



MAKING. WORK. BETTER.

BUILDING BETTER CHAIRS



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## WELCOME!

Thank you for looking through Seating Inc.'s updated Corporate Responsibility Report. This annual report offers us an opportunity to share the details of our corporate sustainability culture, and to introduce our ongoing environmental and social initiatives for the future. We work continuously to improve our sustainability performance, and appreciate this opportunity to share our efforts with you.

Seating Inc. has always worked to be a sustainable enterprise, and sustainability continues to be one of our essential values in strategic planning, as we recognize our ability to last and thrive over time directly affects the job opportunities in our small town. We work every day to make high-quality products, using locally sourced component parts, and incorporating sustainable systems into our processes. In order to formalize our efforts we became third-party BIFMA level $\square$  certified for sustainability in 2012.



\*note: Seating Inc.'s Sustainability Management System, part of our BIFMA level $\square$  certification, aligns with the elements of ISO 14001.

Maintaining our Sustainability Management System (SMS) through the years requires us to identify the most significant environmental and social impacts that could result from our chair manufacturing process, and taking the necessary steps to reduce our negative and increase our positive impacts. In identifying these aspects we consider: Greenhouse gas emissions, Design for Environment, material sourcing, extended producer responsibility, innovation and transparency, as well as the social impact on our stakeholders. As conscious corporate citizens, we recognize that we have to do our part to help care for the wellness of Earth.

Our intention is to provide data and performance indicators within this report that are comparable with our previous and future reports. In this way, our annual reports will continue to demonstrate our improvements over time.

We would love to hear any comments, feedback, or suggestions that you may have. You can reach out by e-mailing us at [reception@seatinginc.com](mailto:reception@seatinginc.com).

Thanks again, and have a lovely day!

This report is written 'in accordance' with the Global Reporting Initiative's (GRI) G4 Guidelines. More information about the GRI can be found at [www.globalreporting.org](http://www.globalreporting.org). To learn more about BIFMA level $\square$  certification, visit [www.levelcertified.org](http://www.levelcertified.org).

## A MESSAGE FROM OUR CEO

At Seating Inc., we are committed to make work better and to build better chairs. Since we opened for business in our small Western New York village of Nunda in 1989, my husband and I have been mindful of our business's impact on the environment and our community.

We are delighted to notice a trend in the purchasing practices of our customers, who are recognizing that a commitment to sustainability is not only a commitment to care for the environment, but also a commitment to the local economy and to America's future. It is gratifying to see that the importance of purchasing locally, and focusing on sustainability practices is being recognized and valued in the marketplace.

One of Seating Inc.'s prime objectives has always been to provide good jobs in a healthy environment for people in our rural community. This year we have tackled several projects that enhance our work environment. Projects include improving air quality, hosting monthly production and wellness meetings, ensuring that our safety team is actively monitoring and responding to our crew's concerns, and beautifying the work place by placing greenery throughout our facility.

Since our last report we have also made significant improvements to our facility. We work continuously to ensure that our historic building remains productive, safe and up to date, while respecting its historic character. Over the past 27 years of business in Nunda, we have taken great pleasure in transforming this abandoned building into a business center that the crew and our community can be proud of.

The largest project was our repair of the factory floor (originally built in the early 1900's.) You can imagine in a 77,000 sq. foot facility this is no small task! We also added highly specialized dust collectors to our woodshop, and re-wired our office's electric lines, so that lighting to each room and work station has its own switch. Through this process we discovered that our office staff is more comfortable in a lower light environment, which further reduces energy usage! We also began reaching out to other local businesses to discuss 'community recycling' projects that will help our small town to demonstrate the innovative character of our community, and started our zero-sort recycling program!

Further on the recycling front, we are working to understand more deeply the recycled and recyclable content within our products, so we can properly promote them in the marketplace. We are gathering all the relevant information from our suppliers with an eye toward increasing our recycled content, while not compromising the durability of our products.

We first formalized our sustainability efforts in 2012, by pursuing BIFMA level 1 certification to demonstrate the sustainability of our products. This third-party verification process has been an education and has provided a framework for examining and evaluating our processes and optimizing our sustainable manufacturing efforts. This year we are updating our Sustainability Management System practices to align with ANSI/BIFMA e3-2014e Furniture Sustainability Standard, an updated version of the BIFMA level 1 standard. This is an important step as we continue to envision and strategize Seating Inc.'s role as a contributor to an abundant future for our community. We thrive because of the support of our local community and the hard work of our dedicated crew, and we plan for a strong, sustainable future.

Sincerely, **Judy Hart**, President & CEO Seating, Inc.



\*Click the link below for more info on this revised standard: <http://levelcertified.org/news/2014/06/bifma-releases-new-version-of-furniture-su>



## ABOUT US

Making Work Better, Building Better Chairs –

This year, we decided to make an introductory video, offering a ‘tour’ inside our facility, and a deeper insight into our story.

Here it is! :

<https://www.youtube.com/watch?v=crdLd2V0nGI>

We are working every day to make work better. We want to make work better for the crew within our walls, for the end users sitting in our chairs, and for the distribution channels in-between. We believe that the workplace is a uniquely capable place for changing individual and societal health, as we spend many hours a week at offices, often sitting down! There is great room for improvement in work flow, and we are closely watching the development of the “movement culture” at work, which is very exciting.

