

Groupe Lacasse, founded in 1956, is based in Saint-Pie, Quebec (Canada). The company is a North American leader in the design, manufacture and service of a broad range of high-quality furniture products under the Lacasse, United Chair, Nvision and Arold brands.

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## Sustainability Vision

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Groupe Lacasse strives to be a sustainable corporation. We engage our members, our processes and our resources to provide sustainable and adaptable workspace solutions in a manner which protects the environment, creates economic value and supports and strengthens our communities.

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## Sustainability Policy

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Striving for sustainability in all our processes is our corporate responsibility. We are hoping to set an example and we operate to ensure future generations are not compromised.

To this end, we commit to the following:

- Use training and innovation to promote responsibility and enable the design and construction of more sustainable buildings and workspaces.
- Continuously improve operational performance - not only internally but also throughout our supply chain - with a focus on preventing pollution, reducing waste and reducing consumption of non-renewable resources.
- Use benchmark performance targets, conduct audits, track metrics and annually report on our environmental performance.
- Be a proactive, learning organization, continually adapting our practices and behaviors to new developments in technology, health and environmental science.
- Meet or exceed applicable legal requirements and other requirements related to the environmental aspects of the organization.

We recognize our responsibility as a corporation and we will work in harmony with the communities in which we operate and the markets we serve.

The organization's leaders and members adopt and support the Groupe Lacasse Sustainability Policy. This policy will also be communicated and promoted to everyone working for or on behalf of the organization. It forms a framework for activities, product design, services and decision-making and promotes engagement of the entire organization.

Groupe Lacasse is dedicated to sustainability leadership and will continually update this policy to ensure its commitment.

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## Sustainability Long-Term Objectives

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### 1. Energy Management

Increase energy efficiency and use renewable energy alternatives with the long-term objective of becoming climate neutral.

### 2. Green Transportation

Minimize harmful emissions associated with the distribution and transport of Groupe Lacasse products and services.

### 3. Zero Waste, Zero Emissions

Reduce waste and emissions associated with the production of Groupe Lacasse products and services in order to lessen our environmental footprint.

### 4. Green Buildings and Sustainable Site Management

Use green building design to construct new buildings and renovate existing Groupe Lacasse facilities while ensuring sites in use are managed sustainably.

### 5. Sustainable Products and Workspace Design

Ensure that Groupe Lacasse products and workplace solutions provide customers the environmental performance and value they expect.