



Sustainability Policy

As a major interior movable wall manufacturer, SYMBIO by ENVIRONAMICS 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. SYMBIO 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

SYMBIO 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 including all state, local, and national, civil and environmental laws, rules and regulations.
- **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, SYMBIO 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. SYMBIO designs and manufactures products for a long and useful life, to withstand repeated repair, service, handling maintenance and reassembly. All new product design is required to be evaluated using SYMBIO DfE Flow Chart which also incorporates a Material Selection DfE Questioner.

- **Energy/GHG** – Reducing absolute energy consumption lowers the embodied energy and carbon intensity of SYMBIO products, thereby reducing greenhouse gas emissions. SYMBIO is committed to achieving energy improvements and reductions at our facilities. The Environmental Management Team will work within the framework of The SYMBIO Environmental & Energy Management System (EEMS) to set goals and targets, including energy reduction for company operations and maintenance at all facilities under the company's control. A goal of 5% energy reduction over the baseline year of 2017 has been established to be accomplished within 3 years of BIFA Level certification. Additionally, we are committed to increasing our use of renewable and/or alternative sources of energy. Environmental attributes will be considered in all purchasing operations of raw goods used in the production process, upgrades or changes to the manufacturing process, and equipment used to manufacture or support manufacturing of our products.
- **Water** – SYMBIO manufacturing processes do not require the usage of process water, however, consumption inventories will be enacted at every SYMBIO owned location with follow up conservation and efficiency measures implemented to maintain current levels of usage or reductions in usage on a company wide basis.
- **Chemicals** – To safeguard human and ecosystem health, SYMBIO strives to minimize and eliminate harmful chemicals associated with its products, processes and maintenance operations. In doing so, SYMBIO will take additional steps, as necessary, to initiate appropriate environmental testing and to identify green chemistry alternatives.

- **Waste** – Our goal is to achieve 100% landfill diversion. This will be attempted through zero process waste to landfill initiatives at all of our manufacturing locations by aggressive purchasing source reduction efforts, lean manufacturing techniques, and recycling initiatives.

Social Sustainability

SYMBIO 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:

- **Social Responsibility** – SYMBIO strives to be a socially responsible corporation. This is accomplished through fair hiring practices and educational opportunities provided to employees. We maintain the highest corporate ethics and fair dealing with employees, customers and the general population. The company will not tolerate unfair business practices such as receiving gifts or 'kick backs' from our suppliers, general contractors or other entities with which we conduct business.
- **Stakeholder Engagement** – SYMBIO 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, SYMBIO 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** – SYMBIO 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, SYMBIO encourages an innovative and entrepreneurial spirit. It is SYMBIO' 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 - SYMBIO 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 - SYMBIO 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 – SYMBIO 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 – SYMBIO' compensation and benefits are competitive and comply with local law, including those relating to minimum wages, overtime hours and legally mandated benefits.
 - Working Hours – SYMBIO will ensure the time required of its employees conform to applicable local laws regulating working hours.