



millennium signs & display, inc. | sustainability policy

SUSTAINABILITY COMMITTEE MEMEBERS:

Saj Khalfan, President/CEO
Salma Khalfan, Vice President
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SUSTAINABILITY POLICY

Sustainability is a matter of competitiveness for Millennium. It is also a matter of values. The customers we do business with, and the communities and environment we do business in, are increasingly affected by sustainability issues such as climate change. We are dedicated to establishing a corporate culture of sustainable development to help ensure that Millennium can continue to conduct business around the world and take pride in what we do.

COMPANY BACKGROUND

Millennium Signs & Display, Inc. is a privately owned manufacturing company offering signage and display solutions and is committed to promoting sustainability by working to the guidelines set out by The U.S. Green Building Council and other initiatives agencies towards use of environmentally friendly methods and products.

OUR PRINCIPLES

We are committed to creating a sustainable company for the long term and embedding sustainability factors into the core operations of Millennium Signs & Display's business.

For our customers:

We commit to reducing Millennium's environmental impact in the way we conduct business. We will maintain total transparency on our sustainability challenges and opportunities and will articulate and share our experiences.

For our employees:

We will integrate sustainability practices into all aspects of our company. We will encourage employees to prioritize sustainability in their workplace practices and lifestyle choices. We will seek ways to recognize employees for achievements relating to sustainability.

For our investors:

We believe a strong commitment to sustainability is compatible with our ability to make our financial goals. Our sustainability practices will help improve our competitiveness and our long-term financial results.

For our suppliers:

We expect our suppliers to conduct a business relationship with Millennium under sound sustainability practices.

For our communities:

We support and encourage collaboration and partnership on sustainability initiatives in the communities where we do business.

OUR PRACTICES

We commit that we will integrate and continuously improve sustainability practices into our workplace and business operations. To put the above principles into practice, we will engage all our stakeholders to become more efficient in our business operations.

As a manufacturing company, our carbon footprint is mostly caused by use of raw materials and the energy consumption in our manufacturing and office location and by travel undertaken in the course of doing business. We are committed to reducing our environmental impact by adopting the following practices:



TRACKING & REPORTING

Collect and analyze data on sustainability factors.

Incorporate self-assessment on sustainability factors for each business area

Report and track accomplishment of sustainability goals by business unit.

MATERIAL AND ENERGY CONSUMPTION

Manufacturing Facility

- Recycle and reuse as many elements, into future projects
- All unused scrap metals are sourced to Recycling Plant
- Advise and educate Clients the use of bio-degradable products in manufacturing
- Use of Non Volatile Organic Compound (Non-VOC) Paints and Water Base chemicals where possible
- Ensure that raw materials such as wood and plastics are either recycled or sourced from sustainable sources
- Pursue optimal hardware and software configuration of desktop computers to maximize energy efficiency.

Office facilities

- Reduce office space through office consolidation and provide technology options for alternate work arrangements, such as telecommuting.
- Consider proximity to mass transit in order to minimize the commuting of employees whenever new offices are selected.
- Strive to achieve a standard equivalent to a LEED* Silver rating or higher, within standard budget and facility requirements.
- Install energy savings devices such as, lighting auto shut-off switches and motion detectors.
- Turn off all feasible electronics at end of day and during non-use times.

Business travel

- Avoid physically traveling to meetings where alternatives are available and practical. Focus on using teleconferencing or electronic messaging
- Use rental cars that are more environmentally friendly, i.e. have higher miles per gallon, are hybrids or have blended fuel engines.
- Choose hotels and event facilities that emphasize sustainable practices such as recycling programs and water conservation.

Supplier Relation

- Prioritize vendors that support our financial and sustainability goals through the combined purchasing power of Millennium business units.
- Strive for environmentally sound supply-chain.
- Ensure that our suppliers receive our Sustainability Policy as an exhibit to new or renewal contracts and require suppliers with billings and require suppliers with billings greater than \$1million to sign and adhere to our policies.



- Require vendors to provide disposal/reclamation services to help ensure hazardous materials are disposed of responsibly.
- Prioritize products with Energy Star** or EPEAT@*** Silver rating or higher and their equivalents.

Workplace practices

- Ensure that all employees take account of sustainability issues in their workplace and activities through training and communication.
- Provide a continually maintained interactive intranet site as a vehicle for company sustainability information, news and collaboration for sharing
- Provide recycling facilities for office consumables (including ink cartridges, aluminum, glass and waste paper).
- Encourage proper recycling at end-of-life for all handheld devices and peripherals along with their batteries and power supplies.
- Transition communications and business forms to electronic and paperless processes, and provide web-based tools to reduce paper waste.
- Where possible, all paper sourcing is either 100% Post-Consumer Waste or from sustainable materials
- Increase the installation of motion-sensing lights and compact fluorescent light bulbs (CFLs) to reduce energy consumption. Ensure environmentally

Lifestyle choices

- Reduce the need for employees to commute to work in cars by promoting carpooling, the use of public transportation, walking and cycling
- Encourage employees to reuse containers and packaging, such as reusable coffee mugs and utensils, wherever possible.
- Motivate our employees to live healthier lifestyles through wellness fairs, information campaigns and providing healthy food options in vending

Partnerships

We empower our business units to support or participate in community projects or initiatives that align with our sustainability policy and support their business objectives. As part of our ethical and sustainability strategy we have regular dialogue with our suppliers and other stakeholders to ensure that they are making attempts to replicate our own working practices. This can include requests to change product materials from existing to those that are more environmentally friendly, recyclable or sustainable. Where suppliers are importing products we request proof of province to ensure that human rights have not been breached. We work closely