



Sustainability Policy

As a major interior movable wall manufacturer, Environamics, Inc. is committed to doing our part in maintaining and improving the quality of the natural environment for all future generations to share and enjoy through the implementation of sustainable design and manufacturing processes. In doing so, we focus on improving our economic, environmental, and social performance to help our customers achieve their sustainability goals as well as meeting our aspiration to be an exemplary corporate citizen. Environamics believes that by integrating its approach to environmental protection and working conditions into a sustainable management system will deliver improved performance for our customers, employees and the communities in which we are located. Our Sustainability Policy consists of the following elements:

Environmental Sustainability

Environamics has placed a high priority on exceeding the expectations of our customer's need for environmental sustainability in our products and services. We support a precautionary approach to environmental challenges; are committed to the pursuit of environmental responsibility and a reduction of the life-cycle impact our products have on the environment; this includes seeking the prevention of pollution governed by a philosophy of continuous improvement. Therefore, we have initiated a comprehensive approach to improving the environmental performance of our operations through the following processes:

- **Regulatory Requirements** - We will, at a minimum, meet all regulatory requirements applicable to our operations.
- **Design for the Environment** – Over 70 percent of the negative environmental impact of products and services are embedded in the design phase. In cooperation with our customers, Environamics will evaluate the materials and processes to reduce chemicals of concern, optimize material use, increase recycled content to produce the highest quality products available in the design phase and encourage the diffusion of environmentally friendly technologies.
- **Energy/GHG** – Reducing absolute energy consumption lowers the embodied energy and carbon intensity of Environamics products, thereby reducing greenhouse gas emissions. Our goal is to reduce absolute energy consumption against our baseline at our manufacturing locations. Additionally, we are committed to increasing our use of renewable and/or alternative sources of energy.



- **Water** - Consumption inventories will be enacted at every Environamics owned location with follow up conservation and efficiency measures implemented to achieve an annual **2 percent** absolute water reduction over the next ten years. (this could address total facility water, as you do not have process water targeted)
- **Chemicals** – To safeguard human and ecosystem health, Environamics strives to minimize and eliminate harmful chemicals associated with its products, processes and maintenance operations. In doing so, Environamics will take additional steps, as necessary, to initiate appropriate environmental testing and to identify green chemistry alternatives.
- **Waste** – Our goal is to achieve zero process waste to landfill at our manufacturing locations. This will be accomplished through aggressive purchasing source reduction efforts, lean manufacturing techniques, and recycling initiatives.

Social Sustainability

Environamics is committed to achieving social sustainability, which begins with providing a safe, healthy and welcoming working environment for our employees and sub-contractors. We will continuously strive to have a positive impact on the lives of our employees, sub-contractors and the communities in which we operate. To achieve these ends, we are committed to and will pursue social sustainability in these areas:

- **Stakeholder Engagement** – Environamics will identify issues material to its operations and its sustainability policy by identifying and engaging its key stakeholders. Pertinent information gathered will be integrated into its ongoing efforts to continuously improve its policies, procedures, metrics and work instructions. Changes will be communicated to its stakeholders through internal and external reporting activities.
- **Health and Safety** – to ensure orderly operations and the best possible work environment, Environamics will ensure its employees and sub-contractors have a safe and healthy working environment that meets or exceeds all applicable health and safety laws and regulations, in addition to our internal standards and directives. We believe that all accidents are preventable; therefore safety training is provided at hire and as needed for each job assignment.
- **Working Conditions** – Environamics fosters a creative and stimulating work environment and empowers all employees to provide the highest possible level of service to the customer. Like the markets the company serves, Environamics encourages an innovative and entrepreneurial spirit. It is Environamics' commitment to provide employees with a competitive compensation



package, career advancement opportunities, training programs, wellness activities and equal opportunity based on an inclusive approach. This includes commitments in the following areas:

- Child Labor and Forced Labor - Environamics does not support child labor under any circumstances. Further, we will not uphold or support the practice of forced or compulsory labor; this includes human trafficking or the support of conflict mineral sources.
- Freedom of Association - Environamics employees have the right to openly communicate with management regarding the conditions of their work and that they be allowed to do so without fear of reprisal, intimidation or harassment. Our employees have the right to freely associate.
- Harassment and Discrimination – Environamics employees will work free of harassment and discrimination in any form. This includes, but is not limited to, harassment and or discrimination arising from one’s gender, race, color, cast, disability, veteran status, union membership, political beliefs, origin religion, age pregnancy or sexual orientation.
- Wages and Benefits – Environamics’ compensation and benefits are competitive and comply with local law, including those relating to minimum wages, overtime hours and legally mandated benefits.
- Working Hours – Environamics will ensure the time required of its employees conform to applicable local laws regulating working hours.