



STYLEX

2019 Corporate Responsibility Report

Table of Contents

About This Report.....	3
Letter from Our Owners.....	4
About Our Company.....	5
Our Products.....	6
Environmental Responsibility.....	7
Environmental Policy.....	7
Energy & Greenhouse Gas Emissions.....	7
Renewable Energy.....	8
Transportation.....	8
Solid Waste Management.....	8
Chemical Management.....	8
Product Responsibility.....	9
Design for Environment.....	9
Design for Durability/Upgradability.....	9
Indoor Air Quality.....	9
Social Responsibility.....	10
Corporate Ethics.....	10
Health & Safety.....	10
Inclusiveness.....	11
Labor & Human Rights.....	12
Community Involvement.....	13
GRI Index.....	14

About This Report

Thank you for taking the time to “leaf” through our Corporate Responsibility Report!

In the spring of 2014, Stylex began a sustainability initiative which would help us obtain LEVEL® certification, BIFMA’s sustainability certification program for furniture. During the course of our work towards earning LEVEL certification, we have developed management systems and programs to assess and continuously improve our performance around the matters of Materials, Energy & Atmosphere, Human & Ecosystem Health, and Social Responsibility, all this while assessing our products’ conformance to the e3-2019 Standard. Stylex’s products were LEVEL certified in the fall of 2014, and we have continued to proudly maintain conformance of existing products while simultaneously developing many exciting new products which have also been added to certification.

This report is an opportunity for us to communicate with our stakeholders, how and what we have been working on to continuously improve our sustainability performance. We recognize our stakeholders to be our owners, employees, dealers, end-customers, suppliers, our community, trade unions, trade organizations, governmental and regulatory agencies, certifying bodies, and our consultants. This list was generated after considering all groups who influence, or have the potential to influence, our company decisions and those who are, or could be, impacted by our operations.

Our ongoing effort to maintain LEVEL certification includes an Environmental Management System (EMS) that contains elements similar to the requirements of ISO 14001. Through the EMS process, we continue to identify our most significant environmental impacts and aspects, actual or potential, which could arise as a result of manufacturing our products and which could potentially have an impact on our stakeholders. For those significant aspects, we have set objectives and targets that will be reviewed and updated annually.

This report is written to provide an update on our 2019 calendar year performance, and we intend to continue publishing future reports on an annual basis. In the years ahead, we aim to provide our readers and stakeholders with year-over-year comparable data and performance indicators that are material to our operation.

Our 2019 Corporate Responsibility Report contains Standard Disclosures and Performance Indicators from the Global Reporting Initiative’s (GRI) G4 Sustainability Reporting Guidelines. More information about the GRI can be found at www.globalreporting.org. To learn more about the Business and Institutional Furniture Manufacturers Association and BIFMA LEVEL certification, visit www.levelcertified.org.

We hope that you find the information and metrics, disclosed in the pages ahead, valuable. We welcome your comments, feedback, and suggestions. Please email us at info@stylexseating.com.

Thanks again. We truly appreciate your interest!



Letter from Our Owners

At Stylex, we are striving to build a culture where customer satisfaction is the ultimate, unifying goal for each teammate. We succeed to the extent that we cultivate and organize a host of different elements: open communication; employee satisfaction and training; strong dedication to the finished product as well as the process required to manufacture that product; and, finally, a willingness to work hard to make our dreams a reality.

Stylex believes sustainability is critical to the health and wellness of our customers, our employees, our communities, and our environment. To that end, we continue to proudly maintain certification to LEVEL, BIFMA's sustainability certification program for furniture, first obtained in 2014. This ANSI/BIFMA e3-2019 Furniture Sustainability Standard requires a holistic approach with a depth of focus on our corporation, our manufacturing facilities, our suppliers, and our products. Through this program, we are identifying all aspects of our manufacturing processes which impact sustainability, publicly disclosing our carbon footprint, establishing baseline measurements of our energy and water use, and creating new goals for improving our overall environmental footprint.

