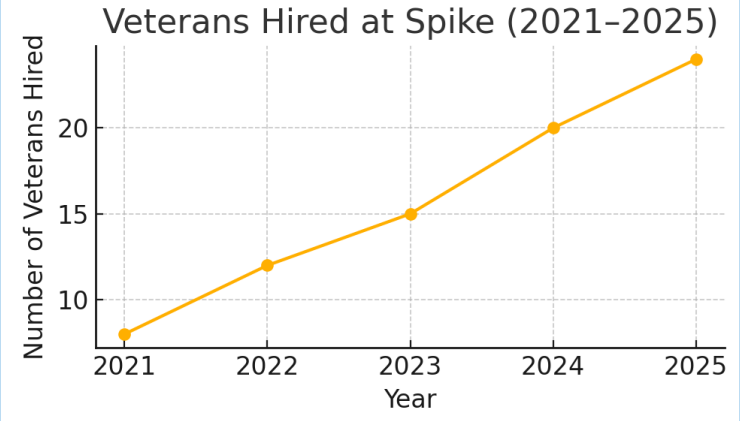
074 Conclusion

Introduction

At Spike, our commitment to community and workforce stewardship is rooted in faith-based servant leadership. Our approach is guided by the belief that every individual deserves dignity, opportunity, and purpose. Through initiatives focused on veterans' hiring, second-chance employment, employee training, and community outreach, we aim to empower individuals, uplift families, and strengthen the communities we serve. This report shares stories of impact and measurable outcomes that reflect our values.

Veterans' Hiring

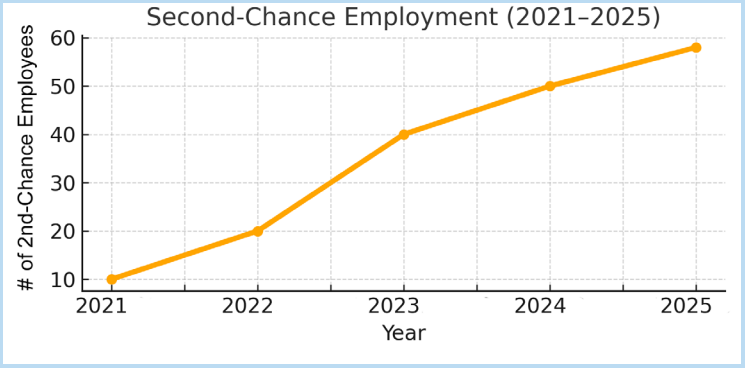
Veterans bring unique skills, discipline, and leadership to our workforce. Spike actively recruits and supports veterans, ensuring their successful transition into meaningful civilian careers. With mentorship, training, and career pathways, veterans at Spike find more than jobs, they find purpose-driven careers aligned with their service-driven values.



Growth in veterans hired at Spike over the past five years.

Second-Chance Employment

At Spike, we believe every person has the potential to rise, rebuild, and contribute in meaningful ways when given the opportunity. Our second-chance hiring program supports individuals who are rebuilding their lives after personal setbacks, including those returning from incarceration or working through recovery. By providing stable employment, mentorship, skills training, and a supportive environment, we help people regain confidence, reunite with their families, and pursue purpose-driven careers. These team members bring resilience, gratitude, and a strong work ethic to our company, and their success stories reflect our commitment to dignity, restoration, and creating pathways for a better future.



Growth in 2nd chance employment at Spike over the past five years.

Second-Chance Employment

As part of our Christian-based values, we believe in redemption and the power of second chances. Spike partners with rehabilitation centers and prison ministries, offering employment opportunities to individuals rebuilding their lives after addiction recovery or incarceration. These employees often become some of the most committed members of our workforce, proving that with support and opportunity, people can thrive.

Community Outreach

Spike actively engages in community outreach, from sponsoring local STEM education to supporting families in need during the holidays. During the COVID-19 pandemic, we provided hundreds of meals to children dependent on free lunch programs. We continue to support boys' homes, school supply drives, and mentorship initiatives to ensure underserved communities have access to opportunities and hope.

Employee Training and Development

We invest in continuous training to ensure every team member can grow personally and professionally. Our programs include mentorship, skills workshops, leadership training, and career advancement opportunities. Many employees progress from entry-level roles to leadership positions, reflecting our belief in recognizing potential and rewarding dedication.

Training Program	Employees Trained
Technical Skills	120
Leadership Workshops	45
Safety Training	250+
Mentorship Program	60

Conclusion

Community and workforce stewardship are central to Spike's mission. By investing in veterans, second-chance employees, training, and outreach, we uphold our responsibility to serve others with faith, dignity, and excellence. Together, we are building stronger communities and a more resilient workforce.

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