Making chairs is what we do, and we know a lot about building quality, comfortable, long lasting seating products for a wide variety of

users. Our mid-market products provide great value and we back them up with great customer service and long term warranties. We do our best to maximize the use of North American made component parts and have purchased from our suppliers for many years. This makes us uniquely nimble, agile, and responsive as producers.

Seating Inc. is proud to be a certified women owned business, and a USA manufacturer. “We think USA manufacturing is where it’s at.” Our President Judy tells a great story about crossing the border on a trip from Canada to the USA. As the border officer was asking her details about what she did in the states, she mentioned Seating Inc. He responded, “You mean you actually MAKE THE CHAIRS here? I thought all of that had been shipped offshore.” He was inspired to know that this woman-owned manufacturing facility was still here, and still growing.

**“We build every chair to order, which means the purchaser can choose the features and options that are most important for them, and that fit into their budget!”**

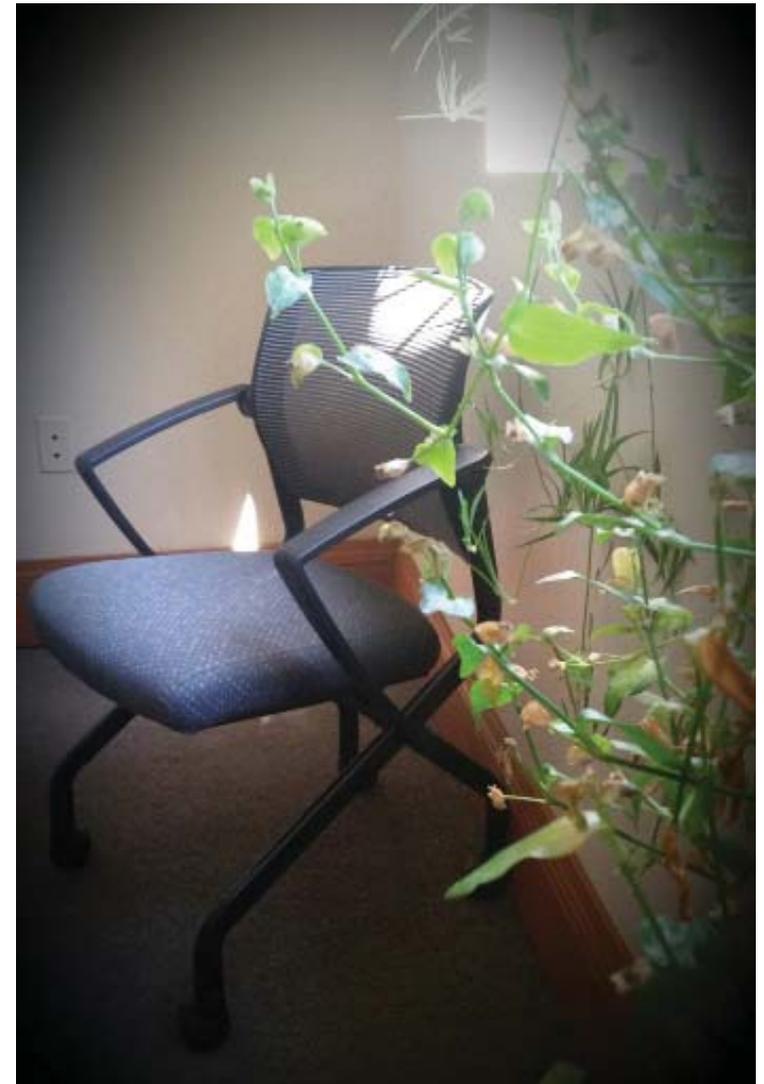
Within our product lines, we offer chairs in three weight-capacities each built to accommodate a wide variety of customer requirements. We can provide this customization because we perform our own internal wood and foam cutting and molding in-house. Also, we build every chair to order, which means the purchaser can choose the features and options that are most important for them, and that fit into their budget!

We offer quality ergonomic task, swivel, multi-purpose, stools, stacking, nesting and tandem seating to our clients in the commercial, education, medical and government industries.

There is great room for improvement in work flow, and we are closely watching the development of the “movement culture” at work.

Further, Seating Inc. specializes in creating standards programs for national organizations who need unified looks throughout their variety of locations. Our in-depth knowledge of logistics to do with shipping and inventory management, alongside our expert knowledge of appropriate chairs for function and application, means we have been able to attract some big-names to our standards programs. We continue to seek corporate partners looking to improve their ergonomic seating and, in turn, their workplace wellness!

\*If you are looking for a standards program for your organization, please reach out to us and note that you are seeking to discuss our standards program with our business development professional.



## PRODUCTS

Our market niche is customers who care about where they sit; in hospitals and health care facilities, schools and colleges, federal and state government buildings. Seating Inc. chairs are “built to fit and built to last” for real people - small and large, big and tall and everything in-between. Our specialty is intensive use, heavy duty and generous fit models which can sustain a tremendous amount of use over many years. We also offer three weight-capacities each with different interiors built to accommodate our customers’ needs. We are able to provide this customization because we do our own internal wood and foam cutting and molding in-house.

“OUR MARKET NICHE IS CUSTOMERS WHO CARE ABOUT WHERE THEY SIT”

\*Our products are BIFMA level 4 certified for sustainability and qualify for LEED credits.

