



# SOCIAL RESPONSIBILITY REPORT 2024



Social obligation is much bigger than supporting worthy causes. It includes anything that impacts people and the quality of their lives.

WILLIAM FORD, JR.  
CHAIRMAN, FORD MOTOR CO.

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# OVERVIEW


This annual social responsibility report follows the Global Reporting Initiative (GRI) G3.1 Guidelines, which provide a recommended framework and indicators for organizations to report. As of this writing, we are self-reporting at a GRI application level C for calendar year 2024. More details on the G3.1 Guidelines and application levels can be found at [globalreporting.org](https://globalreporting.org) or for the ANSI/BIFMA e3 level certification at [levelcertified.org](https://levelcertified.org).

This report wholly discusses KI and its manufacturing facilities. It is intended to provide useful information to our valued customers, employees, corporate partners, community shareholders and government-based organizations. Complementary information may be found at [ki.com](https://ki.com).

For questions regarding this report or its contents, please contact:

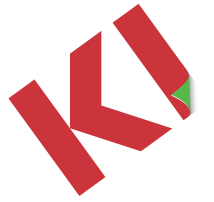
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TO US, SUSTAINABILITY  
ISN'T JUST ABOUT  
'GOING GREEN.' IT'S A  
FUNDAMENTAL WAY OF  
DOING BUSINESS

ROBIN KUNSTMANN  
SUSTAINABILITY MANAGER, KI.



## A MESSAGE FROM THE CEO

At KI, the path to environmental sustainability is never ending. That's because sustainability is not about reaching a final destination. Rather, it's about striving for continuous improvement every step of the way. To us, sustainability isn't just about "going green." It's a fundamental way of doing business—one that conserves natural resources and reduces waste, consumption and operating costs.

While sustainable practices have always been a part of the KI heritage, we've sharpened our environmental focus and set more aggressive goals for the corporation. Today, we have clear sustainability objectives and metrics in place to ensure that we "walk the talk." More specifically, we've challenged all our manufacturing facilities to reduce consumption of energy, water, chemicals and CO2 emissions. Additionally, KI has implemented a Design for the Environment (DfE) program that sets guidelines for the engineering and manufacturing of more environmentally friendly products.

This commitment extends to recycling. We're pleased to report significant decreases in landfill materials due to our development of alternative recycling streams for items not typically recyclable. Our employees are doing their part as well by participating in KI-sponsored recycling initiatives targeting electronic equipment, batteries, plastic bags, eye glasses and more.

Underlying these efforts is an ongoing awareness program that seeks to educate and inform employees and the community on important sustainability practices for the home and office environments. But this is just the beginning. As we look to the future, we see countless opportunities to continue to do more by impacting the environment less. It's all part of our "Green Behind the Red" initiative.

We sincerely thank our employees, partners and local communities for supporting our vision for a healthy planet. We look forward to continuing down the path to a more sustainable future, together.

Sincerely,

Brian Krenke  
President & CEO, KI

WHILE SUSTAINABLE PRACTICES  
HAVE ALWAYS BEEN A  
PART OF THE KI HERITAGE,  
WE'VE SHARPENED OUR  
ENVIRONMENTAL FOCUS AND  
SET MORE AGGRESSIVE GOALS.

BRIAN KRENKE,  
CHIEF EXECUTIVE OFFICER, KI



## EMPLOYEE OWNED. PEOPLE CENTERED.

Since the very beginning, KI has been doing more than manufacturing furniture. We've been listening. Learning. Helping our customers create unique and inspiring spaces for the people they serve. Not simply because that's our business.

But because that's how we can make a difference in the lives of others—for our customers and end users, our own people and the communities we call home.

In 2024, KI had a change in its leadership team with no changes in its organizational boundaries.

KRUEGER INTERNATIONAL, INC. (DBA: KI)  
CORPORATE HEADQUARTERS  
1330 BELLEVUE STREET  
GREEN BAY, WI 54302

# VISION, MISSION, & VALUES

At KI, we fulfill our purpose through development, manufacturing, distribution, and sale of value-added innovative products. Our integrated approach to the stakeholders we serve seeks to inspire and improve society. Sustainability is embedded within our corporate resolve with a focus on:

1. ENVIRONMENTAL FOOTPRINT
2. PRODUCT DESIGN
3. SOCIAL CONSCIOUSNESS

## VISION STATEMENT

KI will be a steward of the environment and the communities it impacts to benefit this generation and future generations.

## MISSION STATEMENT

Reduce our overall impact on the environment by being the company our stakeholders trust to provide sustainable solutions and environment understanding.

## VALUES

-  Be a trusted market resource
-  Operate with integrity
-  Build enduring relationships
-  Simplify the complex
-  Offer simple, durable design
-  Offer our customers personalized solutions

## MARKETS



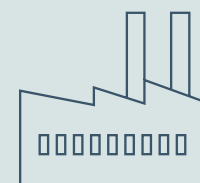
Workplace



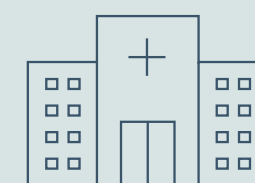
Federal Government



Higher Education



Industrial



Health Care



K-12 Education

## KI AT-A-GLANCE

Number of Employees: **1,413**

Founded in: **1941**

Revenue: **\$650,000,000**

Products: **200+**

Square footage of manufacturing space: **1,216,464 ft**

World Headquarters: **Green Bay, WI, U.S.**



# ORGANIZATIONAL PROFILE

Since 1941, we have focused on specific core markets (education, business, healthcare and government), learning about each market's unique needs. This Go-To-Market strategy has allowed us to become a trusted expert and help KI customers around the world make smart furniture decisions fulfilled via their preferred method. Our strong market understanding helps us create solutions that fit our customers' environments, brilliantly. That's why we say we are more than furniture... We're Furnishing Knowledge.

## MANUFACTURING OVERVIEW

KI operates five manufacturing facilities in the United States and Canada and has developed a quality management system for all facilities and corporate functions based on the ISO 9001 Quality Management Standard. KI has been ISO 9001 certified since 1994 and has developed a culture to meet and exceed customer requirements for products and services.

Our ISO 9001 certification recognizes that we are committed to standards for quality, aesthetics and craftsmanship. Periodic audits from an outside firm are required to retain certification. This ensures the quality system is maintained properly and verifies continuous improvement occurs in every facet of the company.

The KI manufacturing facility in Pembroke, Ontario has been ISO 14000 certified for Environmental Management since 2008. ISO 14000 sets the framework for a company to monitor their environmental impact. Periodic external audits are also required to verify a system is in place and looks at improvement of the facility's environmental performance.

## GLOBAL OVERVIEW

With corporate headquarters in Green Bay, Wisconsin, KI is fully established throughout the United States and neighboring countries of Canada and Mexico as well as across Europe and the Middle East. Our presence in these countries is supported by dedicated showrooms, featuring furniture solutions uniquely designed for customer needs and local standards. KI global subsidiaries currently include KI Europe and KI Canada. With nearly 3,000 employees worldwide, KI continues to build relationships globally, extending its trusted expertise throughout the global marketplace.

The company's entries into foreign markets are varied and include exporting, licensing, joint venture and foreign direct investments where appropriate. Services are provided through fulfillment partners in established and emerging markets. KI has been in Europe since 1990. In addition, the UK acts as the E.M.E.A. (Europe, Middle East, Asia) headquarters and central distribution hub.

KI continues to differentiate itself and establish enduring relationships throughout the world by personalizing products and service solutions to the specific needs of each customer through its unique design and "Market of One" manufacturing philosophy.

As an organization, KI has committed to transformational activities over the next several years to make it easier for customers to do business with KI — a primary focus within the KI culture.



## EMPLOYEE OWNERSHIP

On April 27, 2018, KI approved a plan to transition to a 100 percent ESOP-owned company. The decision to transfer to an employee-ownership organization was compelling for a number of reasons. Most importantly, it offers employees the continued opportunity to share the benefits of stock ownership. It also provides a long-term plan for future generations of successful business ownership. Moreover, our customers will benefit due to improved KI performance based on employees having a direct stake in results.

## MANAGEMENT OVERVIEW

In addition to the core brand, KI owns and operates the following divisions and subsidiary companies: Pallas Textiles, OEI and Spacesaver. While we strive to be as transparent as possible, we have chosen not to disclose information as it relates to the scale and financials of our organization.

