

SUSTAINABILITY REPORT 2023





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ABOUT THIS REPORT

This report serves as a comprehensive overview of Ergonomic Comfort Design's (ECD) commitment to environmental stewardship, social responsibility, and ethical business practices. We hope to provide insight into the purpose of this report, and our approach to sustainability.

Our 2023 sustainability report aims to communicate our efforts, achievements, and ongoing initiatives in promoting sustainability within the seating industry by utilizing the GRI Standard. It serves as a platform to inform stakeholders, including customers, employees, suppliers, and the wider community, about our commitment to responsible business practices and the progress we've made in various sustainability areas.

We approach sustainability with a comprehensive perspective, recognizing the interconnectedness of environmental, social, and economic factors. Our sustainability strategy is guided by the principles of accountability, transparency, and continuous improvement. Through collaboration with stakeholders and adherence to industry best practices, we strive to minimize our environmental footprint, enhance social well-being, and contribute positively to the communities in which we operate.

We are proud to announce that we are actively working with third-party certifiers to achieve LEVEL 2 Certification. Developed by the Business and International Furniture Manufacturers Association (BIFMA), LEVEL is a multi-attribute standard created to deliver the most open and transparent means of evaluating and communicating the environmental and social impacts of furniture products in the built environment. It's the leading multi-attribute sustainability standard within the furniture industry, qualifying certified products to contribute to LEED credits and EPA ecolabel and GSA procurement requirements. This certification process evaluates environmentally preferable and socially responsible furniture, contributing to sustainable building ratings. This demonstrates our commitment to meeting rigorous standards and enhancing the sustainability credentials of our products.

LETTER FROM THE PRESIDENT

I am pleased to present Ergonomic Comfort Design's 2023 Sustainability Report. As we reflect on the past year's accomplishments, our commitment to sustainability remains unwavering.

Sustainability is a responsibility we hold dear. Our mission to create innovative, comfortable seating solutions goes hand in hand with our dedication to minimizing our environmental footprint and positively impacting the communities we serve that extends beyond compliance to regulatory standards.

While we are proud of our achievements, we recognize that the journey towards sustainability is ongoing and requires continuous improvement. We remain committed to setting ambitious goals, measuring our progress transparently, and collaborating with stakeholders to drive meaningful change.

As we look to the future, we are excited about the opportunities that lie ahead to further integrate sustainability into our core business strategy. By embracing innovation, fostering partnerships, and remaining consistent in our commitment to sustainability, we are confident that we can create lasting value while safeguarding the planet for future generations.

I would like to extend my heartfelt gratitude to our employees, customers, and partners for their support and dedication to our sustainability journey. Together, we can build a more sustainable and resilient future for all.



Al Agramonte
CEO, Ergonomic Comfort Design

ABOUT ECD

Who We Are

How do you start a seating company? An even better question would be why would you want to start a seating company in the early 1990's when there were already plenty of seating companies around?

Al started in the furniture industry some 40 years ago creating a wood case goods company. As that segment evolved Al and his wife Patricia found themselves in need of a reinvention. A company they worked with approached them and asked if they made seating. They said they could. And they did. In their garage. When all you know is how to work hard and make the best of what you have, that is where you start. Because Al and Patricia knew you have to be financially strong to grow and wanted to build their new company to be financially independent and strong. And they did.

Al knew he could build a better chair to answer the question, "why start a seating company when there are so many out there already?" He could listen to the customer, work with ergonomists, and build chairs which would work for them. From this, Ergonomic Comfort Design (ECD) was born and grew.

ECD is a certified minority owned company based in Corona, California currently offering services across the entirety of the United States. Since its inception in 1993, ECD's goal has been to become a leader in its industry by providing a product designed for a healthier work place. ECD was founded under the simple principle of manufacturing the most comfortable chair with the best function and quality creating a healthier work place environment. It is because of this, that ECD is the first choice of many corporations for their office seating programs.

ECD's ergonomic office seating provides you with a healthy choice providing you the correct ergonomic solution in your increasingly technology filled office. But more than that, we want you to be comfortable

– **Your chair, your way.**

For over 23 years, ECD has built products considering its users needs and evaluations of the product. This approach has brought us to the path we are about to fully embark on

– **Your chair, your way.**

Need a different size seat because you are larger or smaller? We can do that. Need a special arm function? We can do that. Need a special foam because you find that to be more comfortable? We can do that too. Taller, shorter, tailbone issues, highly ergonomic control, simple control, weight activated control? We can do that. Our new path will be to allow users to easily build the chair exactly the way they want it – and change it if their needs change.