For more on how level relates to LEED, follow this link:

[http://www.seatinginc.com/wp-content/uploads/Leed\\_Level\\_2016.pdf](http://www.seatinginc.com/wp-content/uploads/Leed_Level_2016.pdf)

They are also approved by state contracts in Alabama, Connecticut, Georgia, Mississippi, New Jersey, New York and Wisconsin as well as GSA and MHEC.

This year, we were very excited to introduce our very first tandem series, COBRA.

This reconfigurable tandem seating line with connecting and freestanding tables, was designed for environment and is suitable across a wide variety of industries needing public seating.

We are excited to offer this locally sourced and American made product into the market and have received very good feedback so far.

You will find the remainder of our sustainably certified products on the following pages.



## Products

All Seating Inc. Products can be fitted with the options that suit your needs and budget!

### Advent » \$

- Durable plastic outer back
- Wide variety of functional uses
- Great value



### Fit >> \$\$\$

- Sleek, contemporary design
- Perfect for executive and conference
- Available in High and Med Back



### Contour II » \$\$

- Unique curve crafted in-house for back and seat
- Incredible back support
- Full family of chairs – every model available



### Grid » \$\$\$

- Mesh back with optional Mesh Seat
- Adjustable Lumbar Support for ultimate ergonomic functionality!
- Molded Foam



### EDU2 \*new product 2014\* » \$

- Great style & value
- Fully upholstered seat and back
- Available in Cordura Nylon



### Health » \$\$

- High Density fabricated foam stools
- Perfect for use in Medical Field
- Various Heights Available



# PRODUCTS

## Indy » \$\$

- Great in medical, laboratory, or industrial applications
- Economical choice for High use areas



## Jay » \$\$\$

- Broad line of chairs to fit any area in your facility
- Choose mesh or fully upholstered back



## K » \$\$\$

- Deluxe style with Designer Detail
- High quality molded foam



## Monterey II » \$\$

- Deluxe style with Designer Detail
- High quality molded foam



## Pearl II » \$\$

- Comfortable and reliable with great ergonomic support
- Classic style



## Saddle » \$\$\$

- Sophisticated Look
- Soft Foam



## Tradition » \$\$\$

- Comfortable, ergonomic chair with 3 style options: traditional, transitional, or contemporary



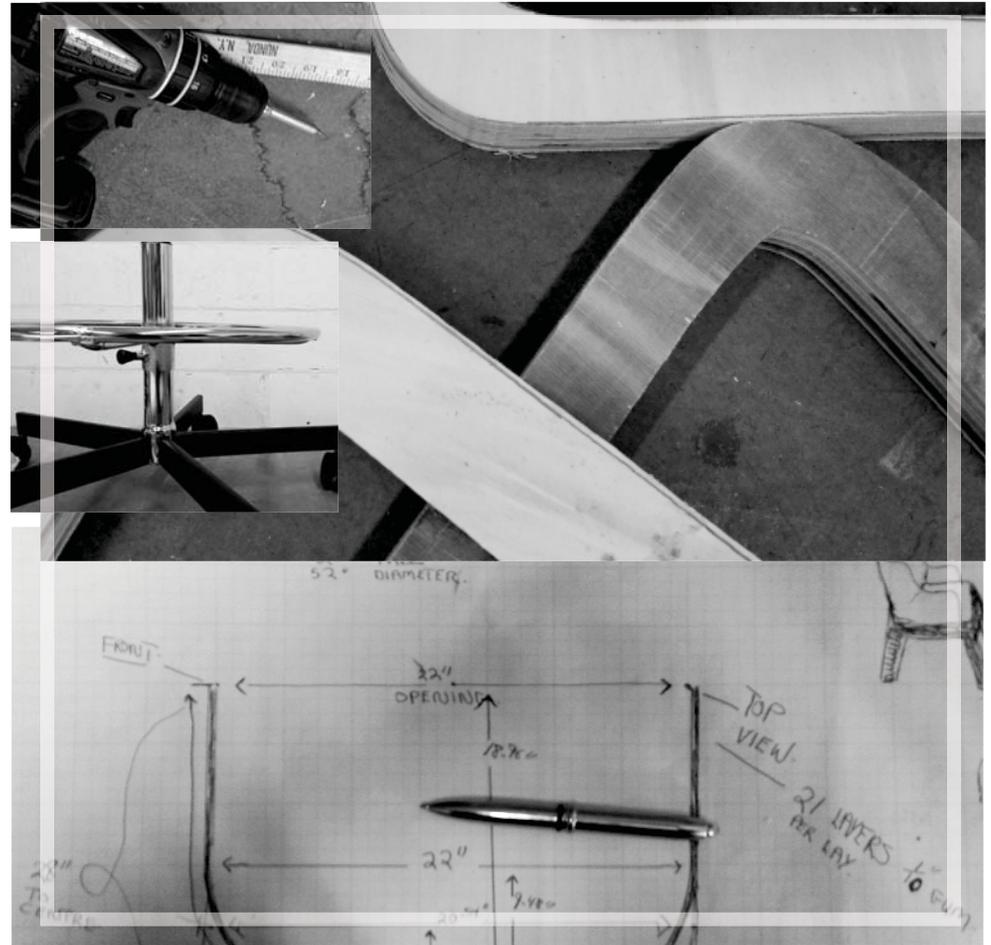
## HISTORY

Seating Inc. was established in the spring of 1989 by Judy and Doug Hart, a married couple with a dream. Doug's family had been manufacturing furniture already for two generations. When his family moved to Canada they continued to build chairs and Doug followed suit, beginning to work in chair manufacturing by the age of 16. When Judy and Doug met, they quickly connected and joined forces, bringing together their knowledge of chairs and business in order to make an ambitious move toward their American Dream.