Managed through a traditional hierarchy of knowledgeable executives, KI is driven by the company's Leadership Team which, in 2024, was comprised of seven executives. The purpose of the Leadership Team is to set and measure core company strategies and oversee the greater success of the organization.

## STAKEHOLDERS

KI stakeholders are identified in the chart at right. The process for identifying these stakeholders involved an analysis of which groups have the most influence over our operations and those who have the ability to impact or be impacted most by our operations, directly or indirectly. This analysis helps identify how the interests of our stakeholders can best be addressed. The remaining content in this report provides examples of how we have worked toward meeting these interests in 2024.



**TOM ABRAHAMSON**  
VICE PRESIDENT | MANUFACTURING  
OPERATIONS



**TONY BESASIE**  
VICE PRESIDENT | MARKETING



**NICK GUERRIERI**  
CPA, CGMA | CFO/TREASURER



**LAUREL HARRISON**  
SPACESAVER PRESIDENT/CEO



**BRIAN KRENKE**  
PRESIDENT & CEO



**BETH RELICH**  
VICE PRESIDENT | HUMAN RESOURCES



**BARB STREUBEL**  
CIO





# ENVIRONMENTAL STEWARDSHIP

We recognize and embrace our responsibility to safeguard human health, preserve natural resources and protect the environment. Sustainability is a strong part of who we are and it starts with “the green behind the red” icon – a symbol of our ongoing mission to Impact Less. In fact, the more you look behind the red, the more you’ll find green in everything we do.

## ENVIRONMENTAL QUALITY POLICY

KI takes a three-pronged approach to our environmental efforts:

### 1. MANUFACTURING PROCESSES

Through all our actions, we’re striving to conserve resources, reduce waste, reduce emissions and eliminate the causes of climate change. We make sure every process reduces the impact on the environment, whether it’s constructing a chair or marketing our products.

### 2. MATERIAL SELECTION / MATERIALS CHEMISTRY

At KI, our sustainability work begins with understanding what goes into our products, and we take an approach that’s both precautionary and proactive. We incorporate renewable and recyclable materials such as bio-based foam or recycled aluminum framework in all of our products as much as we can.

As an industry leader, our materials chemistry practice assesses materials to understand their potential impacts on human and environmental health. We are actively working with our supply chain to phase out materials of concern and develop suitable alternatives.

### 3. CLOSED-LOOP PRODUCT DESIGN

We design all of our products for longevity by using recyclable components that are easy to disassemble, repair and recycle at the end of the life cycle. We continuously improve performance outcomes, from the optimization of our materials’ chemical profiles to the ability for products to be reused and adapted over time.

By integrating sustainable efforts into our corporate culture, we:

- Limit our negative impact on the environment.
- Reduce environmental risks to our employees and communities.
- Continually assess all of our environmental programs and performance.
- Comply with environmental guidelines, ordinances and laws.

We continually discover new ways to make our corporate headquarters and manufacturing facilities more environmentally friendly. From turning down the heat on weekends to using alternative painting processes to monitoring our lights on timers and sensors, sustainable practices are part of our ongoing mission to conserve energy and water, reduce landfill waste, increase use of recycled content, improve indoor air quality and more.

We encourage our employees to perform their duties in an environmentally responsible manner at KI, but they’ve gone above and beyond with their efforts. Our employees are always on the lookout for ways to be good environmental stewards – from using less paper via encouraging electronic communications to turning off conveyor belts and lights when they leave for the day. In fact, the KI Conserves Campaign asks employees to commit to being a sustainable citizen both at work and at home.



## ENVIRONMENTAL QUALITY POLICY

In 2024, KI worked toward becoming a leader in sustainable practices within the industry. The commitment to sustainable growth is driven by the core values and mission focused on building a sustainable future. Strategies and goals are aligned with the United Nations (UN) Sustainable Development Goals (SDG) and will be highlighted throughout the remainder of this report.

Our strategy focuses on four key areas: Circular Economy, Environmental Footprint, People, and Community Impact. Within each of these areas KI has identified where their efforts will be focused on.

### 1. CIRCULAR ECONOMY

- Circular services
- Circular design
- Material selection

### 2. ENVIRONMENTAL FOOTPRINT

- Reduce greenhouse gas emissions and energy consumption
- Creation of renewable energy
- Decrease water usage
- Waste reduction

### 3. PEOPLE

- Training and Education
- Safety
- Health & Well-Being
- Labor & Human rights

### 4. COMMUNITY IMPACT

- Charitable Giving
- Volunteering
- Community involvement

## AWARDS & RECOGNITION

While our goal is not solely to be recognized, our efforts in environmental initiatives have not gone unnoticed. We take pride when our efforts are acknowledged with various local or national awards in sustainability and environmental stewardship. In 2024, KI earned the following recognitions:

**Green Masters Award 2024 from the Wisconsin Business Council.** KI was one of a select group of companies to earn the designation of “Green Professional,” a high honor in the Green Masters Program established by the Wisconsin Sustainable Business Council. As a Green Professional, KI has performed actions in each of nine sustainability areas and has earned recognition along with all participating companies. Applicants to the Green Masters Program are judged on a comprehensive range of sustainability issues, from energy to water use to educational outreach and governance.

KI achieved **level® certification** for 195 products which are now certified to the newest and most stringent version of ANSI/BIFMA e3-2019 level. This allows interior designers, architects, facility managers and others across industries to easily identify and confidently specify increasingly sustainable furniture manufactured by KI. Choosing level-certified products ensures that the product is produced in an environmentally and socially conscious manner and comes from a responsible manufacturer.

As of May, KI has a total of 37 completed **Environmental Product Declarations** which include:

**Pedestal Storage:**

700 Series® desking systems and storage, All Terrain® storage and screens, Connection Zone® collection (screen and storage), Tattoo® collection and U-Series® storage pedestals

**Lounge Seating:**

MyWay® lounge collection

**Movable Wall systems:**

Evoke®, Lightline® and Genius®

**Pods:**

WiggleRoom® Super Structure

**Contract and Training Tables:**

Pillar™, Pirouette®, Toggle®, Portico™, Trek®, Athens®, Hurry Up!®, WorkUp®, InTandem® and Standard Worksurface

**Seating** (includes stack, stool, and task):

Doni®, Ruckus®, Grazie® and Maestro®

An EPD is created and verified in accordance with International Standard ISO 14025, developed by the International Organization for Standardization. EPDs are based on life cycle assessment according to ISO 14040 and ISO 14044 and are designed to educate consumers about the product and its environmental impact.

**Pallas Textiles** embraces sustainability with 46 facts®-certified textile families. This certification allows interior designers, architects, facility managers and others across industries to easily identify and confidently specify increasingly sustainable textiles through Pallas. Choosing facts-certified textiles ensures the product is produced in an environmentally and socially conscious manner and comes from a responsible manufacturer.

Wisconsin Sustainable Business Council	BIFMA Level Certification	Environmental Product Declaration	Facts Certification
GREEN MASTERS AWARD	195 PRODUCTS	37 PRODUCTS	46 TEXTILES
			

## ENVIRONMENTAL GOALS

Our commitment to the environment has not changed over the years. KI is constantly looking for new ways to improve its impact on the environment by setting ambitious, yet reasonable goals we can work on achieving.

	GOAL	PROGRESS
	Achieve 100% recyclable corrugate packaging at job sites. (15)	Ongoing
	Incorporate the largest percentage of recycled content into our products. (12)	Ongoing; looking for suppliers that offer largest recycled pre- and post-consumer content.
	Identify and reduce the use of chemicals of high concern and select safer alternatives. (3)	On track to eliminate use of all PFAS chemicals in manufacturing facilities.
	Reduce the amount of GHG emissions KI produces by 25% by the end of 2025 (13)	Ongoing
 	Reduce the amount of energy consumption by 25% based on the 2017 baseline by the end of 2025 (7/9)	Ongoing; installing new equipment in manufacturing facilities for time and energy efficiency.
 	Decrease the amount of fuel consumed throughout KI's manufacturing process. (13/12)	In progress; analyzing new processes and equipment for better fuel efficiency.
	Prevent and eliminate serious injuries and consequences of all accidents through KI's safety program. (3)	Ongoing

## SUSTAINABLE PRACTICES

We've made a comprehensive effort to incorporate sustainable practices and policies into our manufacturing responsibilities. We continuously work toward the following goals:

- Eliminate solvent-based materials, replacing them with water-based or powder substitutes in all manufacturing facilities. This practice also reduces the need to use solvent-based cleaning materials.
- Incorporate the largest percentage of recycled content into our products, making them easier to recycle, disassemble and field repair. We search for vendors and alternative materials that offer the largest recycled pre- and post-consumer content.
- Identify and reduce the use of chemicals of high concern and select safer alternatives. This effort supports our consistent evaluation of our product material portfolio as well as dedicated partnerships to drive transparency.
- Reduce energy. KI works with its utility company to encourage energy reduction during critical peak times. The utility company notifies KI and our energy team representatives walk through and shut off lights and equipment to aid in energy reduction savings. KI saved more than \$53K in 2024.
- Conserve fuel. We select new processes and equipment based on a detailed analysis of environmental considerations, capital and operating costs. Fuel conservation is an integral part of this process.

