



17237 Van Wagoner Rd
Spring Lake, MI 49546

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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.

1.0 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.

2.0 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 conservation of energy, 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 recycled 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 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.



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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.

3.0 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:

Corporate Ethics – izzy+ has been, and will continue to be, an outstanding corporate citizen. A guiding general principle has been and will be to conduct business so that full disclosure of its activities to the general public is always a source of pride. izzy+ and its employees shall comply fully with all laws, rules, and regulations applicable to the conduct of our business. All employees are required to understand the laws that govern their business conduct and izzy+’s legal obligations to shareholders, employees, customers, and the general public. Further, education in corporate ethics and corporate social responsibility will be provided to management staff designated with oversight. Related policies will be posted and publicly available.

Insider Trading – izzy+ employees shall not trade in or acquire securities of, or have any other ownership interest in, a company that is targeted for acquisition or is being reviewed as an acquisition candidate or is being considered for or has just been awarded a material contract or relationship with izzy+.

Receipt of Gifts – izzy+ employees may not give or accept gifts or favors of value in connection with the conduct of business outside of generally accepted practice or national custom.

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 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.



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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 work life, 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.

Kevin Kuske, CEO

Signed:

Date: 08/27/2014