

2.5 Sustainability Policy

As the economic, environmental, and social conditions in our communities and around the world are changing – and ever more challenging - izzy is evolving to reflect those changes. Part of that evolution is a deeper understanding of what it means to be “sustainable” and a commitment to integrating the social, environmental and economic aspects of sustainability into our policies, our practices, our designs, and our culture. To ensure success and transparency, izzy will enlist the collaboration of its stakeholders in tracking our commitment, contributing to strategy and implementation, and communicating to each other and the larger community.

2.5.1 Economic Sustainability

izzy is committed to the achievement of long-term financial performance by offering customers environmentally sustainable solutions to their workspace needs, operational excellence and fiscal responsibility to investors and stakeholders and delivery of consistent profit to the company.

2.5.2 Environmental Sustainability

Recognizing the connection between ecosystem health, human health, and corporate health, izzy is committed to moving beyond compliance with applicable environmental laws and regulations and in doing so, pursuing continual improvements in elimination of waste and prevention of pollution. We will measure our progress through an environmental management system and our Environmental Stewardship Principles. izzy will incorporate life cycle thinking into our actions and contribute best management practices to the broader community.

Environmental Stewardship Principles:

Design for the Environment – all new products and processes will receive a screening at the design stage to ensure that an izzy chemical hazard assessment is completed, that renewable and recyclable materials are considered, that all materials were evaluated to improve their recyclability / biodegradability, to minimize energy / water use and to reduce the environmental impact at the end of life.

Design for Durability / Upgradeability – design and manufacturing will ensure that all new products will have a long and useful life; can withstand repeated service, repair, and handling; and have standardized product parts and components available to facilitate maintenance, servicing, and reassembly.

Energy Conservation – it is part of the company’s mission to minimize the embodied energy in its raw materials, to conserve energy in its manufacturing processes, its products, and its transportation. izzy will strive to reduce the Carbon footprint of its energy purchases.

Harmful Chemicals – izzy will strive to minimize the impact of harmful chemicals associated with both its manufacturing processes and products on the health of humans, wild-life and the wider environment.

Solid Waste Management – izzy will strive to reduce 100% of our organization’s contribution to solid waste disposal with reductions through increased efficiency and the creation of value for our waste materials through reuse or recycling efforts

2.5.2 Social Responsibility & Sustainability

izzy was founded on the belief that human-centered design can impact the lives of people, and ultimately the world, including the lives of future generations. Today, izzy is committed to incorporating a human-centered, socially responsible approach to everything it does - from hiring to manufacturing; from designing to purchasing; from workforce engagement to community outreach. It is an ongoing process that requires the active, vigilant, and creative participation of all involved. We will set our standards and measure our success through Social Responsibility Principles.

Social Responsibility Principles:

Healthy & Safety - It is the policy of izzy to protect the health and safety of its employees by detecting, avoiding and responding to potential threats. In doing so it will ensure that applicable local, state, and national health and safety laws are adhered to; documented procedures are established and evaluated on a regular basis; accurate records are kept to track compliance with the laws and established procedures; corrective actions are taken swiftly and effectively; and adequate training is provided to employees to understand corporate responsibilities and engage employee cooperation.

Labor & Human Rights – izzy is committed to protecting and respecting human rights at our facilities including the prohibition of forced, involuntary or child labor. Policies, documented compliance, and processes for corrective action will be identified, implemented and evaluated to ensure ongoing effectiveness.

Inclusiveness – Beyond our commitment to fair and equitable hiring practices, izzy recognizes the inherent value of inclusiveness throughout the corporation to profitability, quality of worklife, and community sustainability. izzy is committed to attracting and retaining a diverse workforce with regard to age, sex, race, ethnic or national origins, sexual orientation, physical/mental disability. We believe we have a responsibility to adhere to both the spirit and the principles of inclusiveness and offer relevant education, training, and resources to all employees, management and those engaged in corporate governance. Promotion of inclusiveness will be taken seriously and discrimination will be dealt with seriously. Principles and policies will be clearly communicated to employees, investors, vendors, and the wider community.

Community Outreach – izzy is committed to giving back to the communities in which it operates. To do this most effectively it will enlist the participation of its employees to identify and commit resources of time, talent, and funding. Opportunities will be made available to offer input on areas of need in the community and potential projects to address those needs.



Chuck Saylor, CEO/Founder