Our Wisconsin facilities participate in a state program called Focus on Energy, which formalizes energy conservation goals, measurements and approaches. As part of this program, the facilities use energy-efficient lighting systems for offices and manufacturing areas. Automatic shut-off systems further conserve energy. Fuel conservation is addressed in the transportation of both raw materials and finished products as well as facility operations. Focus on Energy also provides financial assistance to KI to install energy-efficient technologies.



To see sustainable manufacturing efforts or to learn more about environmental initiatives, visit [KI.COM/GREEN](https://www.ki.com/green).

## INDUSTRY & SAFETY ASSOCIATIONS

### INDUSTRY ASSOCIATIONS

KI continually advocates for positive progress to mitigate the effects of climate change. We partner with leading advocacy groups, universities, consultants and government entities to help implement, advance and evolve our energy initiatives, including:

ANSI/BIFMA e3 level® certification program: level® is a multi-attribute standard created to deliver the most open and transparent means of evaluating and communicating the environmental and social impacts of furniture products in the built environment.

- Carbon Disclosure Project (CDP): CDP runs the global environmental disclosure system. KI subscribes to the CDP to measure and manage our risks and opportunities on climate change, water security and deforestation.
- Forestry Stewardship Council (FSC) Chain of Custody certification: FSC sets standards for responsible forest management. A voluntary program, FSC uses the power of the marketplace to protect forests for future generations.
- Global Reporting Initiative (GRI): GRI helps businesses and governments worldwide understand and communicate their impact on critical sustainability issues such as climate change, human rights, governance and social well-being.
- LEED® Certification program: LEED is the world's leading green building project and performance management system, delivering a comprehensive framework for green building design, construction, operations and performance.
- WELL Building Standard™ program: WELL is the leading tool for advancing health and well-being in buildings globally.
- SCS Indoor Advantage™ certification program: KI products are certified for low VOC emissions and transparency for furniture and building materials.
- U.S. EPA Green Power Partnership: The U.S. Environmental Protection Agency (EPA) established the Green Power Partnership (GPP) in 2001 to protect human health and the environment by increasing organizations' voluntary green power use for green power and the development of renewable electricity sources.

INDUSTRY &  
SAFETY  
ASSOCIATIONS



## CONTINUOUS SAFETY MANAGEMENT

Throughout our manufacturing facilities, KI has implemented a variety of measures to support and promote safe, positive behaviors and lower our injury and lost time rates. Using a continuous improvement philosophy, all employees are empowered to identify and report unsafe conditions and behaviors before they become injuries.

- ISO 9001 — KI implemented a Quality Management System for its manufacturing plants and related corporate functions. These systems were audited and certified to the International Organization for Standardization (ISO). KI is among an elite group of United States manufacturers who have acquired ISO 9001 certification.
- ISO 14000 — The KI manufacturing facility in Pembroke, Ontario, is ISO 14000 Environmental Management System certified. The system is audited and certified by an accredited certification body. Its purpose is to assist organizations (1) minimize negative environmental impacts; (2) comply with applicable environmental laws and regulations; and (3) continually improve environmental performance.

## CUSTOMER SAFETY IMPACTS

- CPSIA — The Consumer Product Safety Improvement Act (CPSIA) provides regulations by Section 102 of the Act for school furniture with painted finishes. All applicable KI products are tested by a third-party laboratory.
- BIFMA Compliant is an industry-wide registry of furniture products conforming to BIFMA safety and durability standards. KI products meet these safety and performance standards established by the industry. Products in the registry must be tested in an ISO/IEC 17025 accredited test lab. The new BIFMA Compliant program complements the existing level Sustainability Program.

## COMPLIANCE AND CERTIFICATIONS

- KI complies with all laws and regulations enforced in the market KI operates its business in. Compliance is a key aspect of our business model to promote trust, honesty, and transparency for KI customers and consumers. Compliance might be a necessity, but KI goes above and beyond by pursuing out third-party certifications. These certifications ensure the reduced business risk for KI by confirming which issues are important to KI and its customers.
- KI seeks third-party certifications across a wide array of issues related to human health and environmental impacts. These certifications address issues such as IAQ, sustainably sourced forest supplies, EPDs, sustainable textile products, and Health Product Declarations (HPDs). All of which can be easily access on the Sustainability section of the [KI website](#).



In 2024, KI reduced its energy consumption by 13.7%. **ITS GOAL FOR 2025 IS TO REDUCE GREENHOUSE GAS EMISSIONS AND ENERGY CONSUMPTION BY 25%.**



## RENEWABLE ENERGY

KI is committed to the creation of renewable energy. In fact, KI is home to one of the largest solar photovoltaic (PV) systems in Northeast Wisconsin. Installed on the rooftop of its corporate design and development center in Green Bay, the 115 kilowatt (kW) array is comprised of 480 PV solar panels and covers approximately 22,820 square feet of rooftop space. This sizable system converts sunlight into electricity, producing approximately 115,000 kilowatt hours (kWh) of clean energy annually while displacing 113 metric tons of carbon dioxide emissions.

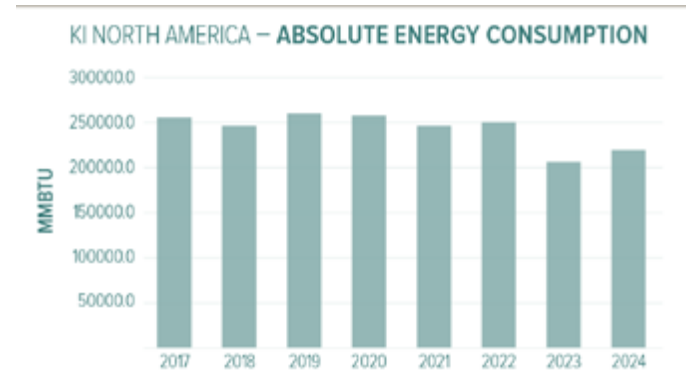
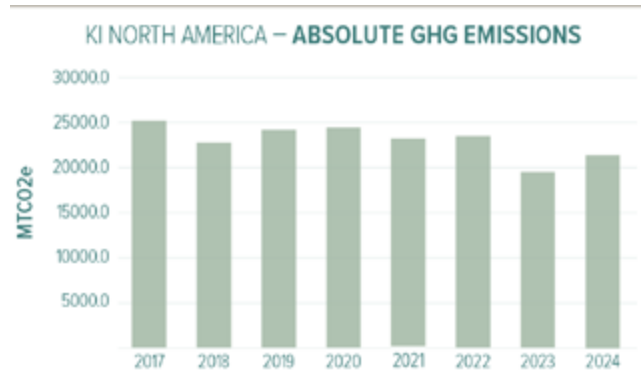
In 2024, the solar panel system produced 132,306 kWh or 132 megawatts (MWh) of energy. (By comparison, one megawatt is equivalent to the energy produced by 10 automobile engines!) As a result, the renewable energy gathered by this system offset all electrical usage at the corporate design and development center and sent 32.9% back to the grid.

