



# SUSTAINABILITY POLICY

## POLICY

Allseating has always been an environmentally conscious company – not simply because it is the right way to work, but because it is the smarter way to work. In fact, the more steps we take towards reducing our carbon footprint, the more benefits we’re seeing to our bottom-line.

Allseating is committed to continuous improvement and maintaining a sustainable environment. Being sustainable is important to our business family, our local community, our customers, and our vendors.

Sustainability is the capacity to endure – we strive to group our corporate family and reduce our environmental impact through pollution prevention policies and improve the choices we make to become a sustainable business for a sustainable environment.

## IMPLEMENTATION

### Design for Environment (DfE)

Allseating has implemented a Design for Environment program for new products to promote and encourage an industrial revolution in sustainability. The program will affect the manufacturing process (energy use, carbon footprint, waste by-products) through product design, selection of materials and source suppliers.

#### **Design for Product Safety and Performance, Durability and Upgradeability**

Allseating products are designed and manufactured for our 12-year warranty, allowing for long life, and can be serviced, repaired and handled repeatedly.

As an integral part of the design validation process, all Allseating products undergo rigorous testing by an ISO 17025 accredited laboratory in accordance with widely accepted industry standards for product safety and performance including but not limited to ANSI/BIFMA x5.1, ANSI/BIFMA x5.4, ANSI/BIFMA x5.5, ANSI/BIFMA x5.9, ANSI/BIFMA x5.11, and ANSI/BIFMA x5.41.

The online parts ordering form provides wide range of standardized product parts and components for purchase to upgrade, maintain, service, and re-assemble products. We even offer adjustable width arm mounting brackets for third party arms to be used with our products.

## Design for Remanufacturing and Recycling

Our products are designed for easy disassembly of components to be recycled, reused or remanufactured to reduce the impact to the environment. Disassembly instructions are available online. Standard tools are required for disassembly.

## Solid Waste Management

As part of Allseating's implementation and certification to ISO14001, Allseating has a goal of 100% solid waste diversion from landfill. Each year the Management Review committee sets new goals for solid waste reduction and regularly reviews these goals to continuously improve our environmental performance.

## Energy

Allseating is committed to reduce our carbon footprint in our environmental and social surroundings. Consideration for electrical and fuel energy usage is taken when making business decisions. Our continuous improvement approach to business includes energy reduction. It is our second environmental program under ISO14001 after solid waste management. Metrics are published through the Carbon Disclosure Project (a non-profit global organization to drive reduction in carbon emissions).

Production energy usage is minimized where possible. As a rule, lights are turned off in areas not occupied and equipment is shut down during off shift hours. Renewable energy credits are purchased to offset our carbon emissions. Allseating considers environmental attributes including energy efficiency, when acquiring new equipment.

## Transportation

Allseating does not operate its own transportation fleet. We equate freight costs to fuel usage and emissions of pollutants. Freight costs for incoming and outgoing shipments are scrutinized as operational costs of Allseating. Carriers that participate in environmentally conscious practices such as SmartWay (US EPA) and FleetSmart (NRCAN) are considered beneficial. Shipments, both incoming and outgoing, are consolidated when possible.

In an effort to reduce carbon emissions and other airborne pollutants emitted from vehicles visiting the Allseating property, drivers are asked to not idle their vehicles for extended periods and we provide a tire pressure gauge to assist in their maintaining proper tire pressure in their vehicles. We also provide directions to the nearest truck tire air fill station.

For incoming goods, all local vendors are encouraged to provide usable packaging methods for incoming goods. The packaging methods are to balance weight, handling, packaging size and density, and cost.

Carrier selection is based in part upon locale, cost, timeliness, and size of vehicle used. Consideration is given when consolidating shipments and blanket wrapping chair products. When possible, shipments are consolidated to save costs and fuel.

Product packaging has implemented a knocked down standard to reduce packaging size, weight, and shipping costs, as such the carriers can transport more packages in the same space.

Furthermore, Allseating offered another freight option under the blanket wrapped program which is a more environmentally friendly option as there is no waste of large cardboard.

## Chemical

Allseating's policy statements on environment, and health and safety are available on our website.

Allseating is committed to eliminating the use of any chemicals of concern in our products. Certifying our products to Indoor Advantage™ Gold standard (Children and School Certified for indoor air quality) ensures that volatile emissions are minimized. Our chemical risks are assessed through our Environmental Aspects Identification and Risks Matrix (via a PFMEA approach) and we take corrective actions to reduce those with unacceptable risks.

We design our products with their disposal in mind, minimizing chemicals and components that affect our environment and choosing materials (where reasonably possible) that may be re-used and recycled, or disposed of without risk to the environment.

## People

### Employee Health & Safety

Allseating is dedicated to its primary resource, its employees. Therefore, safety in the workplace is our first priority. We comply with all applicable local, provincial, and federal health and safety regulations, including the Ontario Health and Safety Act and Regulations (OHSA) and the Workplace Safety and Insurance Act (WSIA). In accordance with these regulations and our own standards, Allseating has systems in place that will detect, avoid, and respond to actual or potential threats to the health and safety of our personnel.

### Labour & Human Rights

We firmly believe in and uphold the values of the Canadian Charter of Rights and Freedoms, including the prohibition of forced involuntary or child labour. Allseating will not engage or be complicit in any activity that solicits or encourages human rights abuse, we surgery our supply chain to monitor that such practices do not contribute to our business and products.

### Inclusiveness

In accordance with Canadian and Ontario legislation, including the Canadian Human Rights Act, Allseating is committed to treating people fairly, with respect and dignity, and to offer

equal employment opportunities in our workforce, in management, and to any applicant based upon an individual's qualifications and performance. As such, Allseating is committed to employing a diverse community of people, free of discrimination, intimidation, or harassment of any kind.

## Corporate Ethics

Our Social Responsibility is to our people and our local and corporate community. We are faithful, honest, and conduct our business in a socially responsible and ethical manner. Following are policies that guide our employees in their business conduct while employed with Allseating:

- Insider Trading – Allseating is a privately held company, and therefore, is not subject to Insider Trading rules and regulations. However, any breach of fiduciary, or other relationship of trust, where non-public information may be misappropriated for the company, including theft and/or falsification of company records, is strictly forbidden.
- Receipt of Gifts – Accepting gifts, favours or gratuities from firms, organizations, agents, employees, or other individuals who may or do conduct business with Allseating could result in a conflict of interest and is therefore considered unacceptable behaviour.
- Education – Allseating employees receive training on a variety of subjects that are applicable to their job and the position of the company. In addition, the policies and statements that Allseating has developed with regards to Social Responsibility and Sustainability are communicated with employees and are posted in areas so that they are visible and accessible to all. Should employees have further questions or suggestions regarding these policies, they are encouraged to discuss them with their supervisor or a member of the management team.

## Community Outreach & Involvement

Allseating is committed to giving back to the communities in which we operate, supporting charitable causes on local and national scale. To meet this commitment, we will draw upon the diverse, creative talents and desires of Allseating employees to offer input on areas of need within our community and potential projects to address those needs; helping to identify and commit resources of time, talent, and funding in an effort to communicate to the broader community the impact, value, and contribution that Allseating makes to our society.



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Gary Neil  
CEO, Allseating Corporation

1-August 2025

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Date Reviewed