

SUSTAINABILITY POLICY – COMPANY COMMITMENT

Arcadia Chair Company is committed to sustainable work environments and business practices based on sound economics, environmental protection, social responsibility and incorporating the Business & Institutional Furniture Manufacturers Association (BIFMA) Sustainability Guidelines into our daily operations. We routinely update our practices with the intention of making consistent, measurable progress toward these goals and will continue to implement them in all facets of our business.

We strive to ensure that our key stakeholders are aware of our commitment as we pursue the goal of becoming an increasingly sustainable company. We also commit to reporting our progress in the area of the Environmental Aspects, Economic Aspects, Social Equity and Management Review as defined in the BIFMA Sustainability Guidelines.

As the leader of our company, I am personally committed to these principles and pledge that we will make every effort to meet them.

Casey Journigan

President

Chief Executive Officer