

# SYMBIOTE

## Environmental Stewardship Statement

Symbiote takes pride in our environmental stewardship. We are committed to environmental diligence in all phases of operations and activities.

We pledge to our employees, customers, and community that we will strive to protect our environment and natural resources related to all our operations.

To that end we shall:

- Comply with corporate, local, state, and federal requirements as well as additional regulations.
- Minimize the environmental impact of our operations whenever feasible by promoting prevention of pollution, encouraging environmental resource conservation, and resource recycling.
- Integrate environmental, health, and safety considerations into all key business decisions -including the design, production, distribution, and support of our products and services.
- Correct any identified environmental problems and strive to continually improve in all areas of environmental management.
- Encourage and educate our employees to take personal accountability for working toward protecting the environment and creating a safe and healthy workplace.

### **SPECIFIC GREEN INITIATIVES**

- **Carbon Neutral Company**  
In our efforts to preserve the world for future generations, Symbiote earned the CarbonNeutral® Certification for the year 2021
- **Reduced Energy Consumption**  
Symbiote cares that our facilities are environmentally friendly. Timers and sensors are used on lights to conserve energy. The entire facility has been converted from fluorescent to LED lights.
- **Equipment Improvements**  
We are updating our manufacturing plant to newer, more energy-efficient machinery and equipment.
- **Recycled Waste**  
Symbiote recycles all cardboard, paper products, and batteries. All scrap steel is efficiently segregated by type and recycled. Our steel products are 100% recyclable, with many made from 100% recycled content

- **Powder Coating Technology**

We utilize environmentally responsible suppliers to efficiently 100% powder coat our painted products.

- **Toxicity Standards**

Symbiote products are manufactured largely from metals. Likewise, we have had products tested by UL GreenGuard for compliance, and we require our suppliers to provide certifications that the materials remain compliant. For products, such as wood-based worksurfaces, we use materials that meet GreenGuard and other applicable emissions standards.

- **Health and Safety**

Symbiote has an active health and safety program with a working Safety Committee.

- **Sustainability Team**

Symbiote has a committee that encourages and looks for ways to improve our impact on the environment. They look for additional ways to conserve electricity, water, gas, and non-recyclable garbage. With minimizing Symbiote's footprint on the environment as the goal.

Symbiote, Inc.

A handwritten signature in black ink, appearing to read 'Barrett Randolph', written over a horizontal line.

Barrett Randolph, President & COO

29 Sep 2021