ABOUT ECD

GREEN STATEMENT

Over the Years, Ergonomic Comfort Design, Inc. has established its name in the office furniture market by providing one of the most comfortable, high quality and functional ergonomic chairs in the industry. We also pride ourselves in our efforts of producing safer products that follow the guidelines of a cleaner and healthier indoor air quality for a better office environment.

MATERIALS SOURCING

ECD strives to use materials that are processed in an environmentally responsible manner or consist of a high level of recycled material. Our vendors are committed to eliminating negative chemicals and vapors, some of which lead to health problems and low productivity. As part of our safety process, we require from our main suppliers a written certification confirming that their components are free from harmful chemicals. We are committed to integrating Design for Environment (DFE) principles into our office seating products. We understand the importance of minimizing our environmental footprint and are dedicated to creating seating solutions that align with sustainable practices. Our compliance with DFE principles is evident through material selection, resource selection, end of life considerations, product durability and compliance with environmental regulations.

FABRIC

Momentum Textiles offers their Terratex Fabric of recycled polyester, which is available in all of our seating products. Omission of finishes makes it possible to recycle Terratex Fabrics upon completion of their useful life span.

MANUFACTURING

ECD uses manufacturing processes that are friendly and non-threatening to our environment. Materials used in the production process contain no Ozone Depleting Substances (ODSs) (chlorofluorocarbons (CFCs) or hydrochlorofluorocarbons (HCFCs)). Our systems are in full compliance with EPA requirements concerning Clean Air and Clean Water. We recycle scrap metal, paper and corrugated waste. We work diligently with our local power company to determine effective ways to conserve energy in our operations.

DELIVERY

Our chairs are shipped using reusable packaging materials such as blankets and other such materials as recyclable cardboard boxes.

DISPOSAL

ECD designs and manufactures products with long life cycles to reduce total disposals. ECD products carry a lifetime warranty (with a few exceptions) and are designed to last for well over 10 years, meaning our products limit the dispose and re-purchase cycle that causes many environmental problems. ECD eliminated the printed owner's manual in January of 2006. End users have the ability to log on to www.ecdergo.com and learn how to operate their new chair by watching an animated tutorial. ECD is currently working on eliminating the printed catalog by having an "online" Catalog with brochures and pricing. ECD welcomes visitors to tour our factory and see for themselves our commitment for a cleaner environment.

ABOUT ECD

OUR COMMITMENT

ECD is committed to building a product applying the latest available technology and methods of production. ECD's Ergonomic Office Seating provides you with a "healthy" choice to give you the correct ergonomic solution to the needs of your "Hi-tech" working environment without sacrificing styling or design. We are also committed to professional top quality customer service and responsiveness to your needs so that we may guarantee you full customer satisfaction.

OUR RESPONSIVENESS

ECD will strive to build product considering the users needs and evaluation of the product. Then we determine ways to implement those desired improvements. We request your help by suggesting any product or feature you consider important in your particular need which is missing from our product line. Your suggestions will then be analyzed and considered for the possibility of future production.

OUR GOAL

ECD's goal is to become a leader in our industry by providing a product designed for a healthier working environment.

SUSTAINABILITY DIRECTIVE

Ergonomic Comfort Design (ECD) is committed to conducting business in a manner that upholds the well-being of society, our environment, and the economy.

Our principles are rooted in ethical and legal business practices, encompassing fair hiring procedures, corporate ethics, and stringent guidelines regarding gifts and insider trading. We maintain an unwavering commitment to equal employment opportunities for all applicants and employees, fostering a culture of responsibility and environmental awareness through ongoing training initiatives.

Our primary objective is to provide high-quality ergonomic workplace products characterized by superior repairability and durability. Demonstrating a holistic approach, we conscientiously consider the life cycle of our products and proudly extend a 10-year warranty on all offerings. We proactively implement, maintain, and enhance practices aimed at reducing our environmental and energy footprint. In both design and manufacturing, we adopt environmentally-safe approaches, emphasizing pollution prevention, waste elimination, and efficient resource utilization.

