

Innovative
Ergonomic
Solutions ▶ ▶ ▶

Corporate Social Responsibility



Innovative Ergonomic Solutions (IES) is an investment-owned and operated business committed to supporting a culture of openness, trust, and integrity and conducting our affairs and activities with the highest standards of ethical conduct and without deception. The Company will conduct its business in a competent, fair, impartial, and efficient manner when dealing with our customers, employees and our manufacturing partners and contribute positively to our communities, in ways that are relevant to their needs. All supervisory and management employees, including all officers and directors of the Company, have a special responsibility to lead according to the standards in this policy in both words and action, while all of us have an obligation to adhere to this policy and encourage others to do the same.

Confidentiality/Non-disclosure/Use of Trade Secrets

IES is a privately held company. As such, there are no requirements to publicly disclose any information regarding our business or financial results. Each employee is responsible for safeguarding confidential information obtained during employment and to prevent revealing or divulging any such information unless it is necessary to perform job duties. Access to confidential information should be on a “need-to-know” basis and must be authorized by a supervisor.

During the term of employment with IES, employees may have access to and become familiar with information of a confidential, proprietary, or secret nature, which is or may be either applicable or related to the present or future business of the Company, its research, development, or the business of its customers. Employees shall not disclose any of the above-mentioned trade secrets, directly or indirectly, or use them in any way, either during the term of their employment or at any time thereafter, except as required in the course of employment with the Company. Any breach of this policy will not be tolerated, and legal action may be taken.

Receipt of Gifts

As a policy, all employees must avoid situations which impair an employee's ability to exercise good judgment on behalf of the Company, including any situation that could result in an actual or potential conflict of interest. No employee may solicit or accept for personal benefit, directly or indirectly, a gift or gratuity from any customer, vendor, supplier, or other person doing business with IES because doing so may give the appearance of influencing business decisions, transactions or service. All IES employees are asked to discuss expenses paid by such persons for business meals or trips with the Company in advance.

Community Engagement

IES will seek out activities that contribute to the communities in which we operate, in ways that are relevant to community needs. Activities may include volunteerism, donations, sponsorship opportunities, among others. We will make every effort to involve our employees in these decisions and encourage their participation.

Labor and Human Rights

It is our policy to protect and respect the basic human rights of our employees and associates. All IES personnel are employed on an at-will basis. IES commits to providing decent work hours, wages, and conditions as well as upholding all local, national, and global regulations prohibiting forced, compulsory, and child labor.

Equal Employment Opportunity

IES recognizes the benefits of an inclusive work force and is proud to be an equal opportunity employer that makes employment decisions based on merit. We want to have the best available persons for every job. Company policy prohibits unlawful discrimination based on race, color, creed, gender, religion, marital status, registered domestic partner status, age, national origin or ancestry, physical or mental disability, medical condition including genetic characteristics, sexual orientation, or any other consideration made unlawful by federal, state, or local laws. It also prohibits unlawful discrimination based on the perception that anyone has any of those characteristics or is associated with a person who has or is perceived as having any of those characteristics. All such discrimination is unlawful.

If the Company determines that unlawful discrimination has occurred, effective remedial action will be taken commensurate with the severity of the offense. Appropriate action also will be taken to deter any future discrimination. The Company will not retaliate against any employee for filing a complaint and will not knowingly permit retaliation by management employees or coworkers.

Health and Safety

It has always been and will continue to be IES' intent to provide the safest and healthiest possible work environment for all its employees. The most important element in the effort to eliminate or reduce work-related injuries is every employee's commitment to eliminate causes of injury, i.e.,

hazardous work conditions and practices. We must each be aware of the hazards which can lead to injury and loss and should act to ensure the safety and well-being of all employees.

In compliance with local and national law, and to promote the concept of a safe workplace, IES maintains a Safety Program which is available for review by employees and/or employee representatives. All IES employees are responsible for their own safety, as well as that of others in the workplace. To help the Company maintain a safe workplace, everyone must be safety-conscious at all times. All employees are encouraged to report any unsafe conditions, suggest corrective or preventative measures, and are required to report all work-related injuries or illnesses immediately to their manager or supervisor.



David Fox

CEO

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