They picked up their young family and moved to the USA from Canada with little more than a vision for bringing an abandoned factory back to life. They began operations in one small room of the 77,000 sq foot facility, with just each other building the chairs, making the sales and setting up the contracts. Over time they were able to build up a team, and now Seating Inc. has 31 full-time employees!

The historic building that we operate out of has been a prominent feature of Nunda's main road since it was built over a hundred years ago. It boasts 77,000 square feet of usable space and occupies almost a full block of the small town.

For more information on our historical facility, click here:  
<http://www.nundahistory.org/footeshop.html>



## ENVIRONMENTAL STEWARDSHIP

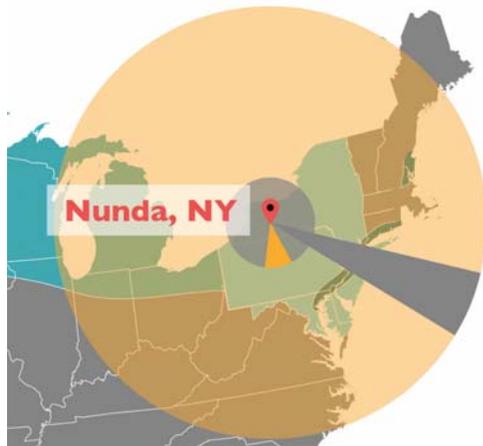
Seating Inc. is located in a small town, surrounded by fields and forests, and close the highly acclaimed “Grand canyon of the east”, Letchworth State Park. You will even drive by Amish communities living off the land on your way for a factory tour, so beware of the horse and carriages! Just by looking around, we are reminded about the importance of nature and our beautiful earth for our continued existence.

We are keenly aware of how our business decisions affect our community and our world – especially as manufacturers - in our determination of which component parts to purchase, and investigations of a sustainable supply chain, we have the ability to really make a positive and important difference.



## DESIGN FOR ENVIRONMENT (DfE)

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. In 2013, Seating Inc. applied the DfE process while designing our latest seating product, Cobra - which you can see on pg. 7 of this report.

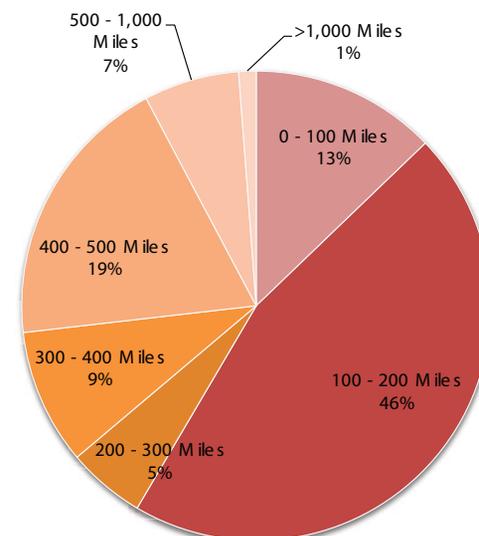


### LOCAL PURCHASING

One of the ways Seating simultaneously supports the environment as well as our local communities is through our purchasing decisions. This year, we increased our sourcing from suppliers 0-100 miles from us by 3%, and we continue to source nearly 60% of our materials within a 200 mile radius of our facility! These local purchasing decisions not only support our local economy, but also reduce transportation impacts, and support companies adhering to environmental regulations and enforcement.

Data from  
January 1, 2015 - December 31, 2015

### Supplier Location Analysis, Per \$ Spend Direct Materials



## PRODUCT TAKE BACK PROGRAM

Seating Inc. continues to partner with the ANEW Foundation to provide a take-back solution for surplus office furniture and materials. ANEW is a 501 (c) (3) non-profit organization that exists to provide companies with alternatives for their surplus furniture and other items with the priority of matching it to non-profits, public agencies and underserved communities while avoiding landfill. This partnership provides Seating Inc. customers with a means to repurpose their furniture, fixtures and architectural materials, diverting the items from landfill. All captured materials are donated to benefit the local communities in which the furniture resided.

Visit [www.anewfound.org](http://www.anewfound.org) to find out more.