Evaluating potential environmental impacts guides our purchasing decisions, as we continually strive for improvement. Our commitment extends to setting objectives and targets that align with our environmental and energy footprint reduction strategies, reinforcing our role as stewards of the environment by managing natural resources, materials, and chemicals responsibly.

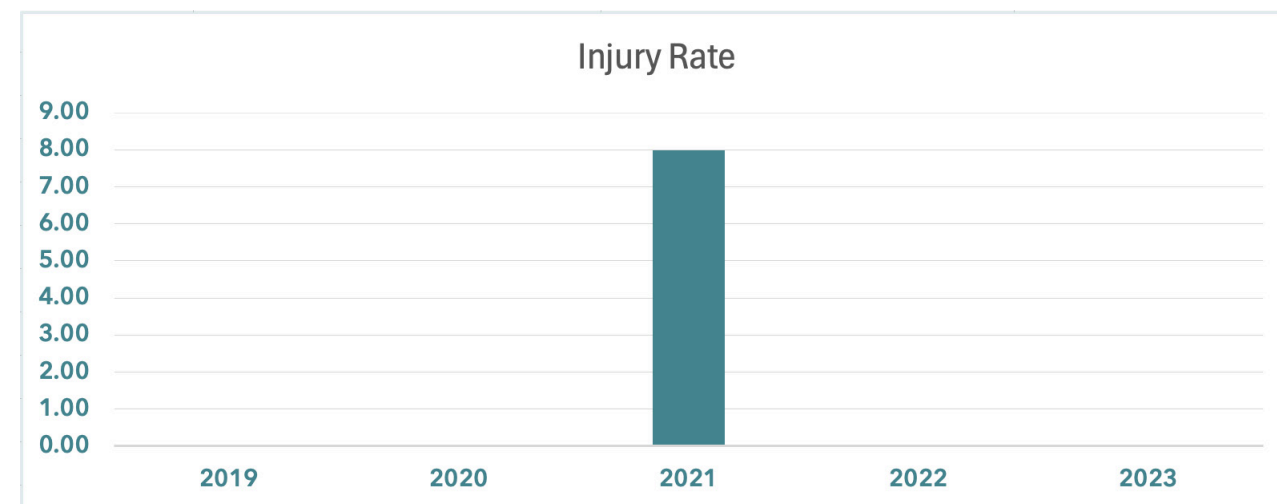
Ergonomic Comfort Design is dedicated to designing and manufacturing more sustainable products through life cycle thinking, prioritizing safer material chemistry to positively impact human and ecosystem health. We collaborate with subcontractors who share our commitment to adopting environmentally conscious approaches, creating a network of partners devoted to sustainability.

All of our initiatives are carried out in compliance with the laws, regulations and other Ergonomic Comfort Design specific commitments.

SAFETY POLICY

Ergonomic Comfort Design, Inc. believes that everyone benefits from a safe and healthful work environment. It is our policy that everything possible be done to protect employees, customers and visitors from accidents. We are committed to maintaining an injury-free and illness-free workplace, and to complying with applicable laws and regulations governing workplace safety.

YEAR	RECORDABLE INJURIES	TOTAL HOURS WORKED	INJURY RATE
2019	0	21901	0.00
2020	0	17076	0.00
2021	1	25077	7.98
2022	0	25061.97	0.00
2023	0	27059.67	0.00

