

SOCIAL RESPONSIBILITY REPORT





Communication and collaboration are the foundation of the workplace. The new standard for workplace furniture calls for products made of materials that are easy to clean and disinfect, while also matching the design aesthetic of the space.

We have a single mission to deliver products and experiences that leave our customers with a feeling of “That’s Exactly What I Wanted!” Helping you work better, we want to make sure you find the glass, dry erase, mobile, bulletin board, display, or patient room board for communication, collaboration, and learning. Ghent provides blended solutions in visual communication products, space division, healthcare, and display solutions to the corporate, education, government, and healthcare markets.

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MESSAGE FROM OUR PRESIDENT

For over 40 years, GMi Companies has been providing tools to help you work better. Thoughtfully designed whiteboards, glassboards, tackable surfaces, space division furniture, and graphic communication tools are the products we are known for. Our commitment to providing communication, collaboration, and learning solutions go beyond the products we produce: we aim to bring you the quality, speed, and ease of doing business that you expect, giving you exactly what you want.

Since our founding, we have been committed to Service to our Customers, Employees and our Community.

Service to Our Customers

Our goal is to provide you with a quality product delivered within expected timelines. Backed by industry-leading warranties and unmatched quality, our products stand the test of time. Because all our products are made in-house, we have control over our materials and processes. We have built a robust supply chain for the co-sourcing of materials. Our commitment to providing the best experience from specifying, quoting, ordering, delivery, and installation are at the core of what we do.

Service to Our Employees

GMi Companies is a small, family-owned business, and I’m proud to say that many of our employees have been with us for more than 25 years, some since the company was founded over 40 years ago.

Service to Our Community

We are committed to being a USA-made manufacturer. We’re committed to making our community better in Lebanon, Ohio, and beyond. Where and when we can, we use local partners for facility improvements, outreach, and sourcing of materials.

Our passion for our local business is also at the heart of our environmental practices. This commitment to a healthy planet is part of our manufacturing and business strategy and guides us to make smart choices when it comes to materials and processes. Through continuous improvement efforts, we work to reduce our environmental and energy footprints.

