



Corporate Sustainability Policy

Preamble

Davies Office Refurbishing Inc. ("Davies") has committed itself to the journey of continuous improvement to become a more sustainable company. Davies adheres to the triple bottom line of sustainability whereby environmental, social and economic aspects of doing business are integrated into our culture.

Davies is committed to conducting business in a manner that supports the long-term well-being of society, the environment, and the economy. We conduct our operations ethically and in compliance with all applicable local, regional, national, and international laws and regulations. This includes fair hiring practices, equal employment opportunity, ethical business conduct, and responsible corporate governance.

Davies respects internationally recognized human rights and is committed to providing fair wages, reasonable working hours, safe working conditions, and freedom from forced, compulsory, or child labor throughout our operations and supply chain.

As a part of our journey, Davies will move beyond regulatory compliance and be guided by its corporate Sustainability Policy presented here.



ENVIRONMENT

Davies Design for Environment Policy

Davies recognizes that most of the negative environmental impacts that a product will have over its entire life cycle is determined and set early in the design phase of that product. Thus, Davies is committed to using the principles and strategies of Design for Environment (DfE) to evaluate and reduce the negative environmental footprint of its products and processes from a life-cycle perspective. Davies integrates Design for the Environment principles into product development and manufacturing processes through early considerations of the materials, processes, and material source. We consider material selection, recyclability, durability, energy efficiency, water use, chemicals of concern, and end-of-life options when designing products. Preference is given, where feasible, to materials and processes that reduce environmental impact and support circularity. Effective end-of-life management of existing materials is at the core of the DfE strategy implemented at Davies. Through a combination of a buy-back program and efficient material recovery processes, Davies strives to provide products of high recycled and recyclable content, thereby prolonging the value and useful life of existing materials and minimizing negative impacts arising from the acquisition and processing of raw materials, including energy and water.



Davies Environmental and Energy Management

Davies maintains an environmental and energy management system that establishes our commitment to pollution prevention, efficient use of resources, energy conservation, regulatory compliance, and continual improvement. This management system provides a framework for setting and reviewing environmental objectives and targets and is supported by management review and performance tracking.

Progress against our sustainability objectives and targets will be continuously reviewed and assessed through our environmental and energy management system. Throughout this process, Davies is committed to exceeding its compliance requirements with all applicable environmental laws and regulations to protect and preserve our community.

As a part of our commitment to provide our customers with the highest quality refurbished and remanufactured office furniture, Davies is committed to upholding our role in the reduction of the lifecycle energy and greenhouse gas impacts associated with our products, processes, facilities, and energy purchases. To accomplish this commitment, Davies is dedicated to improving the energy efficiency and reducing the associated impacts of our processes, facilities, and energy purchases through a process of continuous improvement and the use of an energy efficient purchasing process. Central to our approach is the reduction of life cycle embodied energy that can be achieved through the remanufacture of existing products.



Davies Solid Waste Diversion Goal

Davies recognizes our role in reducing the amount of solid waste associated with our manufacturing operations. It is therefore the goal of Davies to reduce 100% of our solid waste generated from fabrication and assembly of our product components. Davies will seek to explore and implement alternatives to disposal through material reuse, refurbishment, recycling, and other diversion strategies.

Davies Chemicals Policy

Davies is committed to responsible chemical management in the design and manufacture of our products. We maintain a comprehensive Chemical Governance framework that guides how chemicals and materials are selected, evaluated, and managed to support regulatory compliance, protect human health and the environment, and promote continual improvement in material health.

Our Chemical Governance framework applies to products within our defined scope and supports compliance with applicable chemical regulations in the regions where our products are manufactured and sold. We are committed to using chemicals responsibly and to making informed material decisions throughout the product life cycle.

We maintain our Design for Environment program, Chemical Management Plan, and Chemical of Concern Strategy to identify and manage chemicals used in our products and to ensure that relevant chemical information is available to support safe use and informed decision-making. Chemical management responsibilities are defined within the organization to ensure accountability and consistency. As part of our commitment to material health, we seek to identify chemicals that may pose potential risks to human health or the environment. We reference recognized authoritative sources to inform our understanding of chemicals of concern and to guide responsible material selection.



Where feasible, we work to reduce the use of chemicals of concern and to consider safer alternative materials that meet functional, performance, and quality requirements. These efforts may include material changes, design considerations, or collaboration with suppliers.

Our approach to chemical governance supports continual improvement. We periodically review our practices to reflect evolving scientific knowledge, regulatory developments, and opportunities to further reduce potential chemical risks in our products.

Through our DfE program, chemical management plan, chemical reduction strategy and pollution prevention initiatives, Davies strives to assess its products and processes for chemicals of concern with the aim of reducing negative impacts on human and ecosystem health beyond regulatory compliance. Davies cares about the health and well-being of its workers, customers, the communities in which it operates, and the wider environment.

Davies Idling Reduction Policy

All vehicles, including those owned and operated by Davies, its employees, and other 3rd parties when on the premises of any Davies facility and at rest for a period of more than 5 minutes are to shut their engines off, thereby saving fuel and reducing the emissions and pollutant exposure associated with vehicle idling. This policy is not applicable during safety or operational emergencies, conformance to manufacturer's specifications, or as adverse weather conditions permit.