With our LEVEL sustainability program in place, Stylex continues to be conscious of our energy efficiency and throughout 2019 we monitored our energy usage against an increasing production volume. As a growing business, Stylex has increased our overall energy usage as production increases. Consequently, Stylex focuses on a normalized energy metric, which means we measure energy against our sales volume and look to continue driving the efficient use of energy within that growth context. Stylex has a goal of reducing our normalized energy consumption to 5% year-over-year, along with reducing landfill waste generated in 2017 by 25% in the next three years. We continue to upgrade our radiant heating system which is not only significantly more efficient than our previous heating system, but more effective as well. The improvements in temperature control has supported a safer and happier workforce. Additionally, Stylex has finished upgrading older, less efficient lighting fixtures to brighter and higher efficiency lights throughout our facility. To reinforce our waste diversion goals, we continue to invest in equipment and software to improve our manufacturing efficiency, sorting materials by type of waste, and tracking the waste streams over time. Stylex also works with our suppliers to ensure that appropriate packaging is used to protect the product while not creating excess waste.

We continue taking steps to increase our life-cycle testing of products to deliver a higher quality product with a longer and more robust lifespan. We also continue to improve the end-of-life recovery options for our products by improving their ease of disassembly and maximizing the recyclability of these parts. We are building our database on the environmental and health impacts of the materials contained within our products. Lastly, Stylex is increasing our engagement with and investment in our immediately surrounding communities. In 2019, we are continuing a rhythm of food and blood drives, Habitat for Humanity service work, and finding various other opportunities for community engagement and donations to local charities. A sustainable and socially responsible world has to start with our home and our community, and Stylex plans to continue providing leadership in that regard.

Because Stylex was founded in 1956 and has been owned by the same family for more than 60 years, we are bound to our legacy. At the same time, we feel similarly "mission-bound" to improve the sustainability of our operation and our products. The market is demanding a new awareness of all the ways that a business impacts not just its community, but the broader world beyond. We feel privileged to have the opportunity to improve the lives of our teammates as well as our customers.

John Golden
Owner, Chairman

Bruce Golden
Owner, CEO



About Our Company

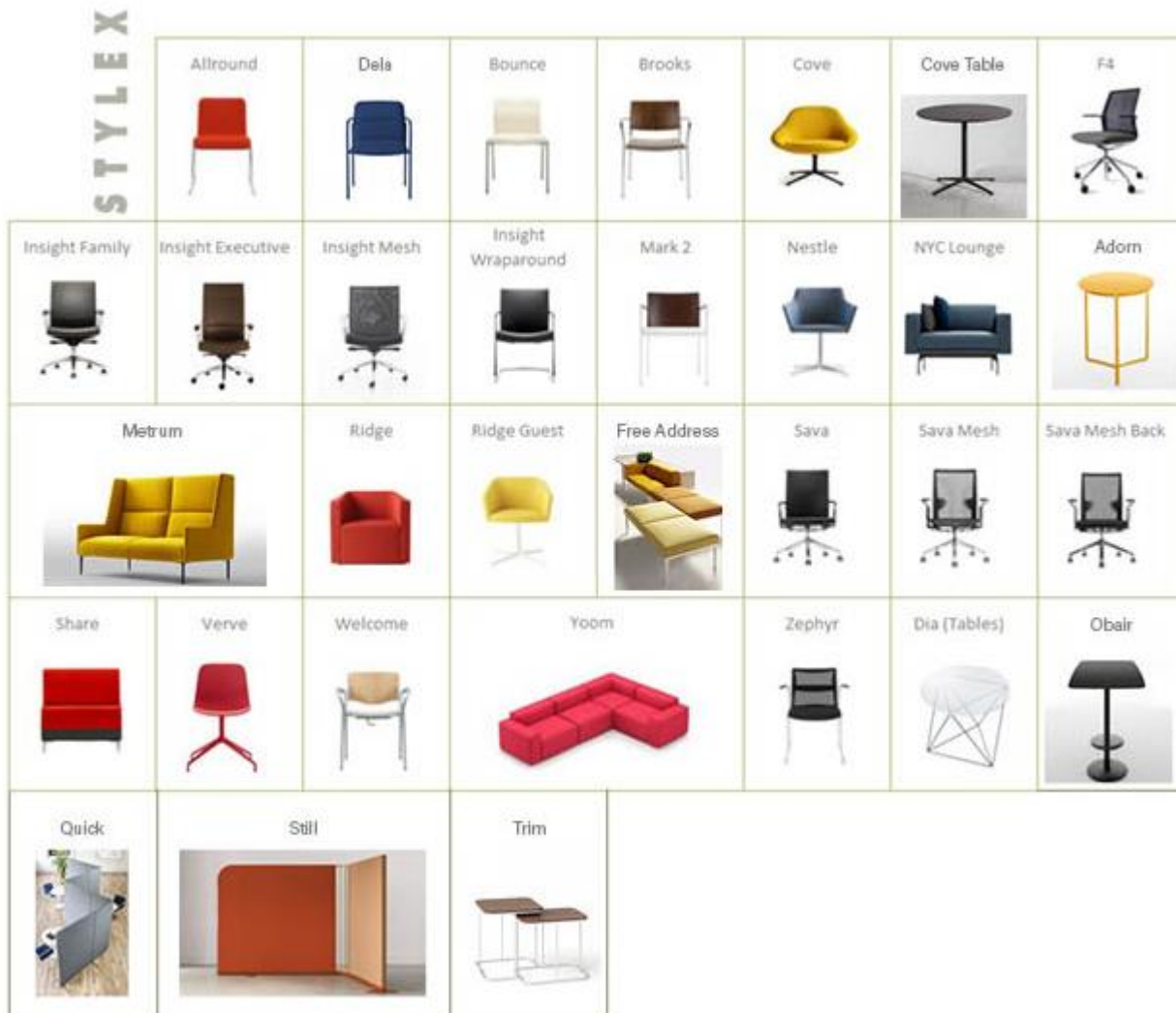
While owning a contract furniture dealership in Philadelphia, the Golden family launched Stylex in 1956 to address opportunities they perceived for more refined seating. Their idea was not simply to be a better seating manufacturer, but also to understand seating better... how it is used and how it complements its surrounding environment. We have learned, through the almost six decades of our corporate existence, to become highly adaptive to market change. We have embraced market developments relating to more collaborative ways of working and look forward to adding our own particular point of view to the evolving workplace. That is our challenge and our joy!