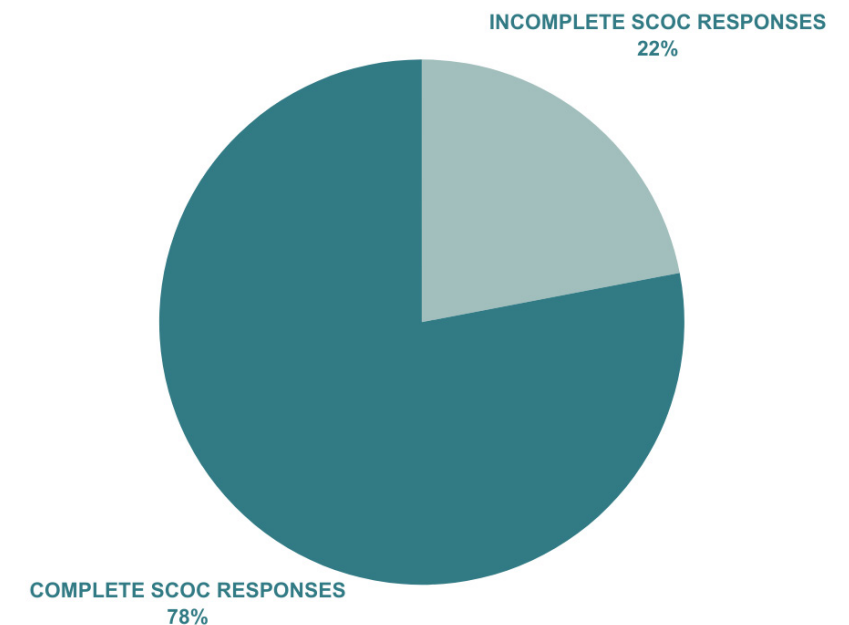


ECD EMPLOYEES

Ergonomic Comfort Design is committed to respect the basic human rights of its employees and Associates. Ergonomic Comfort Design commits to providing decent work hours, wages, conditions as well as upholding all regulatory requirements related to forced, compulsory or child labor.

SUPPLIER CODE OF CONDUCT

Our supplier code of conduct (SCOC) explicitly communicates our corporate social responsibility expectations to our suppliers and their chain of suppliers. While many of our suppliers are already working to these or similar standards and may well have supplier standards that reach back into their own supply chains, we continue to work closely with our suppliers to ensure they fully comply with our code of conduct. Integrating the SCOC into all new contracts is one way we assure compliance. We also require that our distributors reach out to those suppliers who manufacture the products we purchase through them and return their signed copies back to Ergonomic Comfort Design.



PERCENT OF SUPPLIERS THAT HAVE RETURNED SIGNED COPIES, BASED ON 2023 SPEND DATA

COMMUNITY OUTREACH

INCLUSION METRICS

We are committed to actively contributing to our local communities.

Below, you'll find community events and charities we engaged in.