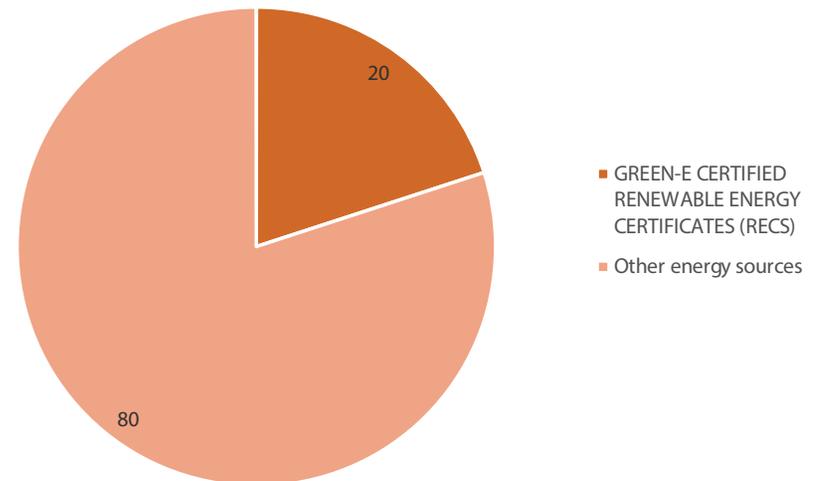


## ENERGY & GHG

Energy is a necessary resource for our operations but also represents a cost to our business and associated impact to the environment. As such, we strive to ensure that we use our energy resources in the most efficient manner possible and we continue to engage in optimization projects around the facility to reduce our consumption. This year we completed a reworking of our office's electrical systems, separating more spaces to ensure that we use only what lights we need and no more. We continue to investigate solar and wind technologies to determine their feasibility for us moving forward.

Data from fiscal year 2015 - 2016

Renewable Energy (REC's)



SOURCE	ANNUAL GHG TOTALS (tCO <sub>2</sub> e)					
	FY2010	FY2011	FY2012	FY2013	FY2014	FY2015
<b>SCOPE 1:</b>						
Diesel	2.42	3.28	3.76	4.79	5.79	3.35
Gasoline	8.43	8.42	6.01	12.57	17.69	18.86
Natural Gas	47.71	29.34	37.43	49.90	53.13	35.90
Refrigerants	0.60	0.60	0.60	0.60	0.60	0.60
<b>SCOPE 2:</b>						
Electricity (Grid Purchased)	27.35	22.60	23.77	21.58	24.75	25.27
<b>TOTALS:</b>	86.50	64.24	71.57	89.43	101.96	83.98
<b>NORMALIZED GHG EMISSIONS (tCO<sub>2</sub>e / NET SALES (MILLION \$))</b>	24.51	21.37	18.13	21.02	18.78	16.22

SOURCE	ANNUAL ENERGY TOTALS (MMBTU)					
	FY2010	FY2011	FY2012	FY2013	FY2014	FY2015
<b>SCOPE 1:</b>						
Diesel	32.31	43.78	50.15	63.95	77.25	44.64
Electricity (Grid purchased)	501.29	414.35	435.78	395.52	453.80	463.21
Natural Gas	896.56	551.36	703.35	937.84	998.57	674.78
<b>SCOPE 2:</b>						
Electricity (Grid Purchased)	118.38	118.25	84.40	176.41	248.32	264.78
<b>TOTALS:</b>	1548.54	1127.74	1273.69	1573.73	1777.94	1447.42
<b>NORMALIZED ENERGY CONSUMPTION (SITE MMBTU / NET SALES)</b>	438.78	375.16	322.61	369.79	327.53	279.63

## GREEN FACTORY PROJECT

The green factory project was an initiative to bring plant life into Seating Inc's historic facility in order to improve air quality and employee satisfaction. With the goal of introducing plant life to each and every work area, this project has had a dramatic and visible effect not only on the work environment but on employee wellness. There are many studies to show that plant life increases human happiness and reduces stress!

Green factory team Emily (Business Development) and Leanna, gardening expert (and fantastic assembly team-member) worked to discover the best plants for each area. By introducing plants slowly, we have been able to ensure they are happy where they are placed, and will have a long life here with us.

We reduced costs for this project by working from bulbs in plants that already existed in Seating Inc's office. This nurturing and patience gives the project an added element of sustainability and thoughtfulness, as many of our plants are "born and raised" inside our walls.





## ZERO-SORT RECYCLING PROGRAM

The Zero-sort recycling program allows us to recycle a wide variety of materials into single bins, making recycling easy for our employees and encouraging participation.

To kick off the program, we had our waste partner come in to teach us all about recycling and to give us some figures for why it is important. This gave us a great starting place for becoming knowledgeable about the impacts of our waste on the environment, both as individuals and as a company.

Not only does this program affect what we do inside our walls, the recycling information gathered helps all Seating Inc. employees to continue becoming more involved and more active participants in the sustainable future for our community.

Becoming informed and active participants in this movement is something that we are excited about, and we highly suggest the zero-sort program for other facilities like ours.



## LABOR & CULTURE

Since inception, Seating Inc. has been a business existing to provide jobs for our community. This value extends into our supply chain, as we work hard to support other local businesses in an effort to help improve our local economy.

The 'making work better' portion of our mission applies to the crew within our walls. From our human resources, training programs, and open communication with production workers and office staff at Seating Inc, we always strive to be better and find ways to aid in improving the quality of life for our team. It is important that people enjoy the time they spend at work, and we are proud to be here helping skilled individuals to give back to their families, while also having a fulfilling experience in their work.

The owners of Seating Inc Judy and Doug Hart have a very close connection with the labor force, as many of them have been with the company for over 15 years.

Our crew is smart and capable, and our culture welcomes creativity and process innovation, because often the person performing a job has the best ideas for improvement. Our production crew is cross-trained, and accustomed to moving from one work area to another; They understand the complete process and know how to make things happen.

