

At Neutral Posture, not only is our Chemical Management program a part of our corporate policy, it is a part of our Safety program. We believe in the safeguard of our employees prior to the safeguarding of our customers and environment. Although this program cuts across several departments within our company, the main focus of this particular section comes down to the identification of Chemicals of Concern (as identified by BIFMA) categorized by area designated for use (i.e., Product level, Maintenance level, or Manufacturing process level) and the establishment of safe practices for use and disposal.

Other considerations for identifying chemicals of concern include the ability to assess for alternate sourcing or evaluation of alternate manufacturing techniques or processes.

The basic structure of our Chemical Management program contains the following areas of responsibility:

#### Chemical Identification system

Any chemical purchased is accompanied with an MSDS and entered into the Chemical Management system for identifying necessary actions of emergency response, logging storage location, determining special disposal instructions and monitoring actual disposal activities.

#### Item Sustainability Form

All product components are assigned an Item Sustainability form to gather information on the environmental impact of the product and to assist in the evaluation of sourcing.

#### Design for Environment

Within the design & product improvement phases, full consideration of environmental aspects of components and materials of composition are considered when sourcing or designing.

Systems for Chemical Management are established and maintained for all areas of control within our management standards and are continuously analyzed and considered for improvement opportunities.