Donation to Elsinore First Assemble

Ergonomic Comfort Design donated 250 student and task chairs

Foundations and Charities ECD Has Donated to

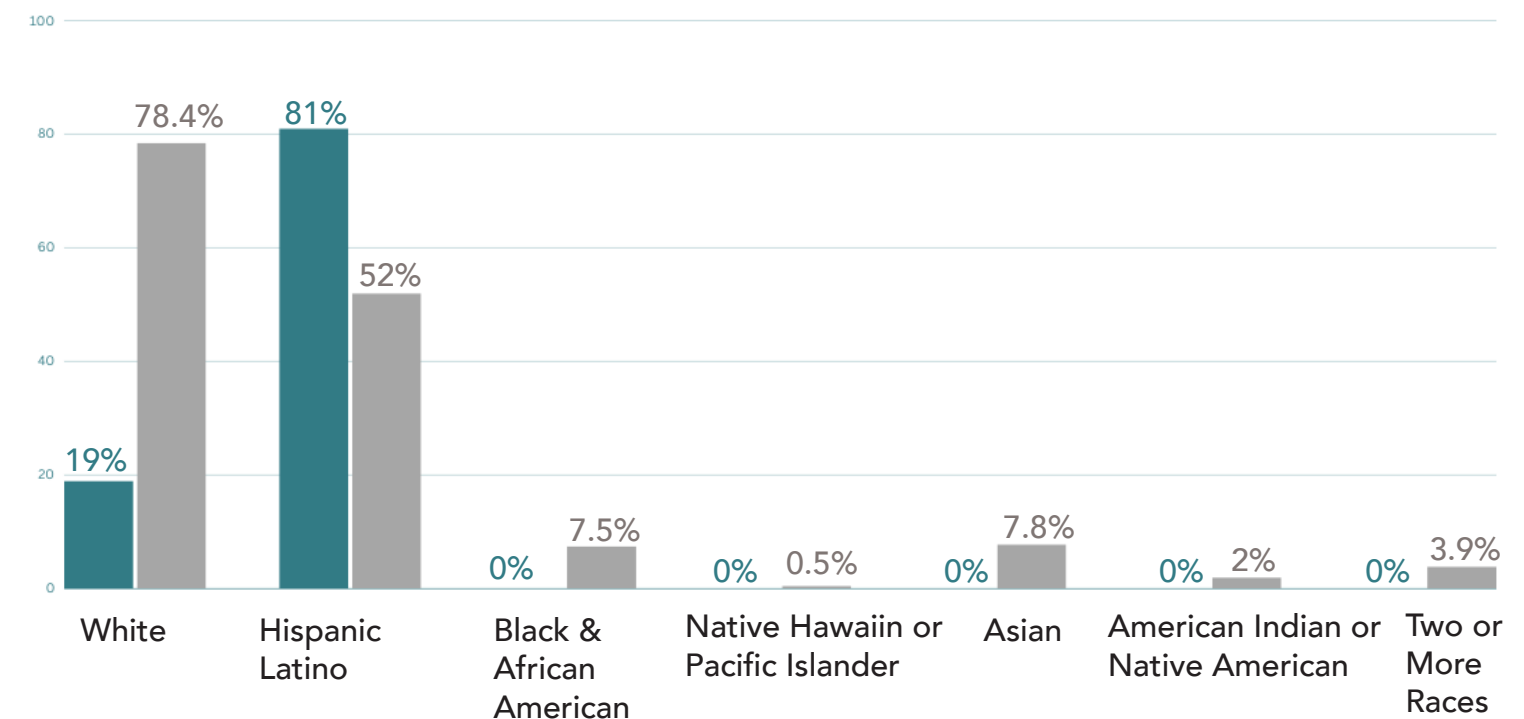
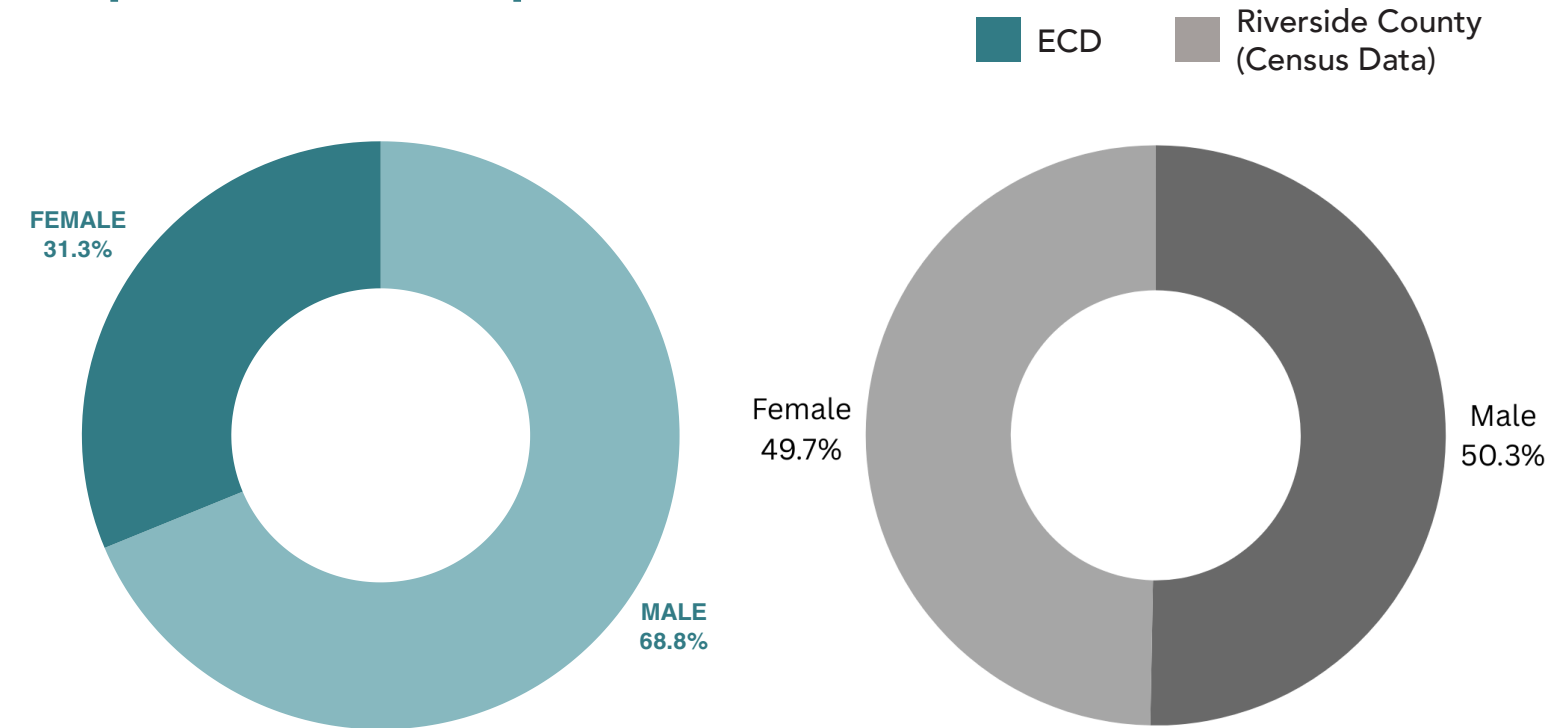
American Cancer Society Donation