Today, the privately held company is owned and run by Bruce and John Golden, the 3rd generation to be involved in managing the business. Stylex's corporate offices and manufacturing operations are located in a single facility in Delanco, New Jersey. While much has changed over more than 60 years, the foundation and vision on which the company was built remains. Our goal is to apply our combined experience with an enterprising, inventive spirit. There's no 'second string' at Stylex, and everyone from our Co-owners' to our receptionist works with customers, specifiers, and designers every day. That, in turn, lets us better understand and more rapidly refine the aesthetics, performance, value, and service that create truly engaging products.

Our Products

Stylex is focused on design-driven seating specified by architects and designers for corporate, institutional, and government users. Our inspiration is fundamentally American classic with more than an occasional nod to European influence. Sensible, attractive, and resolved are three words that define our product philosophy. To learn more about our product offering please visit <http://www.stylexseating.com/products/>.



Environmental Responsibility

"We recognize sustainability as a set of business, policy, and societal issues for which there is no single set of correct answers. Our Sustainability efforts represent a process of continuous refinement, and our achievements are a work in process."

Environmental Policy

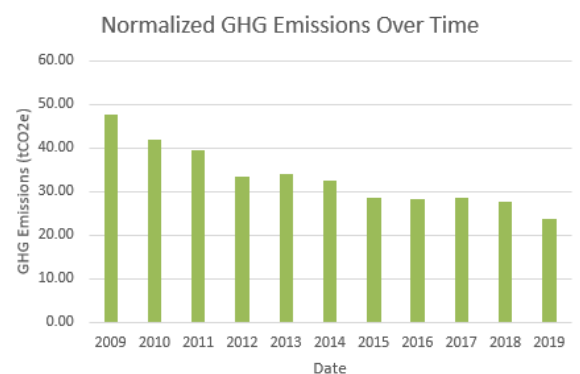
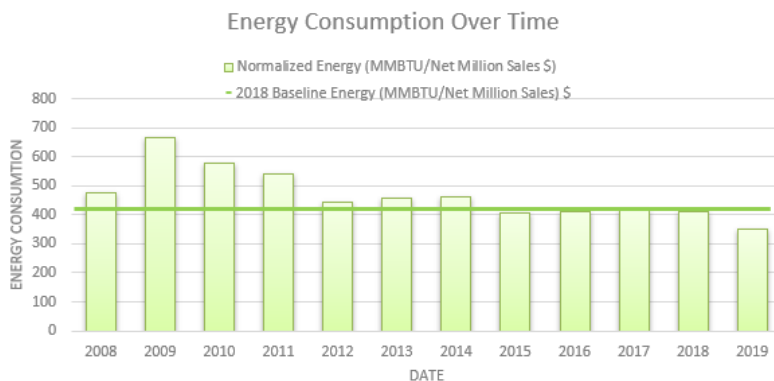
Our goal is to become exemplary stewards of our environment. Company efforts to reduce our environmental impact will be on-going and will incorporate pollution prevention measures, natural resource conservation, and waste reduction, as well as compliance with all local, state, and national environmental regulations at a minimum. In doing so, we strive to continuously improve our products and processes to effectively advance our environmental performance.

