



## EMPIRE SUSTAINABILITY POLICY

THE ART OF PRINTING

Empire's focus is providing our customers with products and services that produce sustainable results and business practices. Through our relentless pursuit of customer satisfaction we will grow Empire's customer base and strengthen our company. We will strive to improve our process by listening to our customers, collaborating with our business partners and developing our people through education and training. Our employees will be empowered to continually make improvements to the process, their work environment and themselves. We will develop production methods that implement sustainable environmental, health and safety (EHS) practices into all aspects of our operations. We are committed to doing this through the following principles:

- We commit to being compliant with all applicable EHS and labor regulations (Federal and State). We will continue to implement programs and procedures in accordance with these requirements.
- We pledge to look for new opportunities and innovations that will help enhance and improve our sustainability program beyond regulatory compliance. We will strive to incorporate activities and procedures that will reduce our impact on the environment as well as improving the quality of health and wellness of the employees. We will measure our progress through regular audits and annual reviews.
- Empire will implement procedures to target prevention of activities, services or products that may cause harm to human health, safety, or the environment. These procedures will be designed to affect Empire &/or the surrounding community.
  - » The health and safety of our Employees shall always be top priority.
  - » We will continue to implement sustainable print methods with equipment that uses UV LED curing technology. This will eliminate ozone emissions and lower energy consumption.
  - » We will monitor our equipment, our heating/cooling elements, water and air quality, and our facility through preventative maintenance. This will ensure that everything is running safely and efficiently.
  - » We will implement a recycling program to reduce our solid waste removal by 50%.
- We will communicate our sustainability commitment to our employees, vendors, customers and community through educational training and marketing. We will encourage their input on meeting our goals and improving our procedures.

John W. Freismuth, President

June 25, 2012