Fred Jordan Missions

St. Jude Children' Research Hospital

Angel Tree

Population Comparison

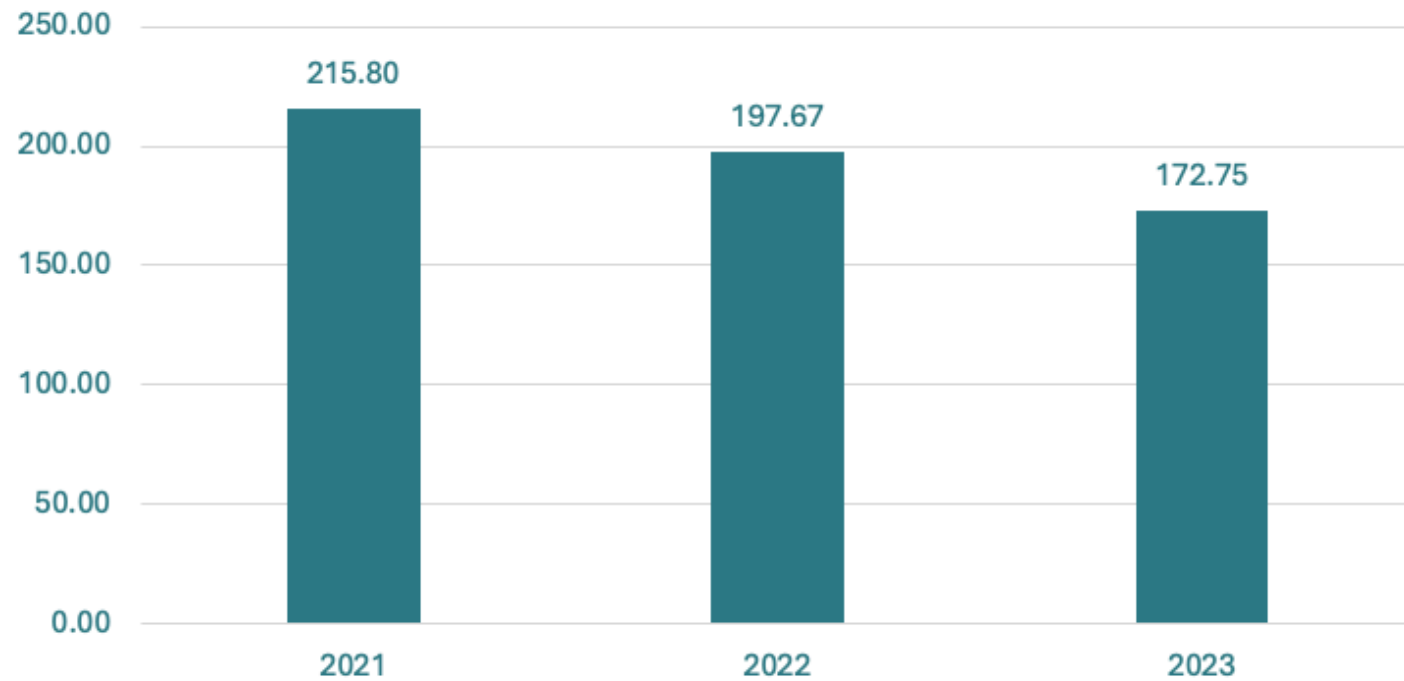


ENERGY & GREENHOUSE

ENERGY CONSUMPTION SUMMARY

	Baseline				
	2021	2022	2023	2024	2025
Total Energy MMBTU	215.80	197.67	172.75		
Year to Year Change	-73%	9%	14%		
Normalized Hours Worked	25077	25061.97	27059.67		
Normalized Energy MMBTU/Hours Worked	0.0086	0.0079	0.0064		
Absolute Change to Baseline	0%	-8%	-20%		
Normalized Change to Baseline	0%	-8%	-26%		

