



## Sustainability Policy

At Posty Cards, we strive to uphold the highest ethical standards in everything we do. As part of that effort, we believe it is our responsibility to our customers, the community, the suppliers, and employees to minimize the environmental impact of our products and our business operations. Recognizing that sustainability is about meeting the needs of the present without compromising the ability of future generations to meet their needs, Posty Cards commits to, wherever possible, taking the long-term view. With that in mind, we strive to make business decisions that appropriately balance economics, the needs of people and society, and environmental stewardship. We commit to continually pursuing more sustainable business and manufacturing operations and to incorporating sustainability principles into the design of the products and services that we offer. We commit to pursuing waste and cost reduction in our business and manufacturing operations through continuous improvement initiatives. And we strive to become a valued member of the communities in which we operate by conducting business in a safe, environmentally sound, collaborative, and charitable manner.

All Posty Cards employees are responsible for ensuring that the company continues to uphold and meet the above guiding principles. It is expected that these principles will inform and guide professional conduct, daily and longer-term decision-making, as well as strategic initiatives.

Specific examples of how Posty Cards will meet our commitment to sustainability are as follows:

- Provide our customers with value-priced, environmentally responsible products, packaging, and services.
- Provide our employees with a work environment that exceeds acceptable standards for natural lighting, air quality, and views of the outside.
- Ensure a safe and healthy work environment for our employees by complying with all applicable environmental, health, and safety (EHS) laws and regulations.
- Ensure a fair and equitable work environment for our employees by complying with all applicable Federal, State, and local labor laws.
- Promote sustainable forestry practices by pursuing and maintaining chain of custody certification for our operation and by purchasing chain of custody certified materials.
- Educate and engage employees, customers, suppliers, and the community on the importance of reducing resource use and waste through reuse and recycling.
- Continue to reduce our carbon footprint by pursuing increased energy efficiency in our operation and by investment in renewable energy solutions.
- Use available resources (energy, water, land, and materials) efficiently, wisely, and responsibly.
- Periodically review our progress (at least annually) in meeting our sustainability goals and objectives, and communicate the results to our stakeholders.

A handwritten signature in black ink, appearing to read "Erick Jessee".

5/6/19

Erick Jessee  
President  
Posty Cards, Inc.