## AIR EMISSIONS

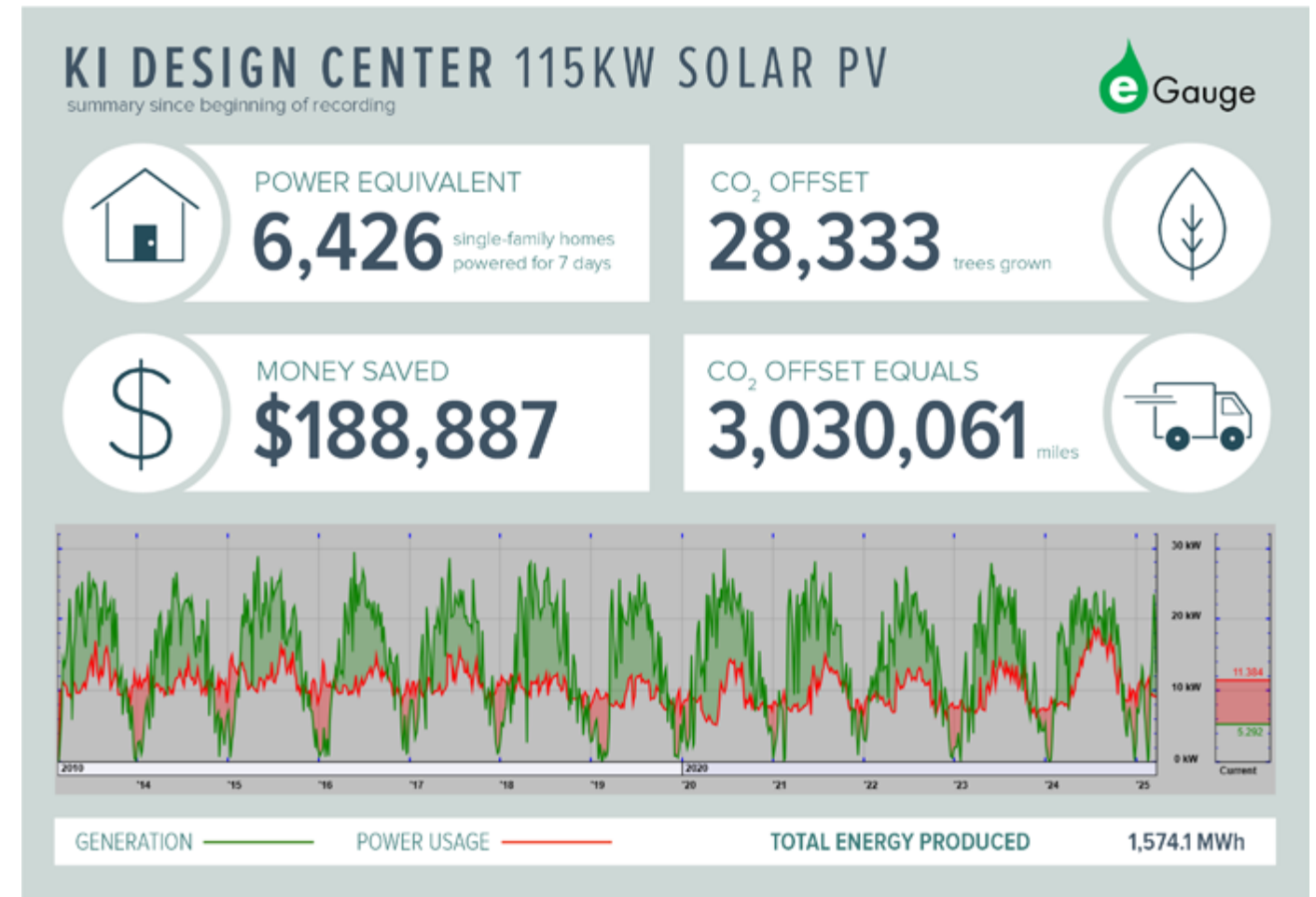
Recognizing that climate change is a global environmental challenge, KI is tracking and setting reduction goals while reporting publicly about its direct and indirect greenhouse gas (GHG) emissions.

In 2020, KI established a new goal of 25% reduction in GHG emissions and a 25% decrease in Energy Consumption over its 2017 baseline year by the end of 2025. In 2024, KI showed a decrease of 15.3% in GHG emissions and 13.7% energy reduction during the year.

To help reach its reduction goal, KI implemented energy-saving technologies, applied conservation measures and tightened building envelopes. KI also implemented new and improved capital equipment in most of its facilities during 2024.



KI shares in-depth information related to our energy usage and greenhouse gas emissions in our annual Carbon Disclosure Project (CDP) submission. Please see our 2024 CDP response report at [cdproject.net](http://cdproject.net).



This solar monitoring chart shows the energy produced and money saved since the system was installed in 2013. The solar panel online monitoring system can be viewed at <http://ki-solar.egaug.es/index.html>.

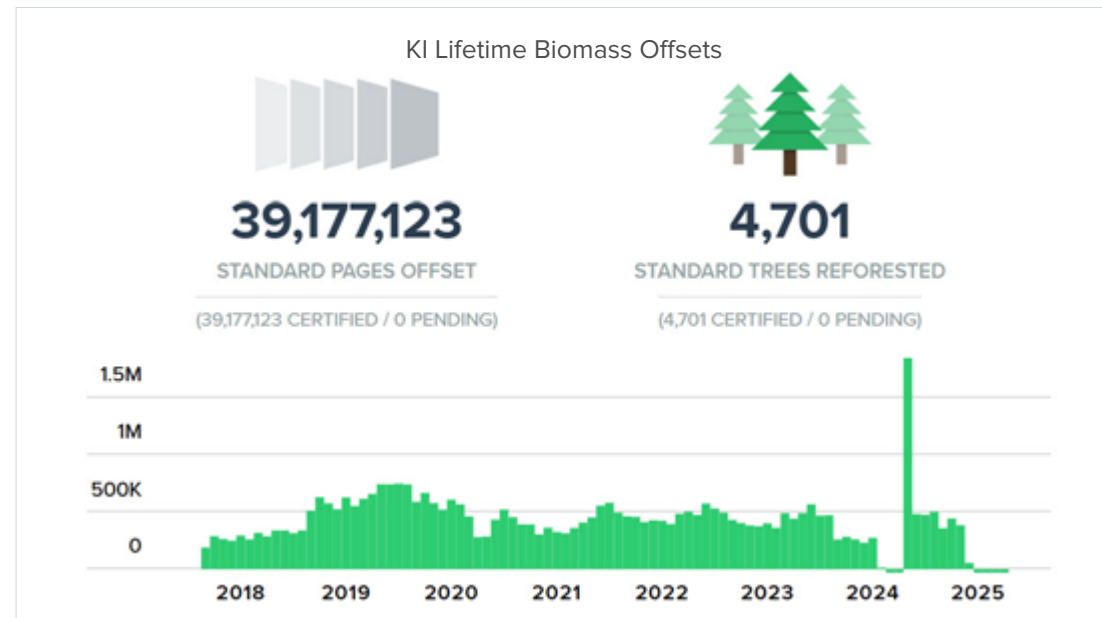
In further support of renewable energy, KI worked with its Green Bay, WI utilities and purchased an additional renewable energy solar manufacturing certificates through an annual Power Purchasing Agreement (PPA) from NatureWise renewable energy program. The PPA renewable energy certificates offset energy use of electricity by a total of 60,000 KWh, equivalent to 1% offset of the Green Bay location.

KI is a **Green Power Partner** with the Environmental Protection Agency (EPA). The Green Power Partnership is a voluntary program that encourages organizations to use green power as a way to reduce the environmental impacts associated with conventional electricity usage.

Members of the Green Power Partnership are supported by the EPA in terms of tailored education programs that assist in understanding the considerable influences and benefits of green power. This program also assists in locating vendors and suppliers related to green power and helps with carbon footprint reduction instruments.

Together, KI believes these efforts in renewable energy will help the company be as environmentally conscious as possible while making diligent efforts to reduce our overall carbon footprint.

Late in 2017, KI joined PrintReleaf, a platform that converts paper usage into actual trees. PrintReleaf measures our paper consumption totals, then calculates our paper footprint which is equal to a specific and accurate number of trees. As we print, KI replants trees in forests that need it most around the world. Since joining PrintReleaf, KI has planted 4,701 trees in the California, Canada, Ireland, Dominican Republic, Brazil, India, Mexico and Madagascar.



In 2024, KI diverted 5.5 million pounds of materials from landfills.

## WATER USE

Water use is an essential part of manufacturing products. KI manages, monitors and works on reducing water use each year to lessen the burden on municipal water supplies. Since 2020, KI has decreased its water usage by 5.7% through improving processes, recycling water and reducing demand by installing water-efficient technologies. These actions are taken so that water will be managed sustainably over the long-term for future generations.