Sincerely,

John D’Agostino
President

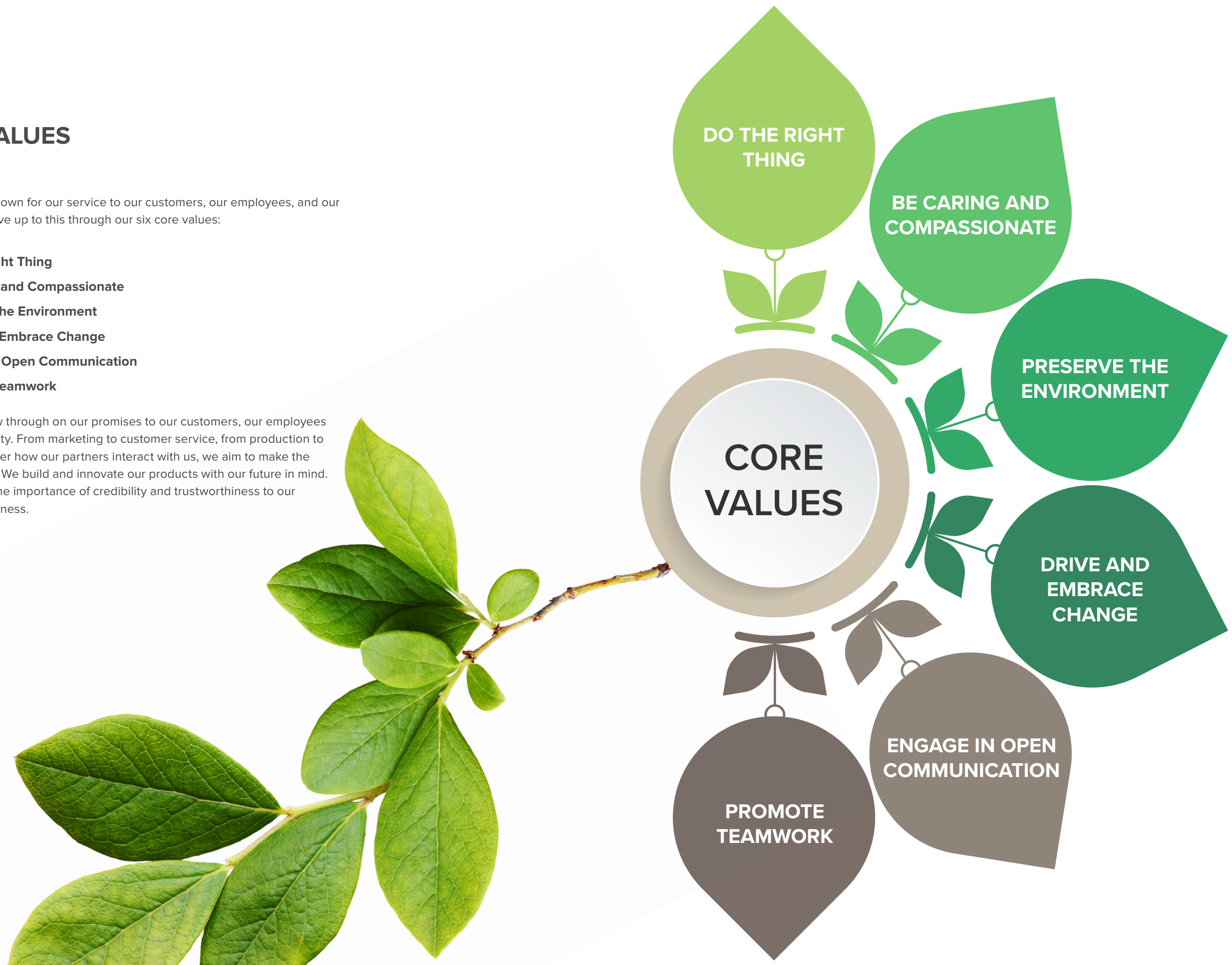


CORE VALUES

We want to be known for our service to our customers, our employees, and our community. We live up to this through our six core values:

- **Do the Right Thing**
- **Be Caring and Compassionate**
- **Preserve the Environment**
- **Drive and Embrace Change**
- **Engage in Open Communication**
- **Promote Teamwork**

We work to follow through on our promises to our customers, our employees and our community. From marketing to customer service, from production to shipping, no matter how our partners interact with us, we aim to make the experience easy. We build and innovate our products with our future in mind. We understand the importance of credibility and trustworthiness to our success as a business.



OUR HISTORY

In December 1976, George and Mary Alice Leasure founded Ghent, a producer of visual communication products including chalkboards, whiteboards, and bulletin boards. Briefly located in an old powder plant in Kings Mills, Ohio, Ghent quickly outgrew the space and its production operations were relocated to Lebanon, Ohio, in June 1978. By 1982, GMi was recognized by INC. Magazine as the 28th fastest growing privately owned company in the United States.

10 years after its founding, Ghent acquired Waddell Company in Greenfield, Ohio. Waddell brought diversification and growth with its line of display and trophy cases. A strong history in craftsmanship opened new doors and brought new capabilities to the growing business.

The markets and competitors of the 1990's represented different types of opportunities and challenges. New markets required a successful company to be extremely efficient and able to react to the needs of the marketplace. Ghent moved the primary production facilities to the current Henkle location in 1993. An efficient one-story design, the plant includes state of the art machinery and equipment. While only a few miles from the previous facility, the new building assured the continued involvement of our skilled and experienced employees, allowing for scalable growth.

In 2006, VividBoard was acquired to expand capabilities into custom visual communications for the healthcare and retail markets. After this acquisition, GMi Companies became the parent company of Ghent, Waddell, and VividBoard.

In late 2020, ground was broken on the 13 ½ acre Henkle site allowing for additional production and warehouse space which was occupied in the fall of 2021.

With the consolidation of operations under one roof, in 2022 after more than four decades operating three independent brands, Waddell and VividBoard were merged under the flagship Ghent label. VividBoard has evolved to Ghent Healthcare and all display cases formed the Waddell Display Collection directly under Ghent. GMi Companies remains the parent company.

GMi continues to thrive and grow. Our core customers are the Contract Furniture, A&D, Educational and Industrial markets. With that growth, The Tablet & Ticket Company, founded by Henry Wilson in 1867, was acquired by GMi Companies in 2023.

People were important to GMi in the beginning. They are just as important to us today. Every business decision is made with our employees' best interests in mind.