Regular production meetings are held so that workers can collaborate to achieve goals and our year-end corporate report is shared with employees, so they can understand how we are doing as a company.

We believe that information sharing is important and that people generally do a better job when they understand context. There is an open door policy for every employee to voice concerns and they regularly take advantage of these opportunities to exchange ideas throughout the entire organization.

In order to maintain a healthy social culture, it's important to give everyone the chance to express themselves and feel comfortable here. Our team spends a lot of their lives here at the factory, and we do all we can to make it a safe and happy place for them.





## HUMAN RIGHTS

Our crew's hard work and dedication builds the strength and lasting nature of our chairs. We believe that people do their best work when they are valued and respected.

This year, the management team decided to embark on a critical review of our HR practices, programs, and processes with the help of an HR consultant. We wanted to ensure we were well-placed in industry standards and are also ready to support our workforce as we grow.

Throughout the process, all employees were engaged and remained informed. Overall the process was positive and enlightening for us, and added structure to our HR operations. Throughout the next year it is our priority to successfully implement the consultant's recommendations to set the foundation for our continued growth.

Improvements included:

- Improved performance review process
- Updated Employee Handbook
- Salary structure benchmarked locally and industry-wide
- Job Classification specified and growth structure made clear

Seating Inc. has always and will continue to provide excellent company paid health, disability, life insurance benefits, and profit sharing for its employees.

## SUPPLIER RISK ASSESSMENT

Because our direct material suppliers are located 100% in North America, it reduces the risk of human rights abuses within our supply chain, including child, forced, or compulsory labor. One obstacle we face is that we work with a handful of distributors that source products from all over the globe. It will be a challenge to uncover the inner-workings of the suppliers who supply our distributors; but a challenge that we are willing to take on as we build the systems to do so. In 2016, Seating Inc.'s suppliers who made up at last 75% of our direct material spend during the 2015 calendar year, were asked to sign and return a copy of our newly implemented Supplier Code of Conduct, as a means for our supply chain to assess their own operations for issues related to human rights abuses, health & safety management systems, and other social responsibility-related issues.

Seating Inc. analyzed its total direct material spend data for twelve consecutive months, from January 1, 2015 - December 31, 2015. Total spend was calculated as the sum of the dollar amount paid to each supplier for the time frame identified, per records of the Seating Inc. purchasing and accounting departments. Seating received returned signed copies of its Supplier Code of Conduct for suppliers comprising 81% of Seating's spend on materials for this timeframe.

### Supplier Code of Conduct

#### Purpose and Scope

This supplier code of conduct sets forth the business conduct standards to which Seating Inc. expects its suppliers to adhere. This Code covers suppliers, vendors, contractors, consultants, agents and other providers of goods and services who do, or seek to do, business with Seating Inc. worldwide. This Code also serves as a means for our suppliers to assess their own operations.



**Seating Inc. expects its suppliers to conduct business responsibly, with integrity, honesty, and transparency and adhere to the following standards:**

- Comply with all applicable laws and regulations of the countries of operation
- Provide safe and humane working conditions for all employees
- Respect human rights and prohibit all forms of forced or compulsory labor
- Treat employees fairly and honestly, including with respect to wages, working hours, and benefits
- Encourage a diverse workforce and provide a workplace free from discrimination, harassment, or any other form of abuse
- Respect employees' right to freedom of association and collective bargaining, consistent with local laws
- Ensure that child labor is not used in any operations
- Compete fairly for our business and without corruption which includes paying bribes, kickbacks or giving anything of value to secure an improper advantage
- Observe Seating Inc.'s policies regarding gifts and entertainment and conflicts of interest when dealing with Seating Inc. employees
- Carry out operations with care for the environment and comply with all applicable environmental laws and regulations

## INCLUSION

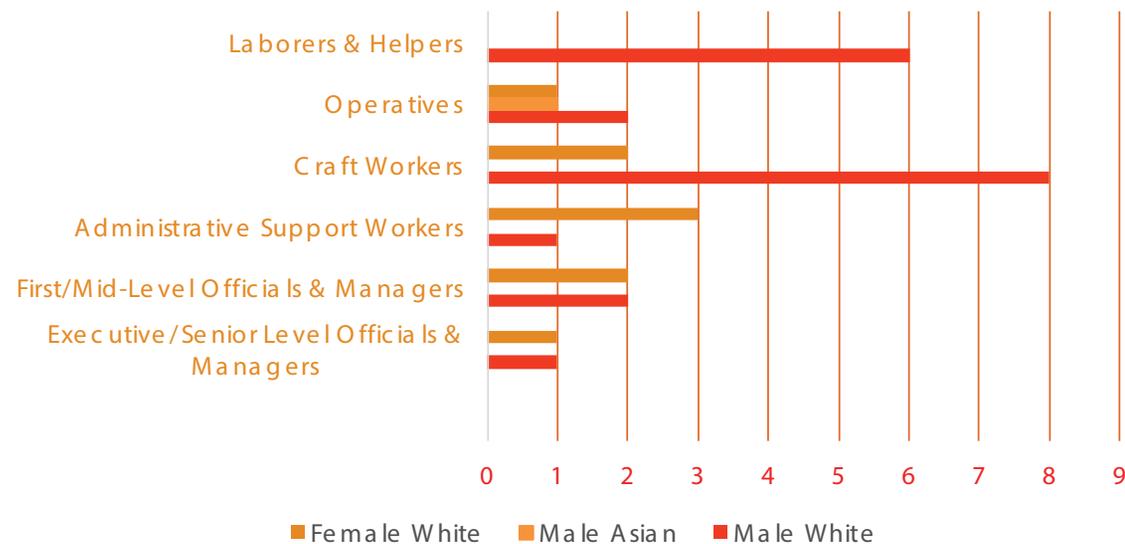
Employees need to feel comfortable and safe to do their best work, that's why we feel that fostering an inclusive work environment is in our best interest. At Seating, every employee is valuable to the team.