Energy & Greenhouse Gas Emissions

Stylex is committed to energy conservation which includes reducing our overall energy consumption and greenhouse gas emissions. It is our policy to continuously improve upon and regularly monitor our energy performance, acting in accordance with all current and future local, state, and national legislation required of our operations in this area. As part of our environmental management system (EMS), we will set objectives and targets directly related to energy conservation, which will be reviewed at least annually. To hold ourselves accountable to these internal goals, we will be transparent with our performance metrics, reporting our performance to our stakeholders through publicly available, voluntary reporting outlets.

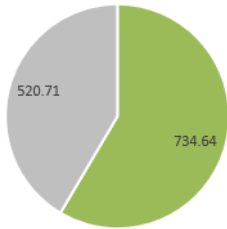
Our total, absolute energy consumption and greenhouse gas emissions continue to increase; we are working, through our EMS, to implement projects to show absolute reductions. Our energy intensity, however, has decreased by 41% from our 2009-2011 baseline and our normalized Scope 1 & 2 Greenhouse Gas Emissions, by the same intensity measurement, are down by 44% from the same baseline period.

We completed lighting efficiency upgrades in 2018. We also implemented the next phase of facility heating with an efficient radiant heat system, significantly improving the wintertime factory conditions for our workforce, albeit at a higher energy cost. We continue replacing shipping bay doors and eliminating other avenues of heat escape. Several projects are under investigation for eliminating additional heat loss and tracing other forms of energy usage to find opportunities for waste reduction.



2019 GHG Emissions

■ Scope I (tCO2e) ■ Scope II (tCO2e)



Renewable Energy

In an effort to offset some of the energy we consume as a manufacturing company, we have contracted with our electricity and natural gas provider to provide approximately 50% of our electricity load from clean and renewable sources.

Transportation

Stylex is committed to reducing transportation related emissions through idling reductions, carrier selection, and reductions in unnecessary intercompany movement. Stylex has a strict idling reduction policy at its manufacturing facility for its internal and 3rd party fleet vehicles. Attention is given to environmental criteria when selecting 3rd party carriers for inbound and outbound products and materials.



Solid Waste Management

As part of our environmental management system (EMS), Stylex has a long term Zero Waste-to-Landfill goal, with the next objective being a 25% reduction from 2017 levels by 2021. We will continuously work to meet the Zero Waste-to-Landfill goal by setting targets and employing strategies that will, over time, divert all waste from our manufacturing operations from being sent to the landfill.

The current step we are taking towards this goal is to source additional alternatives for fabrics and lighter weight plastics such as bags and shrink wrap. Stylex has been effective in recycling metals, cardboard, and wood waste. Now we are seeking partners for recycling less traditional materials.

Chemical Management

Stylex is committed to reducing the human and ecosystem health impacts of our products and processes through regular monitoring of the chemicals used in our facility. This includes evaluating the current state of this policy and our chemical management and hazard communication plans. We will maintain Safety Data Sheets through an electronic filing system while building a chemical inventory to identify and track all existing chemicals including those within our facility; those leaving our facility; and those that have been previously purchased, but that are not currently in our system.

Product Responsibility

Design for Environment

Stylex has implemented a Design for the Environment focus within our product development process. This brings our attention front-and-center to the sustainable footprint of our products and means that every new product launched will be scrutinized for ways to deliver that product as sustainably as possible. Our expectation is to continue evolving our entire product portfolio towards a more sustainable future.

Our efforts to reduce the environmental impact of our products begin during the design and development phase. Whenever an existing product undergoes a major change, or a new product is on the drawing board, we will take into account the environmental impact of each material chosen including its origin, its use in our products, and the end-of-life recovery options. Employing this approach, we will strive to incorporate renewable, recycled, recyclable and biodegradable materials and will also make design considerations to conserve raw materials, water and energy.

Design for Durability/Upgradeability

Stylex designs its products for a long, useful life by incorporating quality materials that foster durability. All Stylex products will be manufactured to withstand repeated service, repair, and handling. To facilitate maintenance, servicing, and reassembly, replaceable components and upholstery are standard features of the products we manufacture, making them easy to refurbish and upgrade for multiple uses by the original or future users.