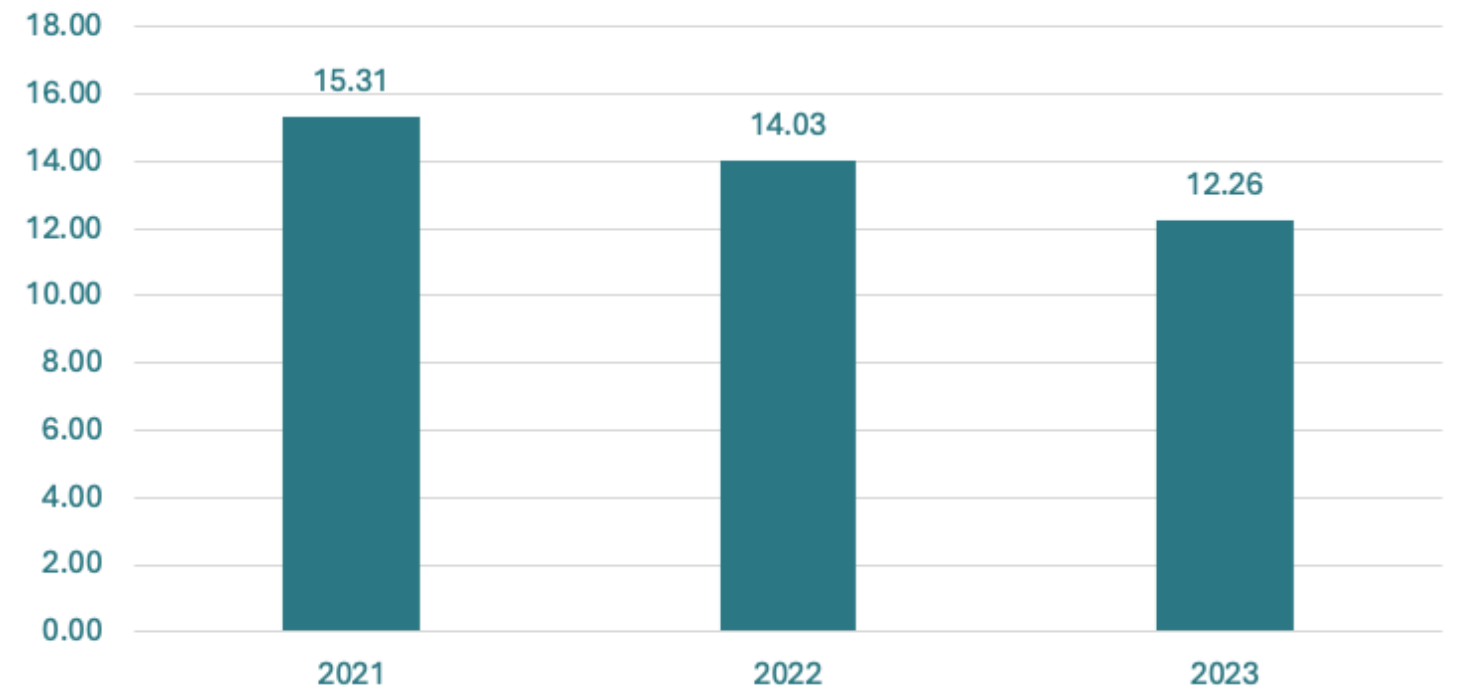
Total Energy MMBTU



GREENHOUSE GAS EMISSIONS SUMMARY

	Baseline				
	2021	2022	2023	2024	2025
Total GHG Emissions tCO2e	15.31	14.03	12.26		
Year to Year Change	-74%	9%	14%		
Normalized Hours Worked	25077	25061.97	27059.67		
Normalized GHG tCO2e/Hours Worked	0.00061	0.00056	0.00045		
Absolute % Change from Baseline	0%	-8%	-20%		
Normalized % Change from Baseline	0%	-8%	-26%		