We do not hire very often, but when we do, we hire locally from a small Western New York village. Diversity, as the word is commonly used, is hardly evident here. Percentages aren't that meaningful in our case, because we are so small and off the beaten path.

Still, we do what we can to promote an inclusive environment for a wide variety of personalities, and always promote kindness in consideration for how we treat each other!

### Inclusion Data from 2015

### Our Team



## SAFETY & WELLNESS

Keeping our employees safe is an essential process within our manufacturing effort.

Of course Seating Inc. and its employees comply with all health and safety laws and regulations that govern our conduct. Beyond this, we have our own company requirements and directives.

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. We have an active safety committee that monitors potential concerns and creates initiatives for change and we host monthly safety meetings for both the manufacturing and office crews. The safety team's work ranges from ensuring we host regular fire drills, to testing the safety of new work areas, responding to crew complaints and working with the management team to ensure concerns are properly considered and attended to.

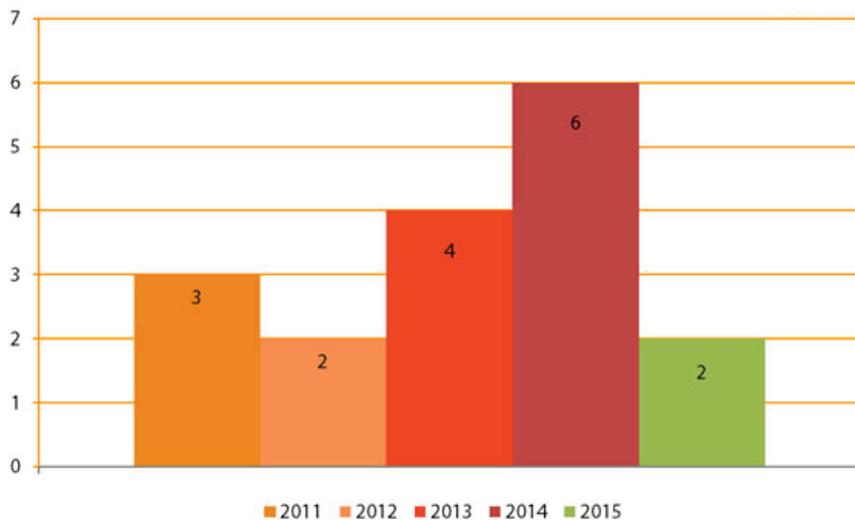
Both the production and office crew participate in monthly safety meetings, where we learn about a variety of topics that help us to be safer both on the job and in life in general. These regular meetings invite a culture of safety here and allow us to openly discuss safety concerns on an ongoing basis.

The individuals crafting our chairs are this company's most valuable asset, so we recognize the importance of good health care benefits for them. We have been providing and continue to provide exceptional healthcare benefits since we opened for business, as this is one of the highest priorities for our President Judy Hart.

Our health and wellness program is based on monthly group meetings, where relevant health and wellness information is shared and discussed. On an ongoing basis, our green factory project helps to provide clean air and to promote a happy atmosphere throughout the factory. We want Seating Inc. to be more than just a safe workplace, it is a place that promotes health and happiness for all who work or spend time here...especially for those who spend so much of their lives within our walls, their health and happiness is our greatest priority.

### Safety Metrics from 2015

#### Number of Injuries



## COMMUNITY

Community defines Seating Inc. in a lot of ways. We exist to help our local community thrive, and to build up the opportunities for individuals and families in our small town.

As part of a global community, we are proud to stand for the values of quality attention, generosity, integrity, and social corporate responsibility.

We host regular school tours to help children understand the world of manufacturing, in hopes they are inspired by this type of creative process. We also participate in Livingston County Manufacturing Days, opening up our doors to invite in community members to explore the local career opportunities related to manufacturing.

In 2015 the following organizations were given our support:

**Bedding Grant – (Nunda Rotary Club)**

The Nunda Rotary Club applied to New York State for a grant to help supply bedding (mattresses, blankets, pillows) for area children in need. In order to secure the grant, they had to match the funds. When they asked local businesses to contribute and assist in the cause, we were happy to.

**Catholic Charities of Livingston County –**

This community charity aids the elderly and disabled with transportation to their healthcare appointments, assists young mothers in their transition to motherhood, provides counselling services to community members, and assists with food, rent and utility payments for those in need.

**Community Christmas - (Nunda Rotary)**

We support the community Christmas which helps provide food for families in need during the holidays. The Nunda Rotary works to help children and adults in our community to be well-fed during this festive time of year.

