

ARCADIA + ENCORE SUSTAINABILITY OVERVIEW

OUR COMMITMENT

At Arcadia and Encore, we are committed to the thoughtful application of sustainable practices across our product designs, manufacturing processes, business operations, and organizational culture.

Our approach centers on extending product lifecycles through designs focused on durability, refurbishment, and reuse, reducing the need for frequent replacements. We prioritize renewable, recyclable, and biodegradable materials whenever possible and source raw materials, like wood, exclusively from sustainable sources. Additionally, we design our products to include recycled and recyclable components whenever feasible. Our manufacturing processes are optimized to minimize waste, utilizing advanced technologies to reduce scrap during production. This commitment to sustainability is evident in every aspect of our business as we work to meet industry standards by balancing economic, environmental, and social responsibilities.

We communicate our eco-friendly strategies clearly and consistently, fostering a culture of environmental stewardship and social responsibility within our organization and beyond. To support this culture, we ensure that our broader network of stakeholders, including our vendor-partners, is empowered to actively participate in our sustainability efforts. We further reinforce this approach by requiring our vendor-partners to adopt and maintain similar eco-conscious practices, creating a unified network of environmentally responsible actions.

Finally, we regularly assess and refine our initiatives to ensure they deliver measurable and meaningful results, contributing positively to the environment and society each year. Through this ongoing commitment to improvement, we continue to meet sustainability standards, strengthening our contributions to a better future.

ENVIRONMENT

We believe that responsible business means taking steps to protect our environment and contribute positively to our community. Across every stage of our work—from thoughtful product designs and material choices to efficient manufacturing and transportation practices—we seek meaningful ways to improve our environmental performance.

Recycling, conservation, and other sustainable practices are woven into our operations, facilities, and product development processes. As a California-based manufacturer, we also meet some of the most stringent environmental regulations in the nation, and our product offering reflects this commitment through third-party achievements such as BIFMA LEVEL® and SCS Indoor Advantage Gold certifications. Together, these accomplishments ensure we not only meet all applicable local, state, and federal guidelines but also uphold broader ecological goals.

See how our actions and progress reflect these values on the following pages.





methodology
+
accountability

DESIGN FOR THE ENVIRONMENT

All prospective products undergo a thorough screening process to evaluate the use of renewable, recyclable, and biodegradable materials, assess potential chemical hazards, and review energy and water requirements during production. Designs are adjusted or declined as necessary to ensure that every Arcadia and Encore product aligns with our environmental goals.

DESIGN FOR DURABILITY/UPGRADABILITY

With a thoughtful approach to design and manufacturing, we are committed to delivering products that offer longevity and optimal utility. Our designs are crafted to endure multiple uses, repairs, and handling, supported by warranties that reflect our use of standardized parts and components to streamline maintenance, servicing, and reassembly. We also consider our products' life cycle and proudly offer up to a 10-year warranty.

ENVIRONMENTAL MANAGEMENT SYSTEMS

Our management team assesses the effectiveness of the environmental management system on a routine basis to make certain that resources are available to realize the company's environmental objectives. This is achieved by regularly communicating goals and progress to all stakeholders, conducting annual self-evaluations, improving sustainability reporting and auditing procedures, identifying and implementing best practices, as they emerge, and adhering to the Federal Trade Commission (FTC) "Green Guides."

ENERGY

Recognizing the environmental impact of our energy use, we are committed to conserving energy resources across our operations. Alongside our support for renewable energy development, we participate in a demand response program to help alleviate peak usage on the regional electrical grid. Additionally, we utilize a high-efficiency dust collector that significantly reduces our electrical consumption while ensuring clean-air standards are maintained. Our dedication to continual improvements in energy management reflects our commitment to reducing our operational carbon footprint.

CHEMICAL RESPONSIBILITY

Our goal is to assess and manage all chemicals associated with product, processes and maintenance operations in a manner that complies with all applicable Federal, State and Local environment regulations. The development and implementation of our Design For Environment program addresses areas such as, but not limited to: a) identifying, reducing and potentially eliminating chemicals of concern and b) conducting life cycle impacts to manage/ utilize chemicals that are protective of human health and the environment. As a good steward of human and environmental health, Arcadia and Encore also address chemical issues that include exposure of workers, customers and the environment to harmful chemicals as well as maintain responsibility for the well-being of its employees, our community and the broader environment through adherence to an in-house chemical management plan.

SOLID WASTE MANAGEMENT

We strive for 100% diversion of production waste from landfills through increased material efficiency, recycling, reuse and other strategic processes. Current examples of our progress include employing "optimizer" technologies, reusing excess fabrics in production, shipping via blanket wrapped packaging whenever possible and diverting woodchip, sawdust and leather scraps to external purchasers for recycling and/or reuse.