Indoor Air Quality

Stylex products have been awarded GREENGUARD Gold Certificates for compliance with UL's 2818 -2013 Gold Standard for Chemical Emissions for Building Materials, Finishes and Furnishings and have been certified for low chemical emissions. Find our products' certificates here: <https://spot.ul.com/>

LEVEL® Certified

In the fall of 2014, Stylex's conformance to the ANSI/BIFMA e3-2012 Furniture Sustainability Standard was officially LEVEL 1 certified. Accounting for a company's social actions, energy usage, material selection and human and ecosystem health impacts, LEVEL verifies how a product has met the ANSI/BIFMA e3 Furniture Sustainability Standard from multiple perspectives. With LEVEL, customers can make informed choices about commercial furniture that exceed single attribute eco-certifications. To learn more about BIFMA LEVEL certification, please visit www.levelcertified.org.



Social Responsibility

Stylex is family-owned, and we recognize that a close-knit, highly functional team has a competitive advantage in today's market. We have been in business since the mid-1950's and some of our employees have been with us more than 30 years. We are committed to maintaining the highest possible standards in all that we do. Not only are people at Stylex recognized and rewarded based on their tangible contribution to the group's efforts, but also for the support they extend their teammates. We act vigilantly to be as fair as possible with our customers, employees and our manufacturing partners. We also consider how we can benefit the community in which we operate.

Corporate Ethics

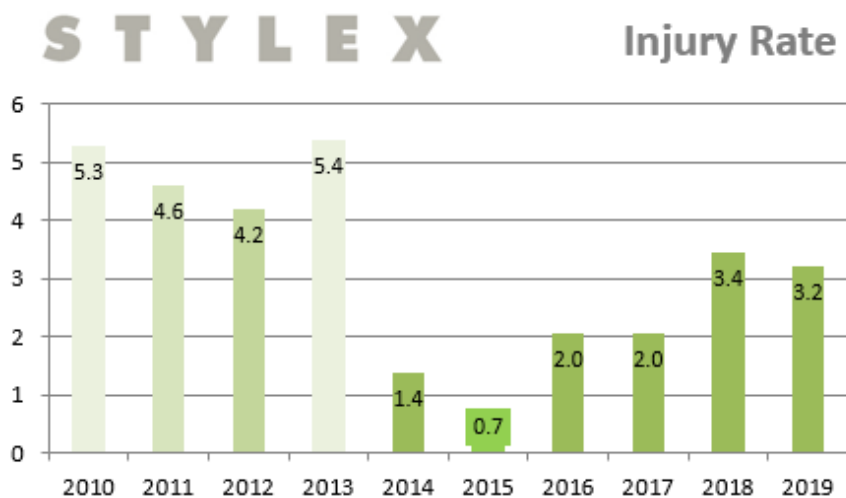
We understand the importance of credibility and trustworthiness to our success as a business. All officers and employees of Stylex are expected to conduct their business affairs in accordance with all applicable laws of the United States and observe the highest standards of business ethics, acting with integrity while considering the impact of their decisions on our stakeholders with whom we will communicate openly and effectively. This policy will be reiterated to all employees on a regular basis.

Health & Safety

Stylex is committed to accident prevention and will do everything possible to protect the health and safety of our employees. We will comply with legislated health and safety requirements as outlined by the Occupational Health and Safety Act to maintain a safe workplace. In fulfilling this commitment, we will strive to eliminate all foreseeable hazards that may result in actual or potential threats to our employees', and our company's, well-being.

When our people are injured in the workplace, confidence in our leadership is eroded. In fact, we consider it a breach in the level of trust that our team members place in us to ensure their physical well-being. This negatively impacts workplace morale.

To the extent that our team is living much of their lives at the Stylex facility, we owe it to them to ensure a healthy environment. One example of our promotion of this type of environment is our smoke-free workplace policy.



