

SAUDER[®] MANUFACTURING CO.

WIELAND

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WORSHIP SEATING[®]

Butler
Human Services[®]
Furniture

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COURTROOM
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Sustainability Policy

Sauder Manufacturing is committed to being a good and responsible steward of this unique planet in which we all have a share. This commitment includes:

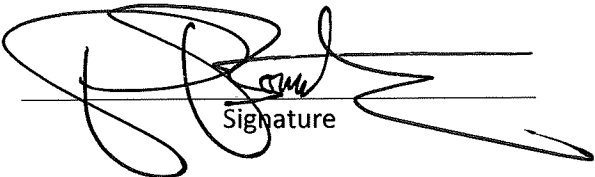
- The Environment:
 - The prevention of pollution in all its forms by wisely utilizing environmentally sound manufacturing practices, beginning with a product's conception, continuing through production and concluding with end-of-life strategies.
 - The continuous reduction of pollution through the analysis of carefully kept metrics and the aggressive setting of goals to ever decrease Sauder's environmental "footprint."
 - Full compliance with all applicable environmental regulations.

- Human and Ecosystem Health Impacts:
 - Sauder maintains a **Chemical Storage Handling Plan**, which is regularly updated and reviewed with all relevant personnel. (A copy of this document is enclosed in this folder.)
 - Sauder maintains a **Chemical Spill or Release Plan**, which is regularly updated and reviewed with all relevant personnel. (A copy of this document is enclosed in this folder.)
 - All chemicals are assessed for their overall impact on the environment.
 - Each chemical is evaluated to determine if it involves the introduction of a hazard:
 - Does it pose a hazard to employees?
 - Does it pose a hazard to the environment?
 - What are the risks of such an introduction?
 - SDS (Safety Data Sheets) are maintained and made available for every chemical used at Sauder in order that:
 - Each chemical may be properly and safely used.
 - Potential hazards associated with a particular chemical may be clearly understood.
 - Hazardous Chemicals are assessed each year to determine if equally effective benign substitutes are available. The notes from this meeting are recorded and stored in this folder.

- The full integration of Life-Cycle Thinking:
 - The conception of all products incorporate DfE (Design for the Environment) principles.
 - All products are designed for a long and durable life (10-25 year warranties).
 - All products are made, as far as possible, from materials procured from certified sustainable sources.
 - All products are designed to be shipped in an environmentally sound manner (e.g. blanket wrapping, Safeway Partnerships, etc.).
 - All products are either fully or partially renewable.
 - All products are designed to be repurposed and, eventually, recycled.

- This Sustainability Policy is publically available and regularly communicated to all Sauder MFG employees.

- The Environmental Management System, articulated under 7.2.1, details the manner in which goals are established and assessed for the various environmental aspects considered.


Signature

Sept 13, 2021
Issued