## WASTE

Recycling is a big component of our manufacturing process. We do our best to reduce the amount of landfill waste generated to make our products. Our five North American facilities and corporate office recycle wood, fabric, light bulbs, aluminum, plastic, plastic bags, office paper, print cartridges, iron, nickel, cardboard, oil, steel, sawdust, batteries and electronics.

## PACKING

Our goal is to achieve 100 percent recyclable corrugate packaging to eliminate tons of unnecessary materials making its way to landfills.

We are committed to reducing the use of packaging materials by finding alternative methods to safely ship and receive products to and from suppliers, end-users and other manufacturing locations. To reduce landfill waste, we reuse materials such as wood pallets wherever possible. We also incorporate the use of plastic totes, shrink-wrapping, blanket wrapping and racking of products to alleviate the amount of “box” materials used in the shipping process. Plus, packages that leave KI are marked with the universal sign for recycling, encouraging recipients to also be environmentally responsible.

In essence, our **sustainable approach to packaging** is summarized by the following initiatives:

1. Reduce packaging materials.
2. Increase recycled content in packaging materials and reduce use of virgin materials.
3. Ensure all materials can be easily recycled post shipment.

## TRANSPORTATION

We have our own private trucking fleet of fuel-efficient vehicles and the smallest diesel engines available.

In fact, the fleet includes SmartWay Certified trucks. The fleet averages miles per gallon, resulting in less fuel usage, decreased exhaust output and economic savings. Approximately, 50% of KI shipments are routed with SmartWay carriers.

Our other transportation-related initiatives include the following:

### FUEL BONUS

KI drivers receive a fuel bonus for driving the vehicle in a manner that conserves fuel by increasing mileage, maximizing resources and minimizing waste and pollution.

### SCHEDULING

By consolidating destinations for the fleet, freight dispatchers use the maximum amount of truck space available, reducing the number of trucks on the road. This saves on fuel usage and equipment wear and tear, all while reducing emissions.

### PACKAGING

Various methods are used to increase space capacity, including palletizing, shrink wrapping and blanket wrapping products and eliminating space-consuming packaging.

### SHIP DIRECT

Because our main method of shipping is direct to the customer, we eliminate multiple stops and go directly to the final destination, reducing the number of trucks on the road, fuel usage and equipment wear and tear.

### INTERMODAL TRANSPORTATION

We have increased the use of multiple modes of transportation — truck, railroad and ocean carrier — which helps reduce greenhouse gas output.

### ANTI-IDLING POLICY

When docked, KI drivers are instructed to shut off their trucks while loading and unloading to save fossil fuel usage and reduce greenhouse gases.





# SUSTAINABLE PRODUCT DESIGN

Products are thoughtfully designed for longevity. Care is taken to ensure components can be replaced in the field if wear occurs or a change in aesthetic is desired.

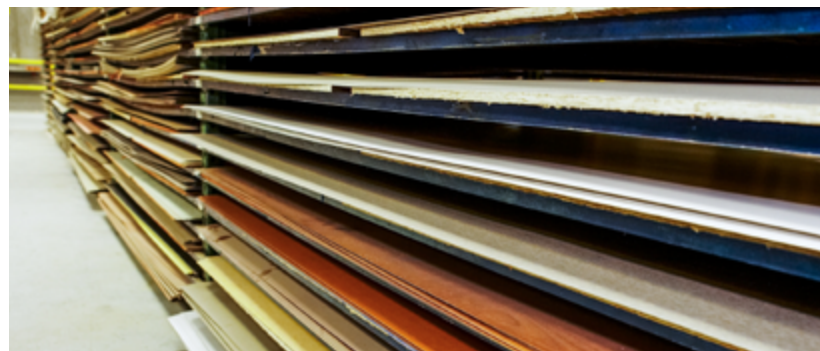
Sustainable materials and manufacturing processes are also considered. At the conclusion of a product's life cycle, it is disassembled and recycled instead of dumped in a landfill. Disassembly instructions are available to customers on [ki.com](https://www.ki.com).

## DESIGNING RESPONSIBLY

An important part of responsible product design lies in material selection. Whenever possible, we use materials made with a high percentage of recycled content as well as renewable materials such as wheat board, soy board, sunflower board, linoleum, cork, rubberwood, soy-blend foams and more.

Here at KI, we are committed to offering our customers with products that support human safety and environmental health. The material selection process supports this initiative and allows KI to use materials that are free from any problematic chemicals. Such as, perfluoroalkyl, polyfluoroalkyl, and flame retardants. In 2024, KI made the commitment to provide PFAS free products as an option for its customers.

KI has joined a product certification library, [Ecomedes](https://www.ecomedes.com), to provide our customers with transparent sustainable information regarding KI products.



## DESIGN FOR THE ENVIRONMENT

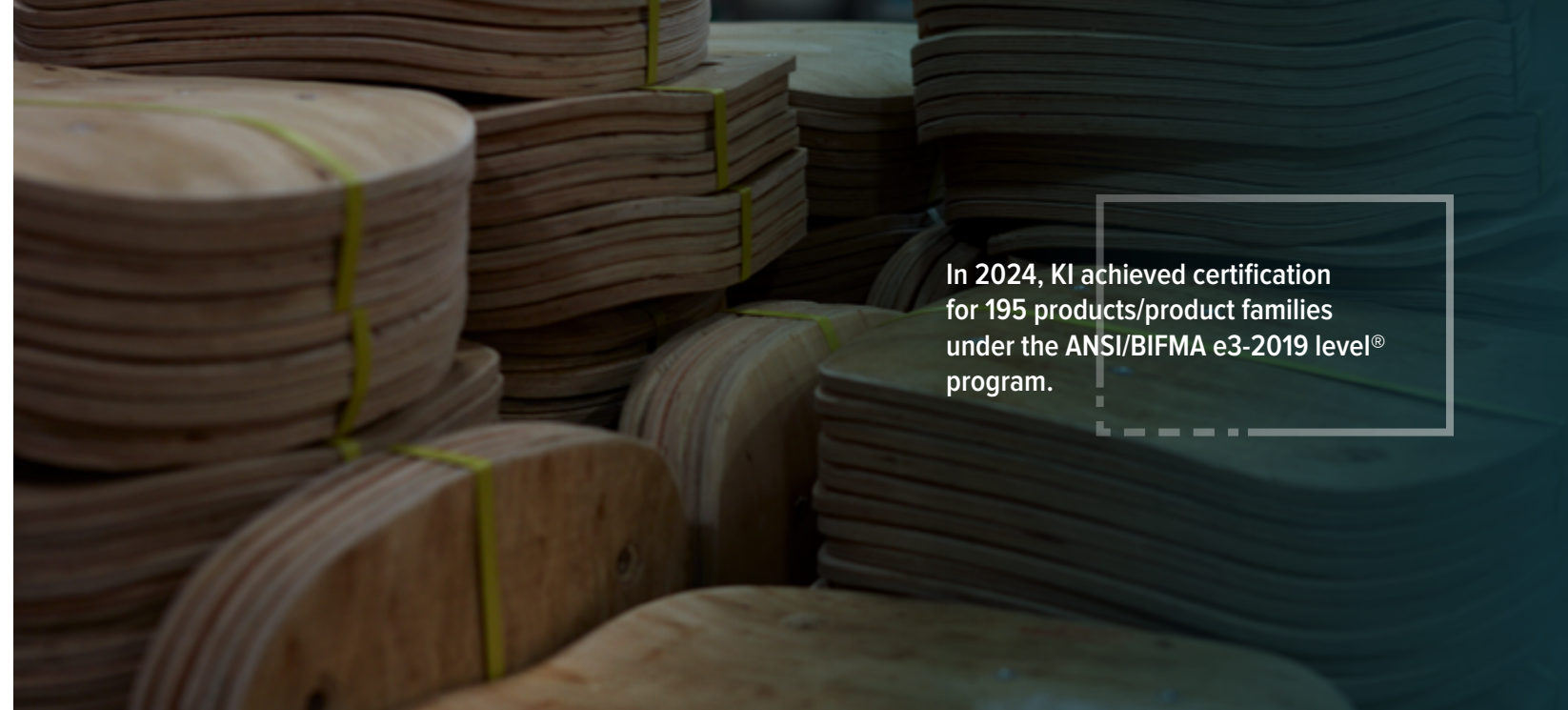
Design for the Environment (DfE) is an analysis conducted when KI is considering a new product or refining an existing product. A cross-sectional DfE team from design, procurement, manufacturing and environmental programs work together to find alternatives or materials that improve a product's recyclability and/or biodegradability, minimizes its energy and water use and reduces its environmental impact at the end of its life cycle.