Inclusiveness

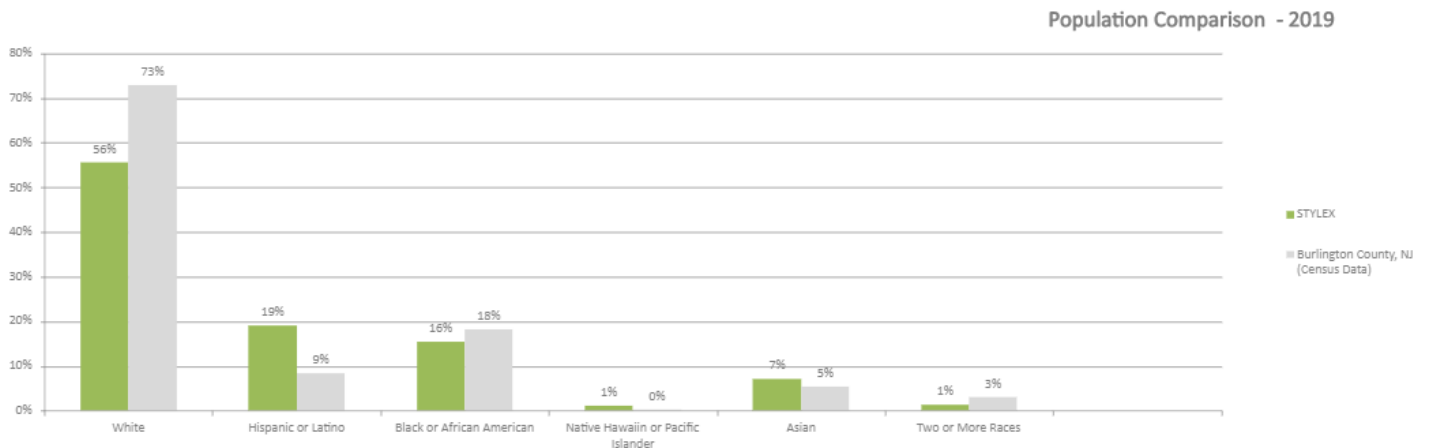
An inclusive workplace makes great economic sense. As the pool of American workers becomes more diverse, no company can afford to discriminate. Apart from the obvious equities that justify a policy of inclusiveness, we find that there is no ethnic, religious, or gender characteristic that can define who will be a great team member. They come in all shapes and sizes!

"We have successfully created an extremely diverse group of workers from all over the world."

Stylex has a broad network of sources from which it draws its applicant pool. We willingly evaluate and interview all who apply. The result is a company population that is broadly diverse in terms of national origin, gender and ethnicity. New employees need introductions to their fellow team members. People who work in the factory are formally introduced through emails sent out by our Personnel Director. In the office, each new individual is personally escorted by their manager throughout the office and introduced to all the first day on the job.

Following Affirmative Action plans and Equal Employment Opportunity principles as the basis during hiring, training, retention, promotion, and firing of employees, Stylex will not discriminate on the basis of race, ancestry, place of origin, color, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status or disability. Stylex is committed to treating all of its employees and associates with dignity and respect, encouraging collaboration, teamwork and the active involvement of all employees.

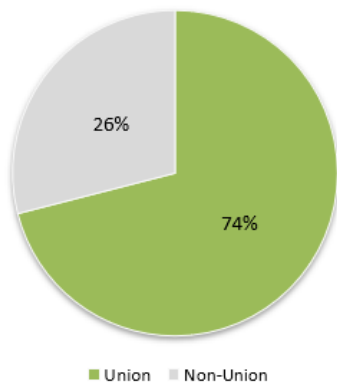
We take the attitude that all people will willingly contribute at a high level when they are treated fairly and respected as individuals. If Stylex is to succeed, this principle must be applied consistently throughout the organization. We start with our hiring practices when each applicant is considered without regard to race, religion, or gender. We have a formal policy of inclusiveness built on the same principles driving our hiring and attempt to encourage inclusiveness wherever possible. In particular, the HR Manager maintains an ongoing open-door policy, especially for those who work in the plant, and is always available to speak to employees who have ideas about how to improve inclusiveness or those who simply wish to speak their minds. There can never be too much creativity in the workplace. So, if an idea is well founded, it will be promoted; no matter what the source.



Labor and Human Rights

Many skills are required to produce high quality upholstered and steel-frame chairs that fall into the category of "craft". Some team members come to the company with these skills already highly developed. Others must be taught to one degree or another. That teaching is often passed from one craftsman to another. This transmission is encouraged by scaled compensation that rewards the development of greater skills for those who desire to undertake this path of improvement. Stylex also encourages continuing education within its workforce and will reimburse employees who take the initiative in that direction.

Within the plant, we have organized functional groups to effectively brainstorm problems and implement targeted solutions that impact day-to-day operations. We do attempt to make important decisions collaboratively, when appropriate.



In 2019, 74% bargaining agreement. These hourly employees are members of the United Steelworkers District #10 AFL-CIO-CLC, Local Union 404-U, and are governed by contractual agreements.

