

CORPORATE SUSTAINABILITY POLICY

ESI Ergonomic Solutions is committed to promoting sustainability and being a responsible corporate citizen by giving consideration to people and the planet in all that we do; our goal is to integrate sustainability into all of our decision-making. To meet this end, we will ensure that all employees remain fully aware of our Corporate Sustainability Policy and commit to implementing and improving these policies. We employ various measures to review, annually report, and work to continuously improve our sustainability performance.

Environmental Policy

ESI is committed to being environmentally responsible – through the products we offer and in how we operate as a company. We will, at a minimum, comply with all relevant local, state and federal environmental regulations. Our goal is to implement business practices that prevent pollution, incorporate life-cycle thinking into the design, manufacture, use, and the end-of-life management of our products, and work towards the continuous improvement of our environmental performance. Our environmental policy and related goals will continue to be clearly communicated to our employees, suppliers, and customers.

Design for Environment

ESI takes into account the impact that our products have on the environment and adopt strategies for design that maximize their sustainability. ESI strives to produce products that incorporate renewable, recycled, recyclable and biodegradable materials; make design considerations to conserve raw materials, water and

energy used in the manufacturing process; and, address the end-of-life management and recovery options for the materials that make up our products. **ESI's products are Indoor Air Quality (IAQ) Gold Certified.**

Design for Durability / Upgradeability

ESI will design and manufacture products that have a long useful life; can withstand repeated service, repair, and handling; and utilize standardized product parts and components available to facilitate maintenance, servicing, reassembly, and/or component replacement if deemed necessary.

Energy Policy

Our goal is to minimize our carbon footprint. ESI is committed to energy conservation which includes reducing our overall energy consumption and greenhouse gas emissions. It is our policy to continuously improve upon and regularly monitor our energy performance; acting in accordance with all current and future local, state, and federal legislation required of our operations in this area. Through our environmental management system (EMS), we set objectives and targets directly related to energy conservation, which are reviewed at least annually.

Solid Waste Management

ESI has implemented a 100% Landfill Diversion goal for all of its manufacturing waste from our operations. We will aim to minimize waste through efficiency measures, promotion of recycling, and employ the use of products with recycled content which will help to reduce the amount of waste sent to landfills. We have continuously worked to meet this end by setting objectives and targets for our waste streams and implement efforts that will, over time, divert all manufacturing waste from our operations from being sent to the landfill.





Chemical Management

ESI works to mindfully reduce or eliminate chemicals that are hazardous to human and ecosystem health throughout our manufacturing facilities; from our finishing and assembly operations, to the use of janitorial cleaning products. ESI has built a chemical inventory to identify and track all new and existing chemicals coming into and leaving our facility that could have a negative impact on the health of our employees, as well as the environment outside of our walls. We maintain Safety Data Sheets through an electronic filing system so that chemical information can easily be accessed by all members of our team. This commitment includes regular evaluation of the current state of our chemical management and hazard communication plans.



Transportation

ESI is committed to reducing transportation related emissions through idling reductions, carrier selection, and reductions in unnecessary intercompany movement. ESI has employed an idling reduction policy at its manufacturing facility for its internal and 3rd party fleet vehicles. Attention is given to environmental criteria when selecting 3rd party carriers for inbound and outbound products and materials.



Social Responsibility Policy

ESI is a woman-owned, small business with a strong commitment to maintaining the highest possible standards in all that we do. We act vigilantly to be as fair as possible with our customers, employees and our manufacturing partners and to benefit the community in which we operate.



Corporate Ethics

We understand the importance of integrity and reliability to our success as a business. All officers and employees of ESI are expected to conduct their business affairs in accordance with all applicable laws of the United States and observe the highest standards of business ethics; acting honorably while considering the impact of our decisions on our stakeholders. This policy is regularly communicated to all ESI employees.



Insider Trading

ESI is a privately held company. As such, there are no requirements to publicly disclose any information regarding our business or financial results. As a policy, we prohibit the unauthorized disclosure and misuse of any confidential, proprietary or nonpublic information about ESI by any officer, employee or associate of the company who acquired such information in the course of his or her service with the company.



Receipt of Gifts

To avoid conflicts of interest, or the appearance thereof, ESI prohibits the receipt of gifts beyond a reasonable amount. Any gifts exceeding \$25 received by an employee from any current or potential vendor, associate, or customer, regardless of its nature, must be reported to the head of the organization. Gifts, excluding normal gratuities for services rendered, should never be in the form of cash.



Community Involvement

It is important to ESI to be able to make the biggest impact possible on our community and the organizations we support, both locally and nationwide. ESI seeks out activities that contribute to the community in which we operate. Activities include volunteerism, donations, and sponsorship opportunities, among others. We make every effort to involve our employees in these decisions and encourage their participation.



Labor and Human Rights

It is our policy to protect and respect the basic human rights of our employees and associates. ESI commits to providing decent work hours, wages, and conditions as well as upholding all local, state, federal, and global regulations prohibiting forced, compulsory, and child labor.



Inclusion

ESI is an equal opportunity employer that is dedicated to treating employees fairly; providing competitive wages, benefits, and good working conditions; maintaining a strong communication link between supervisor/manager and employees; and providing an attractive, challenging, and fun environment in which to work.

Employment and promotion decisions will be factored by qualifications of an individual and without regard to personal characteristics, including race, color, religion, national origin, sex, sexual orientation, age, veteran status, disability or any other basis protected by federal, state, or local fair employment practice laws. The ESI Equal Employment Opportunity Policy is an essential part of the company's overall commitment to attract, hire and develop a strong, talented and diverse work force.



Health & Safety

ESI is committed to continually improve our performance through effective safety management. We comply with all health and safety regulatory requirements to maintain a safe workplace. In fulfilling this commitment, we strive to eliminate any actual or potential safety threats to our employees', and the company's, well-being.

Risk assessments, related to specific job functions, are conducted annually in an effort to identify job hazards and who might be harmed and how. The results of the risk assessments are recorded in writing, and safety procedures adjusted to ensure adequate levels of health, safety, and welfare.

Safety rules are strictly enforced; to ensure their success, management provides information, instruction, training, and supervision that is necessary to ensure that each worker is safe from injury and risks to health. This policy includes a commitment to consult and co-operate with workers in all matters relating to health and safety management at ESI.

Carol Keogh, Chief Executive Officer

4-01-2016

Date