Davies Design for Durability

As a furniture remanufacturer, each remanufactured product we sell exemplifies our commitment to our product's robust durability, capability to have a long useful life, and resilience to withstand repeated service, repair, and handling. To suit our customer's tastes, Davies offers multiple replacement design components and refinishing options of our product's functional components. All of our products feature standardized components which can be made available to our customers to facilitate maintenance, servicing, and reassembly. To further demonstrate our commitment to product durability and waste diversion, our processes are designed to enable additional remanufacturing and refurbishment of our products into the future.

SOCIAL RESPONSIBILITY

Davies Statement on Labor & Human Rights

Davies is an Equal Opportunity Employer. Our policy is to provide equal employment opportunities to all persons regardless of: age, sex, race, religion, national origin, marital status, sexual orientation, etc. Davies will ensure that all employees are treated with respect and dignity, are working under their own free will, and are being properly compensated for their efforts. Davies does not use nor support the use of child labor. Davies is a woman owned business.



Davies Occupational Health & Safety Policy

Davies remains committed to providing a Safe workplace for our employees and complying with the Workplace Safety and Loss Prevention Program Recommendations of NYSIF (New York State Insurance Fund). As well as complying with all OSHA General Industry Standards and the OSHA Hazard Communication Program requirements. We maintain a documented Occupational Health and Safety program that includes hazard identification, risk mitigation, training, employee feedback, and continuous improvement. We are dedicated to providing a safe and healthful environment for employees and customers, protecting the public, and preserving Davies assets and property. The overall policy of Davies is to provide safe equipment, adequate tools and training, and the necessary protective equipment to complete any given job.

Davies Wellness Policy

Davies deeply cares about our employees mental and physical wellness. Our standard health insurance policy that is open to every team member includes additional benefits geared towards their total wellbeing. Thru these benefits, we offer mental health support with virtual and in-person therapists, a self-guided content libraries, as well as a neurodiversity hub with additional access to specialized therapy and coaching. There is also access to weight management support as well as discounts offered for fitness products, gym memberships, and other personal care plans or materials. Keeping our team members moving is critical to our overall success. Another value add we offer is virtual joint health that can help our team members with back, shoulder, neck, knee, elbow, or hip pain. This is all provided at zero cost to the team members enrolled.



Davies Social Responsibility Policy

At Davies, we are committed to providing our customers with the highest quality remanufactured furniture while fostering a culture of social responsibility which extends from the manufacture of our products, throughout the workplace which they are created, and into the community at large.

Inclusiveness:

In furthering our commitment to fair and equitable hiring practices, Davies is committed to moving beyond compliance with applicable laws by fostering the practice of inclusiveness in our workforce, management, and corporate governance bodies. As a certified Woman Owned Business, Davies is committed to ensuring fair and equitable opportunities for all employees regardless of age, race, gender, sexual orientation, cultural or national heritage, or physical/mental disability. This includes fostering a culture which ensures equal access to a quality working environment, personal enrichment, and professional growth, while valuing the skills and unique perspectives that each individual contributes to the workplace. Employment and advancement decisions within the Davies organization will be based on merit, qualifications, and abilities; and in doing so, maintain our compliance with all nondiscrimination and equal opportunity laws. This policy will be upheld through employee engagement and education activities and our progress measured through our metric and internal performance tracking and reporting.



COMMUNITY OUTREACH AND ENGAGEMENT

Davies is committed to being an active and responsible member of the communities in which we operate. We maintain a community outreach and engagement policy that encourages positive social impact through volunteerism, partnerships, charitable contributions, and employee participation in community initiatives.

SUPPLY CHAIN AND BUSINESS CONDUCT

Davies maintains a Code of Conduct and Supplier Code of Conduct that define expectations for ethical behavior, legal compliance, labor practices, environmental responsibility, and business integrity. These codes are communicated internally and externally and form the foundation for responsible supply chain management.

Corporate Ethics:

At Davies, we believe that actions speak louder than words. In this manner it is our intent that Davies' actions from the manufacturing floor to the customer's door speak of our commitment to corporate ethical principles; ensuring honesty, integrity, transparency, and accountability within all levels the Davies organization. To uphold these principals, Davies' employees will receive education regarding ethical practices and will include these principals during periodic performance reviews.

Receipt of Gifts:

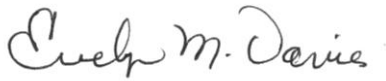
The receipt or distribution of gifts of value in relation to Davies business transactions amongst employees, vendors, contractors, or other parties which are outside of generally accepted business practices are prohibited. Specifically, "kickbacks" or "bribes" intended to induce preferential treatment are strictly prohibited.

DAVIES OFFICE

Insider Trading:

The use of non-public information acquired through Davies' operations is strictly prohibited from use for personal gain; financial or otherwise.

Signed



Evelyn M. Davies, President
Davies Office Refurbishing, Inc.
40 Loudonville Rd.
Albany, NY 12204

Revised 9/21/2026