Freedom of association is a human right as defined by international declarations and conventions, particularly ILO Core Conventions 87 & 98. Collective bargaining is a form of stakeholder engagement that helps build institutional frameworks and is seen by many as contributing to a stable society. Together with corporate governance, collective bargaining is part of an overall framework that contributes to responsible management. It is an instrument used by parties to facilitate collaborative efforts to enhance the positive social impacts of an organization.

In addition to our support of collective bargaining and freedom of association, it is our policy to protect and respect the basic human rights of our employees and associates. Stylex 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.

Stylex has developed and distributed the Stylex Supplier Code of Conduct to suppliers who make up more than 75% of Stylex's direct material spend. This Code has been used to help our supply chain identify social responsibility issues and assess their own operations in terms of what is globally considered to be socially responsible. This Code directly addresses the use and/or support of forced or child labor and other human rights issues. A copy of our Supplier Code of Conduct is displayed on the following page.

Supplier Code of Conduct



Purpose and Scope

This supplier code of conduct sets forth the business conduct standards to which Stylex expects its suppliers to adhere. This Code covers suppliers, vendors, contractors, consultants, agents and other providers of goods and services who do, or seek to do, business with Stylex worldwide. This Code also serves as a means for our suppliers to assess their own operations.

Please read each description and acknowledge that you agree to comply with the following required principles by signing and returning a copy of this code to Stylex or will provide Stylex with a similar written commitment:

Stylex expects its suppliers to conduct business responsibly, with integrity, honesty, and transparency and adhere to the following standards:

- Comply with all applicable laws and regulations within its countries of operation
- Provide safe and humane working conditions for all employees
- Respect human rights and prohibit all forms of forced or compulsory labor
- Treat employees fairly and honestly, including with respect to wages, working hours, and benefits
- Encourage a diverse workforce and provide a workplace free from discrimination, harassment, or any other form of abuse
- Respect employees' right to freedom of association, consistent with local laws
- Ensure that child labor is not used in any operations
- Compete fairly for our business and without corruption which includes paying bribes, kickbacks or giving anything of value to secure an improper advantage
- Observe Stylex's policies regarding gifts and entertainment and conflicts of interest when dealing with Stylex employees
- Carry out operations with care for the environment and comply with all applicable environmental laws and regulations

Acknowledgment of Terms

Accepted and agreed to on behalf of _____, a supplier to Stylex. I acknowledge that I am the Chief Executive Officer (CEO), Chief Financial Officer (CFO), or his/her designee and am authorized to bind my company to the terms herein.

Community Involvement

It is our policy to seek out activities that contribute to the community in which we operate. Activities may include volunteerism, donations, and sponsorship opportunities, among others. We will make every effort to involve our employees in these decisions and encourage their participation. Our workforce is drawn from the surrounding community. To the extent that this community thrives, we have a more willing, better educated, and cohesive workforce. As Stylex grows, we are moving to a point where our community involvement can have a meaningful impact.

Stylex believes strongly in supporting our local communities. While no formal commitment or program has existed, and no particular charity has been adopted, Stylex has always felt that we should do our part every year as a responsible member of our community. In short, we have addressed needs as they presented themselves: donating chairs where appropriate, making contributions to the local library, or helping individuals in time of need. It is our goal to increase our involvement over time. A couple examples of our community outreach efforts in 2019 are listed below:

- Providence House Domestic Violence Services – In December of 2019, Stylex donated 4 large boxes containing dolls, trucks, games, and a bike to the Providence House in Westhampton. Providence House Domestic Violence Services of Catholic Charities provides comprehensive services to victims of domestic abuse and their children. We seek to end the cycle of domestic abuse through education, empowerment and advocacy while providing a safe haven from abuse. For more information on the Providence House Domestic Violence facility, please visit www.catholiccharitiestrenton.org/domestic-violence-services/
- American Red Cross – On March 18th and November 19th of 2019, Stylex organized a blood drive at its facility in Delanco, NJ and signed up employees to donate blood to benefit the American Red Cross. In total, over 50 donations were made by Stylex employees. The Red Cross makes blood available to any patient who needs it — patients are not required to find donors to replace the blood they use (a practice common in Europe and some U.S. blood banks) allowing the patient and their family to focus on recovery. Eighty percent of the blood donations given to the Red Cross are collected at mobile blood drives set up at community organizations, companies, high schools, colleges, places of worship or military installations. The remaining 20 percent are collected at Red Cross donation centers. To learn more about the American Red Cross, please visit <http://www.redcrossblood.org/hosting-blood-drive/why-host-blood-drive>
- Interfaith Hospitality Network of Burlington County, NJ – During 2019, Stylex donated 15 pieces of sectional seating for the Interfaith Hospitality Network of Burlington County. Interfaith Hospitality Network of Burlington County (IHNBC) is a non-profit interfaith organization committed to a united outreach by the religious community in Burlington County providing shelter, meals and assistance to homeless families. The organization's program provides help, hope, and a safe haven for guests while they seek affordable housing. To learn more about IHNBC, please visit <http://ihnbc.org/>.