**The Arc – The Arc of Livingston-Wyoming** is a private, not-for-profit organization providing services to developmentally disabled individuals and their families in the Western New York counties of Livingston and Wyoming. We are happy to continually contribute to their programs.

YMCA –YMCA hosted a fundraiser, raising funds to they never have to turn people away from access to their health and wellness programs. Donors help community members who cannot afford membership payments, to get access to their many great facilities, programs and camps.



Additional support was given to the following organizations in 2015:

- Avon Breast Cancer Walk
- Chai Lifeline
- Eagle Scouts
- Jack Mann Memorial Tournament
- KCS Drama Club
- Leukemia Lymphoma Society
- Life Scouts
- Livingston County Historical Society
- Livingston Wyoming ARC
- Nunda Fire Department
- Nunda Garden Club
- Nunda Gazebo Arts Showcase
- Nunda Historical Society
- Oneonta Police
- Teresa House
- United Way

	Sub category	Aspect	GR	INDICATORS	RESPONSE	PAGE	
G e n e r a l  S t a n d a r d  D i s c l o s u r e s	Strategy and Analysis		G4-1	Statement from the most senior decision-maker of the organization	A Message From Our CEO	4	
	Organizational Profile		G4-3	Name of the organization	Seating Inc.		
			G4-4	Primary brands, products, and services	Products		7-9
			G4-5	Location of the organization's headquarters	60 N State Street Nunda, New York 14517		
			G4-6	Number of countries where the organization operates	Seating Inc. operates solely in the United States		
			G4-7	Nature of ownership and legal form	Woman-owned, Incorporated		
			G4-8	Markets served	About Us		5-6
			G4-9	Scale of the organization	About us, History		5-6, 10
	Identified Material Aspects and Boundaries		G4-18	Process for defining the report content and the Aspect Boundaries	Welcome	3	
			G4-19	Material Aspects identified in the process for defining report content	Welcome	3	
		G4-23	Significant changes from previous reporting periods in the Scope and Aspect Boundaries	No significant changes			

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G S D C o n t .	Stakeholder Engagement		G4-24	List of stakeholder groups engaged by the organization.	Welcome	3
			G4-25	Basis for identification and selection of stakeholders with whom to engage.	Welcome	3
	Report Profile		G4-28	Reporting period for information provided	January 1, 2013 - December 31, 2014	
			G4-29	Date of most recent previous report, if applicable	2012 Report, released September of 2013	
			G4-30	Reporting Cycle	Annual	
	G4-31	Contact information for questions regarding the report or its contents	reception@seatinginc.com			
	Ethics and Integrity		G4-56	Organization's values, principles, standards and norms of behavior	Energy and GHG's	13-14
E n v i r o n m e n t		Energy	G4-EN3	Energy consumption within the organization	Energy and GHG's	13-14
			G4-EN4	Energy consumption outside of the organization	Energy and GHG's	13-14
			G4-EN5	Significant changes from previous reporting periods in the Scope and Aspect Boundaries	Energy and GHG's	13-14
			G4-EN6	Process for defining the report content and the Aspect Boundaries	Energy and GHG's	13-14

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E n v i r o n m e n t			G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	Energy and GHG's	13-14
		Emissions	G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	Energy and GHG's	13-14
			G4-EN18	Greenhouse gas (GHG) emissions intensity	Energy and GHG's	13-14
			G4-EN19	Reduction of greenhouse gas (GHG') emissions	Energy and GHG's	13-14
		Compliance	G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	None	
		Environmental Grievance Mechanisms	G4-EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms	None	
S o c i a l	Human Rights	Non discrimination	G4-HR3	Total number of incidents of discrimination and corrective actions taken	None	
		Supplier Human Rights Assessment	G4-HR10	Energy consumption within the organization	Supplier Assessment	19
	Labor Practices & Decent Work	Occupational Health and Safety	G4-LA6	Total of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	Safety and wellness	21
			G4-LA7	Workers with high incidence or high risk of diseases related to their occupation	None	
		Diversity and Equal Opportunity	G4-LA12	Composition of governance bodies and breakdown of employees category according to gender, age group, minority group membership, and other indicators of diversity	Inclusion	20
Supplier Assessment for Labor Practices		G4-LA14	Percentage of new suppliers that were screened using labor practices criteria	Supplier Assessment	19	
	Labor Practices Grievance Mechanisms	G4-LA16	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms	None		

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S o c i a l	Society	Local Communities	G4-S01	Percentage of operations with implemented local community engagement, impact assessments, and development programs	100%	
		Compliance	G4-S08	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with laws and regulations.	None.	
		Supplier Assessment for Impacts on society	G4-S09	Percentage of new suppliers that were screened using criteria for impacts on society	Supplier Assessment	
	Product Responsibility	Customer Health and Safety	G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	Design for Environment	12
			G4-PR2	Total number of instances of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life	None	
Product and Service Labeling		G4-PR3	Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information requirements.	Design for environment/Product take back program	12, 13	
Marketing Communications		G4-PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes	None		
	Compliance	G4-PR9	Monetary value of significant fines for noncompliance with laws and regulations concerning the provision and use of products and services	None		
E c o n o m i c	Procurement Practices	G4-EC9	Proportion of spending on local suppliers at significant locations of operations	Local Purchasing	12	