



KELLY VLAHAKIS-HANKS

President & CEO, ECOS®

As President and CEO, Kelly Vlahakis-Hanks leads the strategy and production of environmentally friendly cleaning products at ECOS. She oversees four geographically diverse facilities across the U.S. as well as a European manufacturing platform. She has been widely recognized for her highly effective leadership at ECOS and her influential voice in the green movement, corporate social responsibility, and sustainable manufacturing.

Vlahakis-Hanks has led ECOS to become a Climate Positive company and the first company in the world to achieve the sustainability trifecta of carbon neutrality, water neutrality, and TRUE Platinum Zero Waste certification. Her sustainable business practices have made ECOS a model for green business in the U.S. ECOS is a primary manufacturer that has received many awards for its innovations in safer green chemistry, including the U.S. EPA's Safer Choice Partner of the Year five times.

As a woman of African American and Greek descent, Vlahakis-Hanks has made environmental and social justice a cornerstone of ECOS's mission. She actively promotes a corporate culture of diversity and empowerment – 63% of her C-Suite and top executives are women and 45% are BIPOC. She is proud to lead a company that is a WBENC-certified women-owned business and an NMSDC-certified minority-owned business. In 2021, ECOS was honored with the Shelby Report's Diversity, Equity & Inclusion Award" for advancing DE&I in the U.S grocery industry.

Vlahakis-Hanks supports a green economy by creating sustainable manufacturing jobs across the U.S. and offering strong employee benefits and a living minimum wage of \$17 per hour, one of the highest in the industry. She also offers financial incentives to employees who make sustainable living choices such as purchasing a low-emissions vehicle or solar panels.

Vlahakis-Hanks received her undergraduate degree at UCLA and an MBA at Chapman University Argyros School of Business and Economics. She has been featured on CNN, CBS News, ABC News, FOX News, NBC News, Bloomberg and MarketWatch and in publications such as Fortune, Entrepreneur and the Los Angeles Times. She has received many awards for her sustainable leadership, including Entrepreneur Magazine's 100 Powerful Women in 2020 and Conscious Company's World-Changing Women in Conscious Business.

She is an active member of several boards of directors, including the XPRIZE Foundation and the Chapman University Board of Governors, where she serves on the Diversity Task Force. She is active in industry councils and public policy advocacy, including the American Sustainable Business Network and the Companies for Safer Chemicals coalition, working to promote higher standards for consumer products to protect human health and the environment. She is also a member of YPO (Young Presidents' Organization) and Abundance 360, a select community of executives and entrepreneurs using exponential technologies to transform their businesses.

Vlahakis-Hanks resides in southern California with her husband Eric Hanks, an acclaimed African American art gallerist, their teenage daughter, and rescue dog.