The DfE team reviews manufacturing facilities for their energy and water use and identifies processes that could be more environmentally friendly, including painting, adhesives, metal cleaning, finishes and packaging. This is intended to not only improve the indoor air quality for the end user but also to stress waste minimization, recycling and the use of alternative non-hazardous materials.

While many decisions may be motivated by a desire to protect the environment, we also take into account the effects of raw materials on land use and substitution as well as the broad range of environmental impacts inherent to the life cycle of our products.

KI explores product solutions that aid in the achievement of principles upheld by the Leadership in Energy and Environmental Design (LEED) Green Building Rating System, a priority program of the U.S. Green Building Council. Representing the furniture manufacturing industry, KI LEED Accredited Professionals—both corporate and field-based—work in cooperation with environmental professionals to examine how the company's product offerings embrace such critical areas as energy efficiency; human and environmental health; durability, performance and maintenance; embodied energy and pollution; resource limitation; and waste management.





In 2024, KI achieved certification for 195 products/product families under the ANSI/BIFMA e3-2019 level® program.

## BUILDING CERTIFICATION CONTRIBUTIONS

We help customers leverage our product performance in the certification of their buildings through contributions to global and regional standards, including LEED® green building rating system, Living Building Challenge (LBC), WELL Building Standard™ and BREEAM®. Ways we have contributed:

LEED CERTIFICATION	LBC	WELL BUILDING STANDARD	BREEAM
Materials and Resources	Place	Air	Indoor Air Quality
Ergonomics	Health & Happiness	Light	Acoustic Performance
Social Equity in the Supply Chain	Materials	Fitness	Environmental Impact of Materials
Innovation in Design	Beauty	Comfort	Responsible Sourcing of Materials
Low-Emitting Materials		Nutrition	
		Mind	

## PRODUCT CERTIFICATIONS

KI designs and manufactures low-emission products to help improve indoor air quality for both our customers and employees as well as interiors catering to sensitive environments such as schools and healthcare facilities. We do not use chemicals that exceed any known federal, state or municipal government indoor air quality measurement; rather, we use materials that meet or exceed the requirements for indoor air quality standards.

SCS Global Services is a trusted leader in third-party environmental, sustainability certification, auditing, testing and standards development. We rely on this program to ensure our products meet the most stringent standards for indoor air quality – thus providing a better quality of life for the people using our products, because they are breathing cleaner indoor air.

KI products are tested to meet SCS Indoor Advantage™ certification through SCS Global Services. This certification is imperative for those looking to achieve LEED Certification – especially in educational institutions and healthcare facilities where improved air quality is becoming a requirement rather than an option. View the list of Indoor Advantage Gold certified KI products at [scsglobalservices.com](https://scsglobalservices.com).

KI also complies with stringent standards for formaldehyde and other toxic emissions to keep air quality pure. In fact, KI follows California Air Resources Board's (CARB) standards and Toxic Substances Control Act (TSCA) for formaldehyde emissions from wood products, including HWPW, PB and MDF. Specifically, KI is CARB/TSCA Title V1 emissions compliant for all wood composite products, which include panels made from pieces, chips, particles or wood fibers bonded together with a resin.

The Greenhealth Approved seal was developed to make identification of sustainable products easier for healthcare product purchasers. Products that carry the seal have been through a review process and have been found to meet the criteria established by Health Care Without Harm and Practice Greenhealth for sustainability. KI offers more than 54 furniture solutions and options that meet the criteria outlined in Practice Greenhealth/ Greenhealth Approved..





The Living Building Challenge is about creating buildings that generate more energy than they use, capture and treat all water on site, and are made using healthy materials. The Living Building Challenge framework helps create spaces that reconnect occupants with nature. Part of the program is selecting products that have gone through an analysis of disclosing where the product is from, what it is made of and where it goes at the end of its life. Declare certification, through the Living Building Challenge, is a transparency platform. KI continues to add products to its portfolio that are Red List Free or Red List Compliant. This allows those seeking a Living Building Challenge building certification the option of selecting this product for their building.



The Forest Stewardship Council® (FSC) is widely regarded as one of the most important initiatives of the last decade to promote responsible forest management worldwide – and we agree. We partner with many vendors who can provide wood components sourced from FSC-managed forests, which may contribute toward the use of certified wood. By special request, KI wood-based products can be manufactured using FSC-certified wood. In support, KI operates manufacturing facilities that are certified and carry their own chain of custody (CoC) numbers.



An Environmental Product Declaration (EPD) is a transparent, objective report that communicates what a product is made of and how it impacts the environment across its entire life cycle. A verified EPD can earn your products credits for LEED v4 and other green building rating systems. EPDs satisfy all of the requirements of Product Category Rules (PCR) and follow international standards, including ISO 14044, ISO 14025 and ISO 21930. KI has more than 37 products that have been assessed and continue to grow as we evaluate more products.



Health Product Declaration® (HPD) Collaborative is one avenue KI uses to provide full transparency about our products' materials, leading to exciting new business opportunities for our specifiers for a healthier building project. HPD uses HBN Pharos Chemical Material Library (CML) to provide reliable substance and hazard information. KI and Pallas Textiles have created more than 135 disclosure documents.



Pallas Textiles maintains fabrics that have been awarded Association for Contract Textiles' (ACT) Facts certification. Facts certification indicates that a textile has met NSF/ANSI 336, a multi-attribute sustainability standard that evaluates products for environmental, economic and social attributes, and gives purchasers and specifiers confidence that they are selecting a product with sustainable aspects. The standard considers criteria from a product's life cycle to get a complete picture of the inputs, outputs and environmental impacts of textile products across a product's lifespan. The standard is applicable to a variety of contract fabric types used in public spaces such as office, healthcare and institutional interiors. The standard is an accepted credit under Leadership in Energy and Environmental Design (LEED) and the Health Product Declaration (HPD) Collaborative.



Level establishes measurable performance criteria to address environmental and social aspects of product manufacturing throughout the supply chain, including the areas of materials, energy/atmosphere, human/ecosystem health and social responsibility. Choosing level certified products ensures that the product is produced in an environmentally and socially conscious manner and comes from a responsible manufacturer. A complete list of KI level-certified products can be found at [levelcertified.org](http://levelcertified.org).

In 2024, KI achieved ANSI/BIFMA e3-2019 level® certification for 195 products/product families under the Business and Institutional Furniture Manufacturers Association's (BIFMA) level Sustainability Program. As a result, interior designers, architects, facility managers and others across industries can easily identify and confidently specify increasingly sustainable furniture manufactured by KI.

Developed in accordance with the American National Standards Institute (ANSI) procedures, level is the label awarded to office furniture products that meet multiple criteria of the stringent, multi-attribute ANSI/BIFMA e3-2019 Furniture Sustainability Standard. Earning the level mark requires validation by an approved third-party certification body.

## PRODUCT DURABILITY

KI products are designed for durability, flexibility (mobility and versatility) and easily repaired (in the event a components needs to be replaced due to wear). When an item is no longer needed, products can be disassembled and recycled or reused. We often partner with vendors who assist in the refurbishing and resale of products and components on a per-project basis to extend product life cycles.

Offering products that are durable, flexible and repairable encourage our customers to break their own cycle of unnecessary waste generation.

## CLOSED-LOOP DESIGN

Primary research, metrics from Life Cycle Assessments (LCA) and closed-loop design thinking help KI deliver value at every step of the product life cycle — from product design and manufacturing, to delivery and transportation, how it is used and maintained, to end-of-use options.



## PRODUCT END-OF-LIFE OPTIONS

At KI, we understand the way environments change and how the needs of our customers evolve. To support this continual evolution, we offer assistance in the removal, repurposing, resale or recycling of used or unneeded products. KI can also assist with brokering furniture from other manufacturers.

Details of this service are given on a product-by-product basis and are tailored as needed. By producing products that are reconfigurable such as architectural walls and panel systems, KI acts as a responsible steward of the environment, promoting the reuse of products rather than the proliferation of landfills.

