

Design for Environment

Innovative Ergonomic Solutions (IES) is committed to operating in an environmentally responsible manner by: implementing business practices that prevent pollution, incorporating life cycle thinking into the design, manufacture, use, and end-of-life management of our products while continually monitoring, measuring, and improving upon our environmental performance by establishing relevant objectives and targets identified through engagement with company stakeholders. We shall, at a minimum, comply with all relevant local, state, and federal environmental regulations, and with other requirements to which we subscribe. Our environmental policy and related goals shall be clearly communicated to our employees, suppliers, and customers.

IES shall adopt a Design for Environment approach to reduce the overall human health and environmental impact of a product or process across product's life cycle. During the product development phase of a new product or existing product undergoing a redesign, IES, at minimum, shall:

- Consider incorporating renewable, recycled, recyclable and biodegradable materials.
- Make design considerations to conserve raw materials, water and energy used in the manufacturing process.
- Design and manufacture products that have a long useful life; can withstand repeated service, repair, and handling; utilize standardized product parts and components available to facilitate maintenance, servicing, reassembly, and/or replacement if deemed necessary.
- Address the end-of-life management and recovery options for the materials that make up our products.
- Identify, reduce, and/or eliminate chemicals that are known to be hazardous to human and ecosystem health throughout our manufacturing, finishing and assembly operations and in our products.



David Fox

CEO

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