

# Energy and Environmental Policy

Innovative Ergonomic Solutions (IES) is committed to managing environmental impacts as an integral part of our operations. IES is fully committed to assuring the environmental integrity of our facilities and processes. We do so by adhering to the following principles:

- We employ management systems and procedures specifically designed to minimize the use of energy, hazardous materials, hazardous chemicals and natural resources. We also employ these tools to minimize the generation of pollution and waste, to enable recycling and reusing materials, and to meet all local, state, and federal regulations.
  
- As a part of our Environmental Management System (EMS) we shall continually seek opportunities to improve our environmental performance by transparently establishing objectives and targets, measuring progress, and reporting our results regularly to team members and external stakeholders. Our commitment to energy conservation includes the reduction of overall energy consumption, greenhouse gas emissions, as well as increasing energy efficiency and improving on other environmental considerations when purchasing new equipment and materials. We shall review our targets and goals regularly.
  
- We shall establish participation and communicate our commitment for responsible environmental management by promoting environmental responsibility among our employees; by providing the necessary training and support to enable them to implement this policy; by informing suppliers of our environmental policy and encouraging them to adopt effective environmental management practices; and by soliciting input from our employees, suppliers, customers, and board members in meeting our environmental goals.



David Fox  
CEO  
December 2021