

# STYLEX

## CORPORATE SUSTAINABILITY POLICY

We recognize sustainability as a set of business, policy, and societal issues for which there is no single set of correct answers. Our Sustainability efforts represent a process of continuous refinement, and our achievements are a work in process. Some of the results of our investments in sustainability include:

### Environmental Policy

Our goal is to become exemplary stewards of our environment. Company efforts to reduce our environmental impact will be on-going and will incorporate pollution prevention measures, natural resource conservation, and waste reduction, as well as compliance with all local, state, and national environmental regulations at a minimum. In doing so, we strive to continuously improve our products and processes to effectively improve our environmental performance.

### Design for Environment

Our efforts to reduce the environmental impact of our products begin during the design and development phase. Whenever an existing product undergoes a major change, or a new product is on the drawing board, we will take into account the environmental impact of each material chosen including its origin, its use in our products, and the end-of-life recovery options. Employing this concept, we will strive to incorporate renewable, recycled, recyclable and biodegradable materials and will also make design considerations to conserve raw materials, water and energy.

### Design for Durability / Upgradeability

Stylex designs its products for a long, useful life using quality materials that foster durability. All Stylex products will be manufactured to withstand repeated service, repair and handling. To facilitate maintenance, servicing and reassembly, replaceable components and upholstery are standard features of the products we manufacture, making them easy to refurbish and upgrade for multiple uses by the original or future users.

### Energy Policy

Stylex 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 national legislation required of our operations in this area. As part of our environmental management system (EMS), we will set objectives and targets directly related to energy conservation, which will be reviewed at least annually. To hold ourselves accountable to these internal goals, we will be transparent with our performance metrics, reporting our performance to our stakeholders through publicly available, voluntary reporting outlets.

## Solid Waste Management

As part of our environmental management system (EMS), Stylex has implemented a Zero Waste-to-Landfill goal and will continuously work to meet this end by setting objectives and targets and employing strategies that will, over time, divert all waste from our manufacturing operations from being sent to the landfill.

## Chemical Management

Stylex is committed to reducing the human and ecosystem health impacts of our products and processes through regular monitoring of the chemicals used in our facility. This includes evaluating the current state of this policy and our chemical management and hazard communication plans. We will maintain Safety Data Sheets through an electronic filing system and build a chemical inventory to identify and track all existing chemicals within and leaving our facility, as well as all purchased chemicals that are not currently in our system.

## Transportation

Stylex is committed to reducing transportation related emissions through idling reductions, carrier selection, and reductions in unnecessary intercompany movement. Stylex has a strict 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

Stylex is a family owned 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 credibility and trustworthiness to our success as a business. All officers and employees of Stylex 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 with integrity while considering the impact of our decisions on our stakeholders with whom we will communicate openly and effectively. This policy will be regularly communicated to all employees.

## Insider Trading

Stylex 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 Stylex 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, Stylex 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.

#### Health & Safety

Stylex is committed to accident prevention and will do everything possible to protect the health and safety of our employees. We will comply with legislated health and safety requirements as outlined by the Occupational Health and Safety Act to maintain a safe workplace. In fulfilling this commitment, we will strive to eliminate all foreseeable hazards that may result in actual or potential threats to our employees', and our company's, well-being.

#### Inclusiveness

Following Affirmative Action plans and Equal Employment Opportunity principles as the basis during hiring, training, retention, promotion, and firing of employees, Stylex will not discriminate on the basis of race, ancestry, place of origin, color, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status or disability. Stylex is committed to treating all of its employees and associates with dignity and respect, encouraging collaboration, teamwork and the active involvement of all employees.

#### Labor and Human Rights

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

#### Community Involvement

Stylex will seek out activities that contribute to the community in which we operate. Activities may include volunteerism, donations, and sponsorship opportunities, among others. We will make every effort to involve our employees in these decisions and encourage their participation.



John Golden, President  
June 18, 2014