Total GHG Emissions tCO2e



Ergonomic Comfort Design Products



Alexis



InMotion Guest



InMotion Task



Kyos



Lab Mini



Lab Pro



Lagos Black



Lagos Grey



QT



QTU



Quest



Quest Lite



Logixx



Metropolis



Pursue Black



Pursue Grey



Reniassance



Trudeau



Tuscany



Variant



Vive

GLOBAL REPORTING INITIATIVE INDEX

General Standard Disclosures

Category	Subcategories	Aspects	Indicators	Response	Page
	Strategy and Analysis	G4-1	Statement from the most senior decision-maker of the organization		5
	Organizational Profile	G4-3	Name of the organization	Ergonomic Comfort Design	
		G4-4	Primary brands, products, and services	Who We Are	6
		G4-5	Location of the organization's headquarters	Who We Are	6
		G4-6	Number of countries where the organization operates	Who We Are	6
		G4-7	Nature of ownership and legal form	Who We Are	6
		G4-8	Markets served	Who We Are	6
		G4-9	Scale of the organization	Who We Are	6
	Identified Material Aspects and Boundaries	G4-18	Process for defining the report content and the Aspect Boundaries	About This Report	4
		G4-19	Material Aspects identified in the process for defining report content	About This Report	4
		G4-23	Significant changes from previous reporting periods in the Scope and Aspect Boundaries	No Major Changes	
	Stakeholder Engagement	G4-24	List of stakeholder groups engaged by the organization	About This Report	4
		G4-25	Basis for identification and selection of stakeholders with whom to engage	About This Report	4

General Standard Disclosures

Category	Subcategories	Aspects	Indicators	Response	Page
	Report Profile	G4-28	Reporting period for information provided	About This Report	4
		G4-29	Date of most recent previous report, if applicable	This is our First report	
		G4-30	Reporting cycle	About This Report	4
		G4-31	Contact information for questions regarding the report or its Contents	Al Agramonte Al@ecdergo.com	
	Ethics and Integrity	G4-56	Organization's values, principles, standards and norms of behavior		12-13

GLOBAL REPORTING INITIATIVE INDEX

Environment

Category	Subcategories	Aspects	Indicators	Response	Page	
Environment	Energy		G4-EN3	Energy consumption within the organization		16-17
			G4-EN4	Energy consumption outside of the organization		16-17
			G4-EN5	Energy Intensity		16-17
			G4-EN6	Reduction of energy consumption		16-17
	Water		G4-EN8	Total water withdrawal by source		16-17
			G4-EN9	Water sources significantly affected by withdrawal of water		16-17
	Emissions		G4-EN15	Direct greenhouse gas (GHG) emissions (scope 1)		16-17
			G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)		16-17
			G4-EN18	Greenhouse gas (GHG) emissions intensity		16-17
	Emissions		G4-EN19	Reduction of greenhouse gas (GHG) emissions		16-17
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

Category	Subcategories	Aspects	Indicators	Response	Page		
Social	Human Rights	Non-discrimination	G4-HR3	Total number of incidents of discrimination and corrective actions taken	None		
			Supplier Human Rights Assessment	G4-HR10	Percentage of new suppliers that were screened using human rights criteria	Code of Conduct	13
	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 and Safety	12	
			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	Inclusions Metrics	15	
			Supplier Assessment for Labor Practices	G4-LA14	Percentage of new suppliers that were screened using labor practices criteria	Code of Conduct	13
	Society	Local Communities	Labor Practices Grievance Mechanisms	G4-LA16	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms	None	
			G4-SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs	100%		

Category	Subcategories	Aspects	Indicators	Response	Page	
Society	Compliance	G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with laws and regulations	None		
		G4-SO9	Percentage of new suppliers that were screened using criteria for impacts on society	Code of Conduct	13	
	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	Material Sourcing (DFE)	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	Compliance	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		
		G4-PR9	Monetary value of significant fines for noncompliance with laws and regulations concerning the provision and use of products and services	None		



ECD