## DISASSEMBLY INSTRUCTIONS

KI offers disassembly instructions for products to allow quick and simple identification of materials for recycling at the end of the product life cycle. KI manufactures furniture with recyclable materials whenever possible so that the furniture components may be recycled instead of added to a landfill.

## ENVIRONMENTAL DATA SHEETS

Environmental Data Sheets (EDS) are available for KI products and product families. They can be found on each respective product page at [ki.com](http://ki.com) and [pallastextiles.com](http://pallastextiles.com). These data sheets provide the information needed in selecting the most environmentally friendly products by communicating the material makeup and various certifications available for each product.

**KI Environmental Data Sheet**  
Cascha Lounge  
Rev: 0002021

**Product Category:** Lounge  
**Standards:** • LEED  
• WELL Building Standard™  
**Certifications:** • SCS Indoor Advantage™ Gold (in process)  
• CARB Phase II TSCA Title VI Compliant  
• Declares Label (in process)

**Sustainable Programs Overview**  
Please refer to the EDS contents for relevant product-based LEED, WELL, and other certifications, and additional documents.

**Recycled Content Summary (average)** \* Product recyclability is dependent on local programs

Material*	Average % Weight	Recycled Content %	Post-Consumer %	Pre-Consumer %	Can be recycled**
Steel	16.17%	0%	-	-	Y
Steel	18.12%	25%	25%	0.00%	Y
Textile	13.42%	0-100%	-	-	Y
Foam	1.48%	0%	-	-	Y
Other Materials	0.28%	-	-	-	Y
<b>Sub Total</b>	<b>200%</b>	<b>0%</b>	<b>0.00%</b>	<b>0.00%</b>	
<b>Total Overall Recycled Content</b>				<b>0.00%</b>	
Material*	Average % Weight	Recycled Content %	Post-Consumer %	Pre-Consumer %	Can be recycled**
Aluminum	11.2%	0%	-	-	Y
Aluminum	11.2%	10%	10%	0.00%	Y
Steel	0.4%	25%	25%	0.00%	Y
Textile	21.2%	0-100%	-	-	Y
Foam	1.08%	0%	-	-	Y
Other Materials	0.17%	-	-	-	Y
<b>Sub Total</b>	<b>200%</b>	<b>0%</b>	<b>0.0%</b>	<b>0.0%</b>	
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<b>Total Overall Recycled Content</b>				<b>0.00%</b>	

**LEED v4.1 Credit Applicability**  
• SCS Indoor Advantage™ Gold - Low Emitting  
• Regional Priority  
• Manufacturer Recycled Material (in process)  
• Project Location (in process)

**WELL v2 Credit Applicability**  
• SCS Indoor Advantage™ Gold - VOC Restrictions

**Other Environmental Attributes**  
• CARB Phase II and TSCA Title VI Compliant  
• SmartWay® Certified Trucking  
• Our best culture knowledge™ certified materials  
• We also utilize knowledge™ trucking companies.

**End-of-life Recycling & Reuse**  
KI selects materials that can be recycled at the end of a product's use and designs its products so that it can be easily disassembled and separated for local recycling facilities. Disassembly instructions can be found online or by request.

**Resource Links**  
KI Eco-Friendly Furniture: <https://www.ki.com/eco-friendly-furniture>  
Eco-friendly: <https://www.ecofriendly.com>

# SOCIAL RESPONSIBILITY

KI was founded on the belief that human-centered design can impact the lives of people and ultimately the world, including future generations. Today, KI is committed to incorporating a human-centered, socially responsible approach to everything we do — 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.

## EMPLOYEE SAFETY

Because KI considers employees our most valuable asset, we maintain a high-quality safety program for the protection of each employee. In keeping with this, KI is committed to maintaining compliance with all applicable local and national regulations that govern our performance in the area of employee health and safety.

The primary goal of the KI safety program is to prevent and eliminate serious injuries and consequences of all accidents. Efforts of the company alone will not prevent accidents. All KI employees receive general and specific training on various safety procedures, thus rendering safety the responsibility of every employee.

A health and safety committee with joint representation can facilitate a positive health and safety culture. The use of committees is one way to involve workers in driving the improvement of occupational health and safety in the workplace. The following chart indicates the extent to which the workforce is actively involved in health and safety.



## 2024 REGIONAL BREAKDOWN OF TOTAL INJURY, OCCUPATIONAL DISEASES, LOST DAYS

	INJURY RATE	ODR	LDR
<b>MANUFACTURING</b>			
Green Bay, WI	1.8	0.0	0.0
Bonduel, WI	0.95	0.0	1.42
Manitowoc, WI	0.6	0.0	0.0
High Point, NC	1.06	0.0	5.3
Pembroke, ON	0.0	0.0	0.0
<b>CORPORATE</b>			
Green Bay, WI	0.0	0.0	0.0
<b>TRANSPORTATION</b>			
KI Trucking Drivers	0.0	0.0	0.0

**NOTES:**

- Injury Rate (IR) = Total # of injuries / Total hours worked x 200,000
- Occupational Diseases Rate (ODR) = Total # of Occupational Disease cases / Total hours worked x 200,000
- Lost Day Rate (LDR) = Total # of lost days / Total hours worked x 200,000



KI is committed to allowing employees to enjoy a better quality of life both at work and at home.

## HEALTH & WELL-BEING

The KI culture promotes a healthy lifestyle. In fact, KI has made a commitment to allow employees to enjoy a better quality of life both at work and at home. KI offers a company-wide wellness program and fitness center available to employees and their significant others. KI encourages a healthy lifestyle and offers a flexible lunch schedule to encourage employees to exercise. Furthermore, the KI health insurance coverage was formed in such a fashion to offer incentives to those individuals who adopt healthier lifestyles. This allows for a more productive workforce and reduces the cost of healthcare coverage, allowing us to pass on those savings to employees through reduced contribution rates.

Following are various programs and incentives that KI implements to promote health and wellness among employees:

- KI offers race sponsorships and payment of registration fees to local fitness races for employees.
- KI provides its employees with a Health Savings Account that they use toward one of two health insurance plans. As part of the process, all employees and participating spouses annually take a Health Risk Assessment biometric evaluation that looks at a number of criteria such as body mass index, cholesterol levels, blood pressure and more. The higher an employee's score, the lower the premium.
- KI regularly implements measures to help employees achieve the best health scores by providing ongoing information to raise awareness about healthy living.

## HEALTHCARE PLAN

The KI employee-empowered healthcare plan has been in place for more than 30 years. It is based on the position that private employers are better suited to manage healthcare costs than state or federal governments.

### 2024 HEALTH & WELLNESS (COMPARED TO REGION)

- KI employees pay fewer annual premiums than the national average for employees working for companies with similar health insurance plans.
- KI contributes more annually to employee HSA accounts than the national average of employers who contribute to HSA accounts.
- The combination of lower premiums and higher HSA contributions impact the local economy.

## INCLUSIVENESS & DIVERSITY

KI is committed to maintaining a work environment that is characterized by mutual respect, professionalism and absence of harassment and bullying. In keeping with this commitment, all managers, employees, vendors and customers are expected to adhere to a standard of conduct which exemplifies and supports a professional work environment free from all forms of discrimination.

KI policy is to provide equal employment opportunity for all qualified individuals without regard to race, color, religion, sex, age, national origin, disability, veteran status, marital status, sexual orientation, military status, genetic information or any other protected class.

To this end, KI supports and cooperates with all applicable laws, regulations and executive orders in all of our employment policies, practices and decisions. KI will take affirmative action to ensure equal opportunity for employment is provided with regard to all personnel actions, including but not limited to:

- Recruiting, testing, selection, hiring, promotion and other employment decisions.
- Compensation, benefits, transfers, training, social and recreational programs, job assignments, layoffs, recalls, education and other terms and conditions of employment.

To ensure we are walking our talk, KI maintains partnerships with various diversity organizations throughout the community to promote employment with the company, including the Aging & Disability Resource Center and the Wisconsin Economic Development Corporation.

At least annually, we review our Affirmative Action plan to continually improve our outreach efforts with underrepresented groups, including veterans and disabled individuals.

In addition, KI largely recruits through an employee referral process, which helps guarantee that our manufacturing operations will continue to be a diverse environment. Because many different cultures are represented in our workplace, we are committed to accommodating different concerns, religious or otherwise, equally.

