

Corporate Sustainability Policy



Environmental Stewardship

Since we built our first custom chair, Seating Incorporated has made every effort to be a responsible corporate citizen. As the importance of a healthy workplace and a clean global environment has grown, so has our commitment to maintaining an enjoyable work atmosphere and manufacturing “green” seating products. Seating Inc. will maintain compliance with all applicable environmental regulations and obligations, and will work to prevent pollution and continually improve; exploring ways to produce environmentally responsible products that support a healthier workplace and a cleaner world — now and for future generations.

Design for Environment

Seating Inc. employs smart, streamlined practices to enhance product sustainability and minimize our impact on the environment. Our “thoughtful manufacturing” philosophy uses the highest quality materials and components from trusted local sources to limit transportation impacts. Seating Inc. chairs have extended product lifecycles and pass stringent ANSI/BIFMA Furniture Emissions Standards to protect indoor air quality. These practices, among others, are examples of our Design for Environment (DfE) Program, which focuses on incorporating renewable materials, recycled materials, recyclable and biodegradable materials, as well as consideration for end of life management, water management, and energy efficiency. Seating Inc.’s DfE Program is integrated into the initial design phase; considering the life-cycle impacts of each new product.

Design for Durability / Upgradeability

We pride ourselves on our customer service; being flexible and available to our customers. With this pride, comes the commitment to ensuring that our products have a long and useful life. We do so by designing our products so that they can be upgraded or refurbished, multiple times throughout their lifecycle. To meet this end, Seating Inc. uses standard product parts and components that are available to facilitate maintenance, servicing, and reassembly.

Energy & Greenhouse Gases (GHG)

Seating Inc. is committed to energy conservation and performance, complying with all relevant regulations and any other requirements that may arise in the future. We have, and will continually look for any opportunity to significantly reduce energy consumption and as a result, reduce our GHG emissions; lessening our impact on the environment and our stakeholders. Beyond efficiency improvements, Seating Inc. will explore opportunities to support renewable energy development. Seating Inc.’s sustainable management system (SMS) provides the framework to establish realistic targets and objectives for the future while ensuring accountability to our goals.

Annually, Seating Inc. will calculate the greenhouse gas emissions produced from our manufacturing operations. To improve our accountability, this information will be shared with our stakeholders through voluntary reporting initiatives.

Solid Waste Management

Seating Inc. has a strong, comprehensive waste prevention and recycling program, which we believe promotes intelligent use and disposal of all materials that are expended as a result of manufacturing processes. We are committed to tracking and reducing our waste generation throughout time, with a target of 100% diversion of solid waste related to our manufacturing operations from landfill disposal.

Chemical Management

Knowledge of what chemicals are present or associated with our product manufacturing is the first step in assessing the chemical hazards in our facility. To reduce our impacts on human and ecosystem health, Seating Inc. will regularly:

- evaluate the current state of its chemical management policy, chemical management plan, and hazard communication plan;
- develop an electronic system to manage and communicate Material Safety Data Sheets (MSDS); and
- build a chemical inventory to identify and track all chemicals coming into and going out of our facility

Social Responsibility

Seating, Inc. is a family-owned company that takes great pride in the loyalty of our customers and the longevity of service of our employees and sales representatives. The company motto "small enough to care, big enough to perform" has been embedded into our way of doing business.

Corporate Ethics

Seating Inc. and its employees have a commitment to sustain our reputation of credibility and for ethical business conduct when working with our customers, suppliers, investors, and each other. We expect all Seating Inc. associates to maintain our high standards. As such, every Seating Inc. employee undergoes training on our policies and practices that address ethical behavior, upon hire. Conducting our business any other way than respectably, would be a detriment to our current and future success.

Insider Trading

As a privately held company, Seating Inc. is not subject to US Securities and Exchange Commission insider trading rules and regulations. However, our employees have an obligation to conduct business within guidelines that do not support actual or potential conflicts of interest. Seating Inc. employees should refer to our employee handbook for further details on conflicts of interest.

Receipt of Gifts

Employees must not accept entertainment, gifts, or personal favors that could, in any way, influence, or appear to influence, business decisions in favor of any person or organization with whom or with which Seating Inc. has, or is likely to have, business dealings. Similarly, employees must not accept any other preferential treatment under these circumstances because their positions with Seating Inc. might be inclined to, or be perceived to, place them under obligation to return the preferential treatment.

Health & Safety

To ensure orderly operations and provide the best possible work environment, Seating Inc. and its employees comply with all health and safety laws and regulations that govern our conduct, e.g. OSHA, as well as our own company requirements and directives. We do so by following standards of appropriate conduct to protect the interests and safety of all employees and the organization against actual or potential threats to health and safety in the workplace.

At Seating Inc., we believe that all accidents can be prevented. Therefore, safety training is provided to all employees upon hire and as needed for specific job requirements. Employees and managers are tasked with defined responsibilities to ensure that the management of our safety program is effective.

Inclusiveness

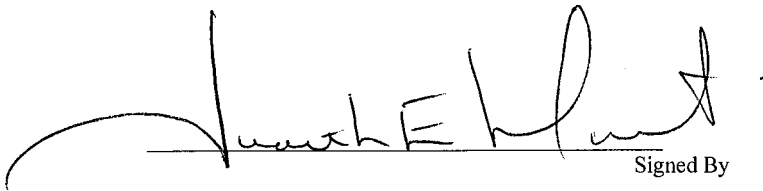
In order to provide equal employment and advancement opportunities to all individuals, employment decisions at Seating Inc. will be based on merit, qualifications, and other non-discriminatory factors. Seating Inc. does not discriminate in employment opportunities or practices on the basis of race, color, religion, sex (gender), national origin, age, disability, veteran's status, marital status, or any other characteristic protected by local, state, or federal law. This policy governs all aspects of employment, including selection, job assignment, compensation, discipline, termination, and access to benefits including training.

Labor and Human Rights

Fair hiring practices at Seating, Inc. contribute to a culture of respect. We are committed to protecting and respecting the fundamental human rights of our workforce and maintaining compliance with all local, national, and global laws and norms concerning the protection of those rights including equal employment opportunities, working time, wages and hours, and laws prohibiting forced, compulsory and child labor and employment discrimination. Beyond legal compliance, we make every effort to create an environment considerate of all employees.

Community Outreach

Seating Inc. is committed to local purchasing, hiring from the local community, building and maintaining relationships with our employees, and recycling and minimizing our waste so that we limit the impacts of excess waste on the local community. Beyond our doors, we are furthermore committed to contributing to our local community in any way we can; through actions such as volunteer efforts, community clean-up projects, product donations, food drives, or financial contributions to local charities.


Signed By

President
Title

September 1, 2016
Date