



Maxon Furniture Inc. & the Environment

Responsibility to our environment has been a long standing principle of our corporation. Our vision to help people work more effectively includes a vision of a healthy planet - today, and for our many generations to come.

This commitment is detailed in this excerpt from our corporate vision statement.

WE WILL BE A RESPONSIBLE CORPORATE CITIZEN.

We conduct our business in a way that sustains the well being of society, our environment, and the economy in which we live and work. We follow ethical and legal business practices. Our company supports our volunteer efforts and provides charitable contributions so that we can actively participate in the civic, cultural, educational, environmental, and governmental affairs of our society.

At Maxon Furniture Inc. respecting the environment is a practice of “doing the right thing.” We believe that continued economic success and the protection of the environmental are intertwined. Our business depends on meeting customer and stakeholder needs, provided that these needs do not come at the expense of members’ safety or harming the environment.

Maxon Furniture Inc.’s commitment to legal and ethical practices includes complete compliance with all applicable environmental regulations, laws, and other requirements. Our environmental staff is essential in the compliance and formulation of current and proposed environmental regulations. These requirements are reviewed and understood by all managers, to ensure compliance. Periodic compliance audits are performed and any required corrective actions are implemented immediately.

Maxon Furniture Inc. is also dedicated to the continual improvement of our environment as well as the preservation of our natural resources. A major goal of Maxon Furniture Inc.’s program is continual reduction in the use of landfills through recycling and waste reduction practices. The products we make are designed for sustainable life. Reuse and reconfiguration are all part of the design criteria. We are currently using a simple and effective method for designing our products with consideration of:

- » **Long life—Sustainability**
- » **High percentages of recycled content and recyclability**
- » **Elimination of “harmful materials” and indoor air emissions**

Inside our facilities you will find a clean and well maintained operation. Investments continue to be implemented in an effort to reduce energy consumption. Powder Coating paint is used to finish metal products rather than VOC-based paints. Our adhesives are either water based or hot melts, rather than VOC-based. Product packaging materials are constantly reviewed with the goal of reducing materials. Bulk packing is an option and regularly used for many items to reduce the trash at installation sites. Maxon Furniture Inc.’s outbound load planning system combines product shipments to geographical areas to reduce fuel consumption and fuel emissions of the trucking companies.

We also strive to partner with suppliers who follow these principles and beliefs. Our supplier certification program encourages and rewards environmental goals similar to ours. Our Terratex® fabrics contain 100% recycled or compostable materials. The steel used in MAXON products contains an average of 30% post consumer recycled content. Aluminum used in the manufacture of the product contains an average of at least 20% post consumer recycled content and is intended to be recycled at the end of the product life. We use packaging materials containing an average of at least 70% post consumer recycled materials and are intended to be recycled at the end of product life. Our particle board suppliers use recycled content from two sources:

Maxon Furniture Inc. & the Environment (cont'd)

1. Post-consumer waste, reclaimed from 'urban wood' (such as demolition waste or old houses), which constitutes up to 50% of the material content
2. Post-industrial sources (branches, bark and mill waste from the lumber-making process) which also constitutes up to 50% of the material content

As we continue down the path of improving business processes through our continuous improvement initiatives, we will:

- **Go beyond mere compliance with our environmental standards**
- **Practice the 3R's:Reduce, Reuse and Recycle the materials used in our products and processes**
- **Pursue the elimination of waste of any kind**
- **Implement processes and equipment to efficiently use our limited energy resources**
- **Design our products and processes with the preservation of the environment in mind**
- **Promote environmental knowledge and awareness**

MAXON members are encouraged and given time to participate in community activities that support the residents and the environment. United Way, Rebuilding Together Seattle, and Education Alliance are three such activities and organizations supported by our members and management.

Our goal at Maxon Furniture Inc. is to be a viable and valued supplier to our customers and a contributor to the well being of our society. In understanding the impact all our processes and materials have on the environment, we can do so in a safe and non-destructive manner.