



Environmental Policy

Kimball International, Inc., is dedicated to continued excellence, leadership, and stewardship in protecting the environment, the health and safety of our employees and the members of the communities in which we work and live. We strive to eliminate pollution and emissions generated at the source, to use renewable materials and to maximize the reclamation and recycling of materials.

All Kimball International manufacturing locations have implemented an Environmental Management System (EMS) and nearly all of these locations have achieved third party ISO 14001 registration, the global standard for environmental protection and commitment to continuous improvement. The ISO 14001 Environmental Management System requires continuous improvement initiatives to reduce impacts on the environment.

We will:

- comply with all relevant environmental legislation, regulations, customer specifications, and other requirements that apply to our organization.
- review all pertinent changes to our business to determine how they impact the environment.
- measure and monitor our environmental performance and pursue pollution prevention by continuously striving to minimize the negative impact on the environment, through a process of continual improvement in our environmental performance that supports our sustainability strategy.
- integrate the consideration of environmental concerns and impacts into our strategy and decision making.
- strive to promote environmental awareness among our employees and encourage them to work in an environmentally responsible manner.
- communicate our environmental commitment to key stakeholders and report on our environmental program and progress.

This policy is reviewed by senior management, at least annually. We have a team responsible for establishing goals, establishing appropriate monitoring tools, planning timely reviews, and initiating corrective or preventative actions to meet the objectives established.