GRI G4 Index

Categories	Subcategories	Aspects	Indicators		Response	Page
General Standard Disclosures	Strategy and Analysis		G4-1	Statement from the most senior decision-maker of the organization	Letter from Our Owners	4
		Organizational Profile		G4-3	Name of the organization	Stylex Inc.
			G4-4	Primary brands, products, and services	Our Products	6
			G4-5	Location of the organization's headquarters	About Our Company	5
			G4-6	Number of countries where the organization operates	Stylex operates solely out of a single facility, located in Delanco, New Jersey, USA.	
			G4-7	Nature of ownership and legal form	About Our Company	5
			G4-8	Markets served	Our Products	6
			G4-9	Scale of the organization	About Our Company	5
			G4-11	Percentage of employees covered by collective bargaining agreements	Labor & Human Rights	12
	Identified Material Aspects and Boundaries		G4-18	Process for defining the report content and the Aspect Boundaries	About This Report	3
			G4-19	Material Aspects identified in the process for defining report content	About This Report	3
			G4-23	Significant changes from previous reporting periods in the Scope and Aspect Boundaries	This is our first report.	
	Stakeholder Engagement		G4-24	List of stakeholder groups engaged by the organization	About This Report	3
			G4-25	Basis for identification and selection of stakeholders with whom to engage	About This Report	3
	Report Profile		G4-28	Reporting period for information provided	About This Report	3
			G4-29	Date of most recent previous report, if applicable	October 2016	
			G4-30	Reporting cycle	Annual	
			G4-31	Contact information for questions regarding the report or its contents	info@stylexseating.com	
	Ethics and Integrity		G4-56	Organization's values, principles, standards and norms of behavior	Corporate Ethics	10
		Environment	Energy	G4-EN3	Energy consumption within the organization	Energy & Greenhouse Gases (GHGs)
G4-EN5	Energy Intensity			Energy & Greenhouse Gases (GHGs)	7	
G4-EN6	Reduction of energy consumption			Energy & Greenhouse Gases (GHGs)	7	

		Emissions	G4-EN15	Direct greenhouse gas (GHG) emissions (scope 1)	Energy & Greenhouse Gases (GHGs)	7
			G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	Energy & Greenhouse Gases (GHGs)	7
			G4-EN18	Greenhouse gas (GHG) emissions intensity	Energy & Greenhouse Gases (GHGs)	7
			G4-EN19	Reduction of greenhouse gas (GHG) emissions	Energy & Greenhouse Gases (GHGs)	7
		Compliance	G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	None	
		Environmental Grievance Mechanisms	G4-EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms	None	
		Social	Human Rights	Non-discrimination	G4-HR3	Total number of incidents of discrimination and corrective actions taken
Supplier Human Rights Assessment	G4-HR10			Percentage of new suppliers that were screened using human rights criteria	Labor & Human Rights	12
Labor Practices & Decent Work	Occupational Health and Safety		G4-LA6	Total of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	Employee Health & Safety	10
			G4-LA7	Workers with high incidence or high risk of diseases related to their occupation	None	
	Diversity and Equal Opportunity		G4-LA12	Composition of governance bodies and breakdown of employees category according to gender, age group, minority group membership, and other indicators of diversity	Inclusiveness	11
	Supplier Assessment for Labor Practices		G4-LA14	Percentage of new suppliers that were screened using labor practices criteria	Labor & Human Rights	12

		Labor Practices Grievance Mechanisms	G4-LA16	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms	None	
Society		Local Communities	G4-SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs	100%	
		Compliance	G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with laws and regulations	None	
		Supplier Assessment for Impacts on Society	G4-SO9	Percentage of new suppliers that were screened using criteria for impacts on society	Labor & Human Rights	12
Product Responsibility	Customer Health and Safety	G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	Design for Environment	9	
				Chemical Management	8	
	Customer Health and Safety	G4-PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life	None		
	Marketing Communications	G4-PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes	None		
	Compliance	G4-PR9	Monetary value of significant fines for noncompliance with laws and regulations concerning the provision and use of products and services	None		