KI is committed to providing equal opportunities for personal and professional growth and development for the men and women who make up our organization.

# LABOR & HUMAN RIGHTS

KI fosters a creative and stimulating work environment and empowers all employees to provide the highest possible level of service to the customer. Like the markets we serve, KI encourages an innovative and entrepreneurial spirit. It is our commitment to provide our employees with a competitive compensation and benefits package, career advancement opportunities, training programs, wellness activities and a fun and exciting environment in which to work.

KI strives to reward employees for their hard-working contributions in many ways. Some of the innovative approaches KI has used in its recruitment and retention efforts are as follows:

- KI encourages employees to continue their education by attending seminars and taking courses through an accredited institution of higher learning. KI pays for business-related classes and seminars and reimburses for class expenses.
- KI actively recruits candidates from area colleges and provides an internship program, allowing students to learn the business from the ground up.
- KI uses a pay-for-performance pay system to recognize the efforts of employees. KI continues to develop its employees so they can add more value and improve their earning potential.
- KI offers in-house hand weld certification classes and forklift training to enable manufacturing employees to grow within the company.
- KI offers a state-sponsored apprenticeship program to allow for selected employees to gain knowledge in highly skilled positions (tool and die, maintenance and automation technicians).

KI offers programs for skills management, equipping employees to meet strategic targets in a changing work environment. A more skilled and engaged workforce enhances our organization’s human capital and contributes to employee satisfaction, which correlates with strong, improved performance. The goal of lifelong learning is to promote the development of knowledge and competencies that will enable each KI employee to adapt to a rapidly changing labor market and participate actively in all spheres of economic life.

KI offers the following internal educational programs for its employees:

- Leadership training
- Emerging leader training
- Manufacturing training
- Safety training

KI also provides funding support for external training and education:

- Off-site training and seminars
- Educational reimbursement
- Apprenticeship programs

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KI also provides funding support for external training and education:

- Off-site training and seminars
- Educational reimbursement
- Apprenticeship programs

KI strives to offer competitive wages that are comparable with other employers in our industry. On average, our entry-level wage is 116% higher than the federal contractor minimum wage.

Moreover, KI is dedicated to ensuring that the human rights of our employees are protected and respected on a local and global scale, which includes the prohibition of forced, involuntary or child labor. In line with these guiding principles, we expect the same level of responsibility to human rights protections from our global supply network.

## 2024 EMPLOYMENT STATISTICS (LOCAL)

- 1,413 employees (Wisconsin)
- 40th largest employer in Green Bay area



KI is committed to maintaining a work environment characterized by mutual respect, professionalism and absence of harassment.

In 2024, total charitable giving, including product donations, totaled \$119,332.



## CHARITABLE GIVING

KI is committed to being a good corporate citizen and will continue to give back to the communities where we operate. Our primary giving includes health- and wellness-related organizations as well as those that benefit youth and education. KI supports worthwhile activities through time, talent, products and money as appropriate.

An annual budget is developed each year for charitable contributions. Each of the following areas have budgeted amounts:

- KI product requests
- KI store merchandise requests
- Monetary requests

Key charities are selected during the budgeting process, and funds or products are identified as potential commitments for the upcoming year. KI has made a long-term commitment to support key charities for civic, social and public goodwill, and we review this list annually as community priorities change.

In 2024, total charitable giving, including product donations, totaled \$119,332. A few key organizations and causes KI supported in 2024 include the following:

### BELLIN RUN (\$12K)

The Bellin Run is a 10-kilometer race held annually in Green Bay, and KI is a proud repeat sponsor. This run is one of the region's premier sporting events and one of the largest 10-kilometer races in the nation. In addition to the participants, the other big winner of the Bellin Run is the Green Bay-based Bellin College, a renowned higher education institution for nursing and other healthcare majors.



### AMERICAN CANCER SOCIETY MAKING STRIDES FOR BREAST CANCER (\$5K)

The Making Strides Against Breast Cancer event is a powerful and inspiring opportunity to unite the community in honor of breast cancer survivors, increase awareness and raise money to help the American Cancer Society fight the disease with breast cancer research, information and services, and access to mammograms for women who need them.



### UNITED WAY OF BROWN COUNTY AND MANITOWOC COUNTY (\$24K)

The United Way brings together thousands of donors and hundreds of partners in our community to research, raise and distribute funds and measure results. No other organization touches the lives of so many people right where we live—our friends, neighbors and coworkers. The campaign assists in efforts to support local children and families; healthcare initiatives; self-sufficiency initiatives; crisis response efforts; local program partnerships; valuable research; and the 2-1-1 area hotline, which is a free and confidential 24-hour phone number for health and human services in Brown and Manitowoc counties. Annually, KI employees contribute as they are able to this campaign. Together with the corporate contribution, KI and its employees made a sizable donation to the local program in 2024.



ADDITIONAL DONATIONS			
\$15,000	Green Bay Chamber Fund	\$5,000	UWGB Foundation - Phoenix Fund
\$5,000	Big Brothers / Big Sisters	\$4,000	Green Bay YWCA
\$5,000	Family Services NEW	\$3,000	Women's Fund
\$5,000	Literacy Green Bay	\$2,500	Wisconsin Humane Society
\$5,000	New North	\$1,500	Bellin College Golf Classic
\$5,000	Scholarships, Inc	\$1,500	Cellcom Green Bay Marathon



## COMMUNITY OUTREACH & INVOLVEMENT

As a company, we've extended our environmental stewardship beyond our four walls. Following are ways we've funded, initiated or participated in similar conservation efforts in our lives and communities:

### EARTH DAY EMPLOYEE AWARENESS

On Earth Day, the KI Energy Team encourages employees to participate in an Employee Awareness Fair. We ask local companies to come in and educate our employees about services available in the community.

### INVASIVE SPECIES

KI works with local agencies on eradication of invasive plant species (purple loosestrife) found in wetlands around the Green Bay, Wisconsin facility.

### RESCH FAMILY EAST RIVER TRAIL

With the generous financial support of KI Executive Chairman Richard J. Resch, this nature and fitness trail borders the East River in Allouez, Wisconsin, just behind KI corporate headquarters. You can often find employees walking, running or biking the 6.28-mile trail during their lunch hour.

### SAVE-A-SAMPLE!

On a national level, KI is a sponsor of the Save-a-Sample! program, which offers a 'second life' for unused brochures, fabrics and finish cards. Materials are donated by some of the country's busiest design firms and are then delivered to local design schools by furniture providers such as KI. As a result, talented students have a much richer set of resources to choose from during the year and thousands of pounds of materials are saved from landfills.

### ENVIRONMENTAL CEU PROGRAM

In support of environmental awareness and education, KI offers continuing education programs for architects and designers, facility managers, commercial building owners, end users and dealer partners. These continuing education unit (CEU) courses share knowledge and insights on third-party certification programs for furniture.

### GREATER GREEN BAY CHAMBER

KI sponsors the Teen Leadership Program held at the Bay Beach Wildlife Sanctuary in the Dick Resch Center providing insight into sustainability overall for youth attendees.



# GRI INDEX

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2.9 Significant changes during the reporting period regarding size, structure or ownership		10
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3.4 Contact point for questions regarding the report or its contents	Welcome	4
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3.6 Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers)	Welcome	4
3.7 Limitations on the report	None	
3.8 Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations	None	
3.9 Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report. Explain any decisions not to apply, or to substantially diverge from, the GRI Indicator Protocols.	Not Reported	
3.10 Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g. mergers/acquisitions, change of base years/periods, nature of business, measurement methods)	None	
3.11 Significant changes from previous reporting periods	None	
3.12 Table identifying the location of the Standard Disclosures in the report	GRI Index	46-47
3.13 Policy and current practice with regard to seeking external assurance for the report	None	
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GRI STANDARD DISCLOSURES	SECTION OF KI REPORT	PAGE
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LA 12 Percentage of employees receiving regular performance and career development reviews	Inclusiveness & Diversity	40-41
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<b>SOCIAL: HUMAN RIGHTS</b>		
HR 4 Total number of incidents of discrimination and actions taken.	Inclusiveness & Diversity KI	39-41
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SO 6 Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	Community Outreach	42

# THANK YOU

The end of this report is just the beginning of what we hope is an ongoing conversation. Please share your sustainability ideas with us at [SUSTAINABILITY@KI.COM](mailto:SUSTAINABILITY@KI.COM).

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