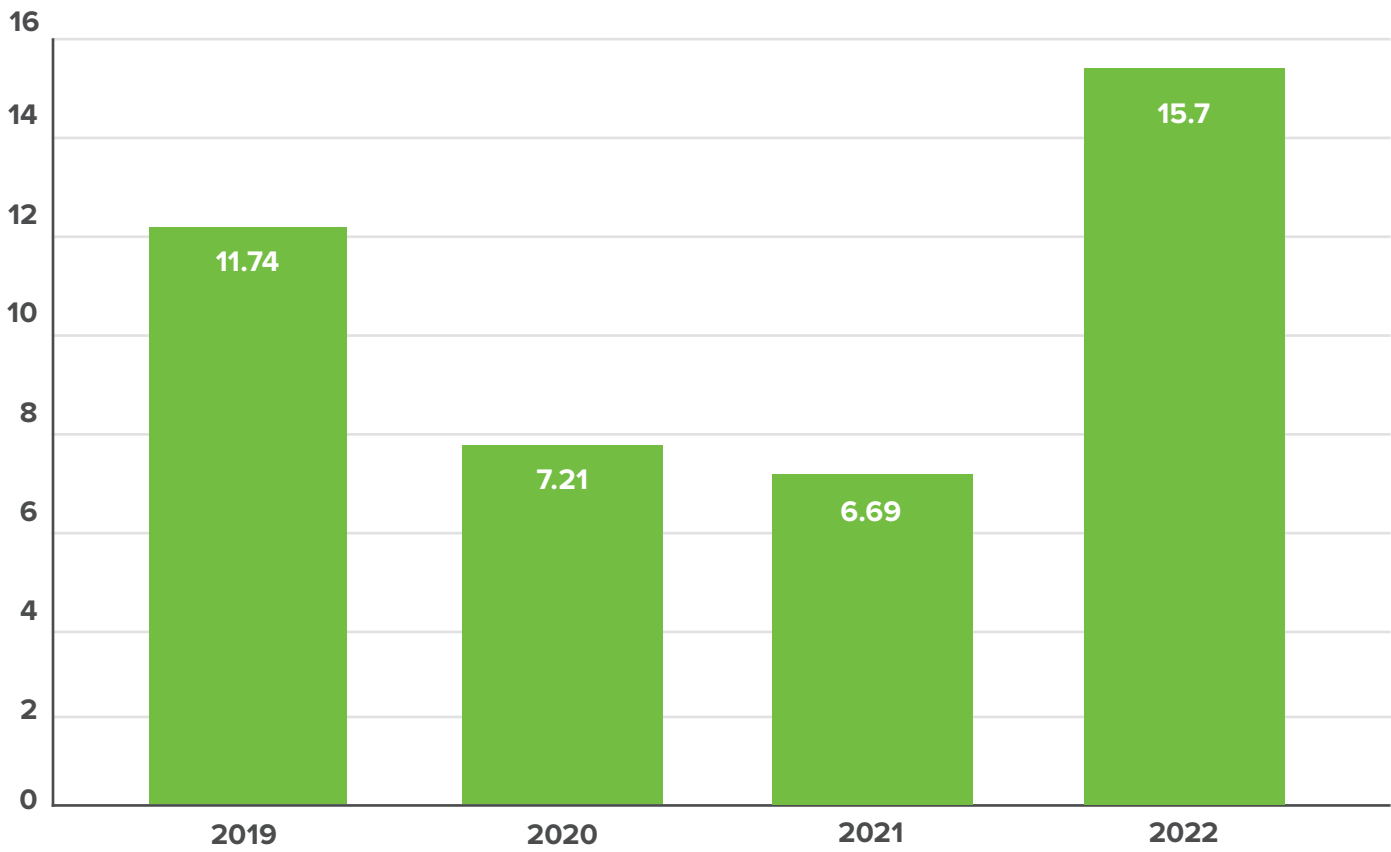
HEALTH AND SAFETY

Our employees are our most important asset. GMi manages and maintains a Health and Safety program that is available to all employees.

GMi is committed to ensure the health and safety of our employees by providing a safe workplace, complete instructions, thorough repetitive training and to provide any special equipment that is required to protect our employees against any hazards. GMi partners with the Ohio Bureau of Workers Compensation for a variety of safety assessments and training performed on an annual basis.



INJURY RATE



GMi offers a variety of health insurance plans and wellness programs to employee and family members. Wellness programs include:

- a. Biometric screenings for employees regardless of health insurance enrollment. Employees participating in GMi health insurance program received an additional \$100 FSA or HSA benefit
- b. On-site flu shots, COVID vaccinations, and booster shots.
- c. Access to an Employee Assistance Program (EAP)
- d. Discounted memberships to local exercise gyms

All employees are expected to conduct their business affairs in accordance with all applicable laws of the United States and to observe the highest standards of business ethics, acting with integrity while considering the impact of their decisions on our business.

