

Sustainability at Artcobell

Artcobell has a strong commitment to providing responsible solutions to our community, our employees, and our customers. Our corporate responsibility program focuses on these areas:

- **Responsible product design**
 - o Ergonomics – We employ the latest research on comfort and usability in our product development, including outside experts in industrial design and engineering. Because comfortable students are more engaged.
 - o Safety and durability – All of our furniture is tested to the highest industry standards. It's built to last so you get to use your furniture longer and spend less on replacements. And we all reduce waste from breakage to landfills.
 - o Certifications – All of our products meet SCS® Gold Indoor Air Quality standards for low-emissions.
- **Responsible sourcing**
 - o Locally sourced raw materials reduce transportation impact and carbon footprint
 - Laminate – our primary products feature sustainably managed wood fiber and up to 34% SCS-certified recycled content, SCS® Gold and GREENGUARD® certified.
 - Wood – raw materials feature eco-certified composite (ECC) grademark certification, compliance with CARB, ATCM and TSCA; certified 90% pre-consumer recycled content (ISO-14021).
 - Metal – Primary suppliers are located within 100 miles of the facility.
 - Foam – Primary suppliers are located within 100 miles of the facility.
 - Vinyl – Primary supplier is ISO 9002 certified, ISO 14001 (2015) certified.
 - o Recycle, reuse
 - Onsite recycling of polypropylene and powder paint for reuse in manufacturing
 - Offsite recycling: metal, metals recovery from wastewater, cardboard, used oil and oil-contaminated debris, fluorescent lamps, paints/solvents, empty nickel anode bags/spent lead anodes, eWaste, batteries, office paper, printing ink and toner cartridges

Sustainability at Artcobell/2

- **Responsible manufacturing**

- Continuous improvement focus
 - Artcobell's Pollution Prevention Plan focuses on overall reduction goals to reduce emissions and hazardous waste generation, substitute non-hazardous chemicals for hazardous chemicals where feasible; eliminate use of solvent-based products, and observe best management practices (BMPs) in all workplaces.
 - Source reduction and waste minimization projects include: Rapid Continuous Improvement (RCI) events, regrind glass-filled poly, extend chemical life in Chrome tank bath, reduced water evaporation, reduce powder paint waste to reclaim/reuse, efficient router programs to reduce wood waste, reduce and prevent scrap metal waste, efficient forklift use, 5S inspection/audit and maintenance program.

- **Responsible workplace**

- Health & well-being – employee safety
 - On Going Condition and Disease Management
 - Wellness Incentives
 - *Artcobell is sponsoring \$100 reward cards to eligible plan members participate*
 - Employee Assistance Program – Work/Life Balance
- Equity & diversity – At Artcobell, our mission is to make it possible for every K-12 school to provide educational environments that allow every student opportunity to learn. We listen and engage with school administrators, teachers, students, and parents. At work, we strive to foster belonging and empowerment.