

KEILHAUER

2019 Corporate Sustainability Report



How we measure success.

We believe that long-term success is the result of maintaining a balance between our people, our environment, and our economic success.

To ensure this belief is woven into our company consciousness, we introduced comprehensive programs and commitments.

Planet Keilhauer.

Our Planet Keilhauer program is driven by our goal of closed-loop manufacturing, in which there is no waste, and where materials are cycled back into the system to minimize environmental impact.

Our commitment

- Conduct business honestly and ethically
- Comply with all regulations and industry standards
- Continue to improve environmental performance and prevent pollution:
 - Include the environment and lifecycle thinking in business policies, planning, processes, and product design
 - Measure and manage the use of energy and natural resources
 - Assess, and work to eliminate waste streams
 - Prioritize reduce, reuse, and recycle
- Empower employees to lead change
- Communicate this policy to all employees, contractors, and stakeholders

Employees and community.

Keilhauer is dedicated to maintaining a best-in-class workplace with continuous education, company-wide profit sharing, and a robust health and wellness program for employees.

Our commitment

- Keilhauer provides employees with a safe and healthy workplace where:
- The principles of fairness and mutual respect are achieved through communication, education, and commitment
 - We uphold a zero-tolerance policy for workplace violence, harassment, discrimination, and violations of human rights
 - All applicable health and safety legislative requirements are met and, in many cases, exceeded
 - We promote efforts that support local community groups and charities
 - We educate employees on sustainability, so they can help lead individual and business change
 - We use fair hiring and recruitment practices

2018 was a milestone year.



Sustainability can drive growth.

Since 2013, our facilities have been certified to sell Forest Stewardship Council® (FSC®) certified products. We have actively aligned our internal processes to expand this program to include more FSC® certified products.

Keilhauer launched its first FSC® (C117042) product line in 2015. Since then, we have expanded the certification to a total of 6 other product lines.

In 2018, over half (53%) of all wooden table units sold were FSC® (C117042) certified.

What goes into our products matters.

Material chemistry is a critical aspect to product sustainability. We are careful to choose materials for our products that are safe – for people and the planet – by working closely with our supply chain.

✔ **Eliminated halogenated flame retardants**

✔ **Eliminated antimicrobials**

✔ **Ongoing elimination of per- and poly-fluorinated chemicals**

✔ **Ongoing elimination of PVC**

✔ **Ongoing elimination of formaldehyde**

✔ **Ongoing elimination of all red list chemicals**

We like to give back to our community.

Our philanthropic initiatives vary in scale, but each one helps to build a community we are proud to be a part of.

Sick Kids Heat Wave. Employees participated in the Sick Kids Foundation Heat Wave Volleyball Tournament and fundraised for Canada's leading children's hospital. The contribution of \$1,017 will support Sick Kids ongoing campaign to end childhood cancer.

Rexall OneWalk to Conquer Cancer. Keilhauer employees came together and fundraised for the Princess Margaret Cancer Centre. A donation of \$12,563 will help their world-leading research and support patients and their families throughout the cancer journey.

Yonge Street Mission. Keilhauer employees generously compiled donations for the Christmas season. A donation of \$5,758 and 3 boxes of food and hygiene supplies went to support ending chronic poverty and amounts to over 1,300 meals provided to the community.

Habitat for Humanity. Keilhauer donated items to Habitat for Humanity in September 2018. The donation value of \$1,410 helps Habitat aid in their commitment to provide people in need with decent, affordable housing.

The Working Centre. End-of-roll material is donated to a non-profit community organization serving Kitchener, Ontario. Sales from donations fund community tools including employment services, a food kitchen, and repair shops which help make daily living more affordable and cooperative.

Other Donations. An additional \$29,675.50 was donated in support of regional not for profit organizations including Starlight Children's Foundation Canada, Michael Garron Hospital Foundation, Children's Wish Foundation, Sheena's Place, Kids Help Phone, Children's Aid Foundation, and The Scarborough and Rouge Hospital Foundation.

Our Planet Keilhauer commitments are demonstrated through our notable awards and certifications for leadership in product design, employment standards, and environmental stewardship.



BIFMA LEVEL® 2
Keilhauer products have been certified by SCS Global Services for LEVEL®, BIFMA's sustainability certification program for furniture.



Forest Stewardship Council® (FSC®)
As of August 2014, our first FSC® certified product was launched. We are actively working to expand this program to include other product lines.



SCS Indoor Air Quality certification: Indoor Advantage Gold
Many Keilhauer products are certified by SCS Global Services to meet rigorous and comprehensive air quality standards.



Nature Inspiration Awards Canada Finalist
We have been recognized for our projects which inspire and encourage conservation.



Canada's Greenest Employers: 2013, 2015, 2016, 2017, 2018
We have been recognized as a leader in sustainable initiatives and achievements.



Best of Competition, Best of NeoCon 2018
Our product design awards for 2018 include Best of Competition, Best of Neocon 2018 for the untucked collection.



Cradle to Cradle Certified™
Keilhauer's Simple Chair 9323 is Cradle to Cradle Certified™ at the Silver level.

For more information about Keilhauer's corporate sustainability commitments, please visit Keilhauer.com/sustainability. If you have questions or feedback, please contact us at sustainability@keilhauer.com.