LABOR AND HUMAN RIGHTS

In our relations with employees, we seek to offer fair compensation, safe and healthy working conditions, the opportunity to use and develop personal skills, a stimulating work environment and reasonable prospects for advancement and promotion. GMi strives to maintain a workplace that fosters mutual employee respect and promotes harmonious, productive working relationships.

We have developed and distributed our workplace Employee Handbook. GMi believes that it is important that employees are fully informed about its policies, procedures, practices and benefits, and what to expect from the organization and the obligations assumed as an employee. These practices are designed to provide consistent and equal treatment of employees.

GMi has a full time Employee Services Department that manages Labor and Human Rights.

Quarterly all company Town Halls with lunch.



Employee recognition celebration.

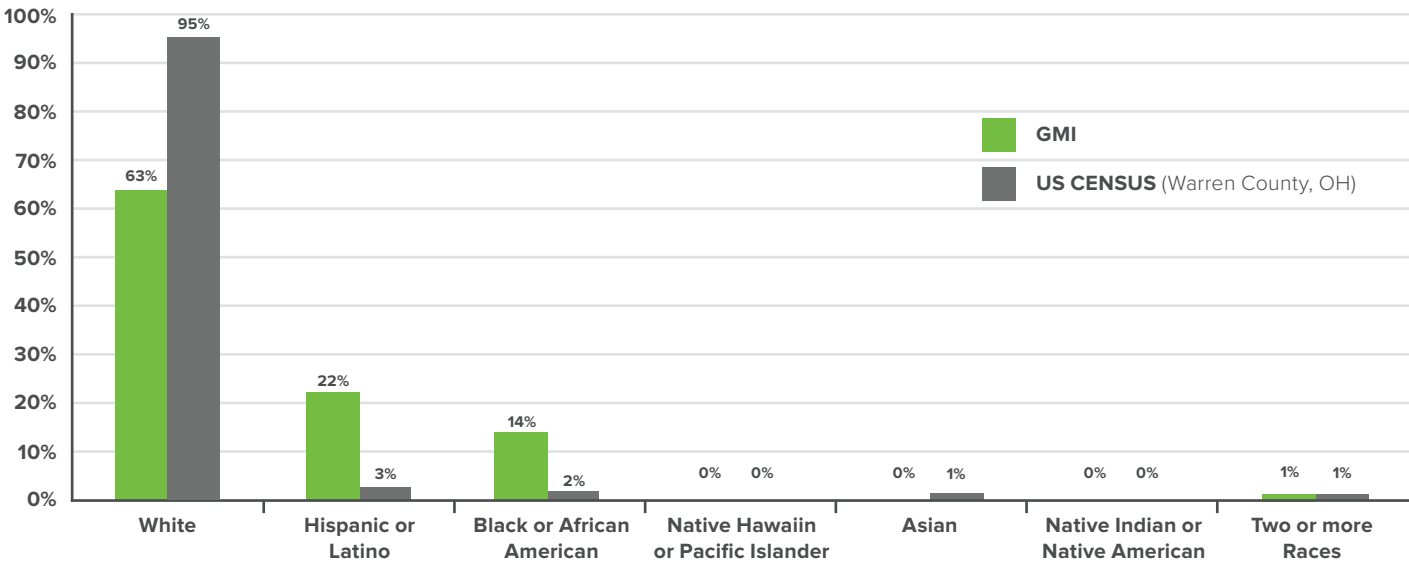


INCLUSIVENESS

We do not discriminate on the basis of race, ancestry, place of origin, color, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status or disability. We are committed to treating all of our employees and associates with dignity and respect, promoting collaboration, teamwork and the active involvement of all employees. We encourage our employees to show trust and respect to all people regardless of their background, race, religion or sexual orientation and have an affirmative action plan that is updated annually with hiring and promotion goals for inclusion.

Our organization believes that discrimination and/or harassment in any form constitutes misconduct that undermines the integrity of the employment relationship. Therefore, GMi prohibits discrimination and/or harassment that is sexual, racial, or religious in nature or is related to anyone’s gender, national origin, age, sexual orientation, gender identity, disability or veteran’s status or any other status protected by law. This policy applies to all employees throughout the organization and all individuals who may have contact with any employee of this organization.

POPULATION COMPARISON 2022



	GMi	US CENSUS*
White	63%	53%
Hispanic or Latino	22%	3%
Black or African American	14%	2%
Native Hawaiian or Pacific Islander	0%	0%
Asian	0%	1%
American Indian or Native American	0%	0%
Two or More Races	1%	1%

COMMUNITY OUTREACH AND INVOLVEMENT

GMi performs a variety of different community outreach and involvement activities. We seek out activities that contribute to our mission of service to the community. Activities may include volunteerism, donations, sponsorship opportunities and other community-based programs. We make every effort to involve our employees in these decisions and encourage their participation.

