



## Environmental, Social, and Governance Policy Number C-600

<i>Department</i>	<i>Compliance</i>
<i>Effective Date</i>	<b>07/14/2022</b>
<i>Version Number</i>	<b>V 1</b>
<i>Last Revised</i>	

### Scope

All National Seating & Mobility policies and procedures apply to all owners, directors, officers, and employees of NSM and all related entities equally unless otherwise indicated.

### Purpose/Policy Introduction

For many years, National Seating & Mobility has been providing unparalleled products and services meeting mobility and accessibility needs, no matter how simple or complex. We are committed to providing 360-Degree Complete Mobility Solutions, always striving to help our clients move through life with confidence.

National Seating & Mobility serves a special mission. We provide each team member the opportunity to directly impact our clients' lives, allowing them to live more comfortably and confidently by empowering them with self-reliance and independence. We are a dedicated team that provides the best care to each client, leveraging technology and creating mobility solutions as unique as our clients' needs.

As a mission driven organization, we recognize the importance of sound management of the environmental and social impacts which may result from our operations. [Policy](#) Generally 1-2 paragraphs, states the policy's intent, when the policy applies, and any mandated actions or constraints. It doesn't describe procedures.

### Policy

The three main areas of focus for responsible business which relate to the environmental and social

impact of any business's activity, and the way a business is governed and managed. Together, these factors are known as Environmental, Social and Corporate Governance (ESG).

ESG processes and procedures focus on a company's approach towards responsible investment, sustainability, its impact on society and the environment, as well as other ethical and corporate governance considerations.

ESG can be defined as follows:

- **Environmental** responsibility includes greenhouse gas emissions and the impact of a business on the climate as well as the impact of climate-related topics on a company, the effective management of energy (usage, sourcing, etc.), sustainable use and protection of water, pollution prevention and control, management of waste and hazardous materials, and the protection of ecosystems.
- **Social** responsibility relates to the promotion of inclusive and diverse cultures and teams, safeguarding against discrimination, preservation of human rights, application of sound labor practices, responsible interactions with clients, occupational health and safety, and improving the communities in which we serve.
- **Corporate Governance** relates to transparent and accountable governance and management structures that focus on allocating clear responsibilities, implementing effective controls, communicating robust policies and procedures, meeting legal requirements, and enabling effective reporting.

NSM recognizes the need to help improve the environmental and social impact of our company through the following focus areas:

## Environment

NSM recognizes that our operations have the potential to result in several environmental impacts and is committed to minimizing our environmental impacts where feasible. The Company will develop an energy and waste management plan that considers minimizing carbon emissions and environmental impact where feasible.

The energy and waste management plan will optimize or reduce our carbon footprint and other environmental impacts through energy efficiency initiatives, environmentally sound methods of disposing of packaging materials, batteries, and general waste associated with NSM's lines of business. In addition, NSM will strive to minimize the number of paper records generated and kept through the effective execution of our document retention standards.

We will implement processes to collect and monitor environmental related key performance indicators (KPIs) correlating to NSM operations and the implementation of the energy and waste management plan. The monitoring of KPIs will be used to target internal initiatives (i.e., installation of led lights, etc.) as well as to engage with the vendors we utilize in the supply chain.

## Employee Learning, Development, Health, and Safety

At NSM, we are about building company culture and providing an incredible place to work every day. The success of our business is built on our employees, and we aim to provide a basis for employees to build a meaningful career while leaving a lasting impact on those we serve. NSM has an ongoing focus on career path opportunities, growth and development programs, encouraging career progression, and competitive pay and benefits to retain employees.

The importance of employee development is reflected by an extensive focus on culture, communications, and internal training and development programs. These initiatives provide opportunities to all employees to learn new skills, progress their careers, and thrive in an environment that supports Diversity, Equity, Inclusion, and client sensitivity. Our focus and training will be further supported by the Employee Handbook, Code of Conduct, and the Equal Employment Opportunity Commission policy. Finally, through our Serving Safely Program and Accreditation through the Joint Commission, NSM continuously focuses on a multitude of standards to help ensure the health and safety of our employees, clients, contractors, and visitors.

## Governance

NSM is committed to the highest standard of corporate governance. NSM has set out standards in our Employee Handbook, Code of Conduct, company training, and various policies that must be understood and adhered to at all times by all our employees, covering areas such as compliance with applicable laws and regulations, confidentiality, anti-bribery, equal opportunity, harassment and discipline. In addition, NSM will monitor the effectiveness of the company's ESG initiatives and ongoing program development through the Corporate Compliance Committee. The Corporate Compliance Committee is comprised of NSM Senior Leadership and subject matter experts across the organization responsible for various aspects of ESG (e.g., Legal, HR, Operations, etc.) and will report ESG Key Performance Indicators (KPI) on a quarterly basis. Finally, NSM has an Executive Board Member responsible for ESG and a status is provided to the Board of Directors at least twice per year.

NSM will review the content of this policy periodically, and on at least an annual basis.

References/Resources

n/a

Policy History

Revision Date	Author/Department	Description
	Compliance	Initial Policy