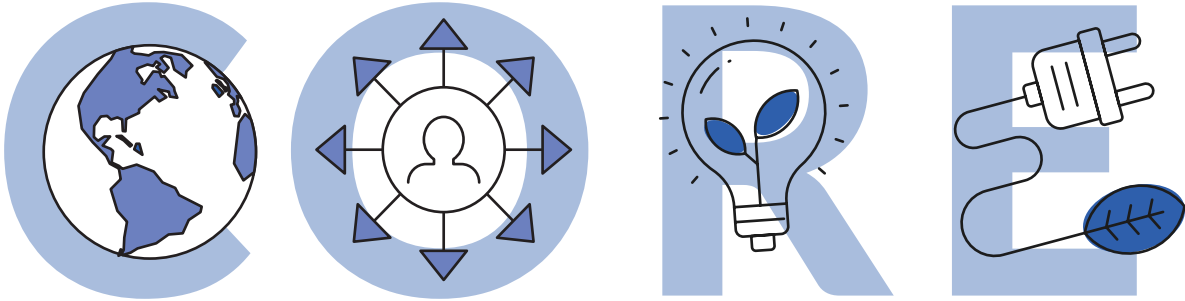


As members our commitment is **ZERO HARM** to our fellow members, the environment and the communities we serve, for today and tomorrow.



Members for Conscious Operations and Responsible Environments

RESPECT PEOPLE

We will:

- Foster a culture where all members are responsible for safety, are empowered to promote safety, and are concerned with the safety of fellow members.
- Create a community for everyone, by recognizing, utilizing, and celebrating our members' unique characteristics and talents.
- Provide opportunities and encourage our members to seek pathways for personal development.
- Encourage positive participation and involvement in our communities.
- Promote a culture where all members treat each other with respect and integrity at all times.

REDUCE IMPACT

We will:

- Use natural resources sustainably and conduct business in a way that is good for the planet today and tomorrow.
- Minimize our impact on the environment by continuously improving environmental programs.
- Set aggressive goals promoting transformative and circular solutions to reduce pollution, conserve resources, and minimize waste.
- Mitigate climate change by setting science based emissions targets.
- Increase environmental awareness by educating our members and those working on our behalf.

REDEFINE TOMORROW

We will:

- Provide our customers with safe and sustainable products designed to promote health and comfort in their homes and workplaces.
- Foster ethical and sustainable sourcing through material selection and strategic supplier partnerships.
- Promote healthy indoor environments through responsible material and chemical use.
- Reduce the life-cycle environmental impacts of our products and packaging.
- Design products to have a regenerative future and shift mindsets from disposable to reusable.