GMi’s 2022 community outreach and involvement activities include:

- 2022 Greater Cincinnati United Way
- Warren County (Ohio) Children’s Services
- 2022 Child Advocacy Center of Warren County
- Crayons to Computers
- 2022 Ergo Assessment with UC Students
- 2022 Local Warren County High Schools

Crayons to Computers bottle cap collection.



Local high school tours through United Way.



CERTIFICATIONS

GMi is dedicated to Preserving the Environment. This sustainability initiative encompasses everything from the water-based paints and stains we select, to the lamination components, and fabric selection for our tackable surfaces. We work hard to minimize the impact on our planet through our manufacturing processes.

We take this into account in our designs to ensure our products exceed the functionality requirements of the user for durability and extended life. Considering functionality, aesthetics and environmental performance into each product design we are able to satisfy customer demand while offering products that meet strict third party environmental certifications.



Certificate Number	104436950GRR-003b
Applicant Address	2999 Henkle Drive Lebanon, OH 45036 USA
Product Categories	Furniture, Accessories, Presentation Products
Product Details	ANSI/BIFMA e3-2019, Sections 7.6.1, 7.6.2, 7.6.3: Open Plan Office and private Office
Model Names	Aria Glassboards, Coda Circle Glassboard, Define Glassboards, Harmony Glassboards, Pointe Mobile Glassboard Partition, Border Glassboard
Product Restrictions	None
Issuing Office Name & Address	Intertek Testing Services NA, Inc. 4700 Broadmoor Ave SE, Suite 200 Kentwood, MI 49512 USA Ph: +1 616-656-7401

*We will supply certificate upon request

GLOBAL REPORTING INITIATIVE (GRI)

Categories	Subcategories	Aspects	Indicators		Response
General Standard Disclosures	Strategy & Analysis		G4-1	Statement from management	Page 3
	Organizational Profile		G4-3	Name of the organization	Ghent Manufacturing, Inc.
			G4-4	Primary brand products & services	Ghent®, Visual Communication, Space Division and Solution Providers
			G4-5	Location of the organizations headquarters	2999 Henkle Dr. Lebanon, OH 45036
			G4-6	Country of operation	USA
			G4-7	Ownership & legal form	Corporation
			G4-8	Markets served	Contract Furniture, Education, Healthcare, Industrial, Office
			G4-9	Scale of organization	Not Disclosed
	Identified Material Aspects & Boundaries		G4-18	Process for defining report content	This report details subjects relevant to our business
	Report Profile		G4-28	Reporting period	2022
			G4-30	Reporting cycle	Annual
			G4-31	Report contact information	scott.bowers@gmicompanies.com
	Ethics & Integrity		G4-56	Values, principles & standards	GMI Core Values Page 4



7.01%
Reduction of
Greenhouse Gas



87%
Suppliers Screened using
Human Rights Criteria

GLOBAL REPORTING INITIATIVE (GRI) CONT.

Categories	Subcategories	Aspects	Indicators		Response
Social	Human Rights	Non-discrimination	G4-HR3	Total number of incidents of discrimination and corrective actions taken	None
		Supplier Human Rights Assessment	G4-HR10	Percentage of new suppliers that were screened using human rights criteria	87%
	Labor Practices & Decent Work	Occupational Health & Safety	G4-LA6	Total of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	Health & Safety Page 9
			G4-LA7	Workers with high incidence or high risk of diseases related to their occupation	None
		Diversity and Equal Opportunity	G4-LA12	Composition of governance bodies and breakdown of employees category according to gender, age group, minority group membership, and other indicators of diversity	Inclusiveness Page 11
		Supplier Assessment for Labor Practices	G4-LA14	Percentage of new suppliers that were screened using labor practices criteria	Labor & Human Rights Page 7
		Labor Practices Grievance Mechanisms	G4-LA16	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms	None
	Society	Local Communities	G4-SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs	100%
		Compliance	G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with laws and regulations	None
		Supplier Assessment for Impacts on Society	G4-SO9	Percentage of new suppliers that were screened using criteria for impacts on society	87%
	Product Responsibility	Customer Health & Safety	G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	Design for Environment (DfE)
		Customer Health & Safety	G4-PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life	None
		Marketing Communications	G4-PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes	None
		Compliance	G4-PR9	Monetary value of significant fines for noncompliance with laws and regulations concerning the provision and use of products and services	None