TRANSPORTATION

Reduction of transportation-related emission and fuel consumption is an ongoing commitment. A strict idling reduction policy is in place for all company, employee and third-party vehicles present at any Arcadia/Encore facility and our tire pressure filling station allows drivers to reduce emissions and increase road safety by maintaining recommended tire inflation. Blanket wrapped shipping further optimizes fuel efficiency by reducing freight volume and is our primary method of packaging. We also strive to increase our local supply base and use more energy-efficient local delivery vehicles, thereby reducing overall environmental impacts resulting from long-distance transportation.





SOCIAL RESPONSIBILITY

We take pride in providing high quality products at exceptional value without compromising our responsibilities to our employees, business partners and the community at large. Committed to a socially responsible approach in all aspects of our business, we act in ways that are consistent with our values, ethics, and the health and safety of our employees.

We strive to maintain the highest level of standards from which our success is measured, demonstrating our promise to positively impact the lives of others for generations now, and to come.



COMMUNITY OUTREACH

We strive to be an actively engaged member of the local and national community in which we operate and are pleased to contribute time, talent and financial support to organizations which share our values and goals. As a company, we select charities based on the passion and personal involvement of our employees and business partners. Driven by a desire to demonstrate good corporate citizenship and give back to the community, we will continue to support meaningful organizations at every opportunity.

We are also a legacy supporter and current bronze-level sponsor of The Common Thread for the Cure, a nonprofit organization established in 2000 that offers financial assistance to those in the furnishings and design industries diagnosed with breast cancer.



EDUCATION

Recognizing the essential role each employee plays in fulfilling our promise, we ensure everyone is equipped with the tools needed to make informed, values-driven decisions. All team members receive training to put our values, principles, and ethical standards into practice in ways that reflect our company's integrity. We also encourage continuous personal and professional growth, fostering an environment where employees and the company can thrive together.

CORPORATE ETHICS

We appreciate the importance of credibility and responsibility to our continued success as a professional organization. We uphold high ethical standards in all our operations and apply the principles of equality, integrity and respect in our relationships with co-workers, customers and suppliers as well as our communities and the environment.

INCLUSIVENESS

Committed to a socially responsible approach in all aspects of our business, we strive to maintain the highest level of standards from which our success is measured, demonstrating our promise to positively impact the lives of others for generations now, and to come. This includes recognizing the value of a diverse and inclusive workforce that is not only treated equally, but also provided the same opportunities regardless of sex, marital status, sexual orientation, race, religious beliefs, disability, or any other personal attribute. We will make every effort to ensure each employee feels valued, appreciated and free to be their authentic selves, and to celebrate the differences that ultimately unite us.

At Arcadia and Encore, our dedication to sustainability goes beyond policy—it's an integral part of our business, shaping every decision we make and every product we create. By fostering a culture of environmental stewardship, economic responsibility, and social integrity, we are driving measurable change not only within our operations but also across our entire value chain.

We believe that a sustainable future is built on concrete actions and the collaboration of our employees, partners, and communities. As we continue to innovate and implement forward-thinking strategies, we are unwavering in our pursuit of practices that not only meet but exceed evolving sustainability standards. Together, we aim to make a lasting, positive impact on our planet and on future generations, reaffirming our commitment to a world where environmental health, good will and economic prosperity coexist and flourish. 

APPENDIX

INSIDER TRADING

We're committed to protecting the integrity of our brand and the innovative processes that set Arcadia and Encore apart. Our team handles all proprietary information with the utmost care to ensure our customers benefit from the unique quality and expertise we bring to every product.

RECEIPT OF GIFTS

To keep our work focused and impartial, Arcadia and Encore employees avoid giving or accepting gifts from vendors, suppliers, customers, or others, except for customary gestures, like shared lunches or dinners that come naturally in business. Our goal is to ensure relationships stay genuine and built on trust, with a common-sense approach to what's reasonable and in line with our values.

EMPLOYEE HEALTH AND SAFETY

Health and safety for our workers are top priorities at Arcadia and Encore. We work together—employees and management alike—to keep our workplace safe and supportive. Our Injury and Illness Prevention Program (IIPP) was created as a proactive measure to help identify and address potential hazards early on. Through open communication, regular training, self-inspections, preventive maintenance, and investigations when incidents happen, we aim to make safety part of everything we do.

We know that following health and safety standards like OSHA is important, but beyond that, we're committed to creating a positive, incident-free environment. We believe that by working together and looking out for one another, we can make safety second nature—for the success and well-being of every team member.

LABOR AND HUMAN RIGHTS

We're dedicated to honesty, openness, and building real connections. Treating everyone fairly and with respect is central to who we are, which is why we have zero tolerance for any form of forced, involuntary, or other unfair labor practices. Committed to upholding the rights of all individuals, we follow fair hiring protocols every step of the way. Adhering to the laws and standards that guide our business isn't just a requirement – it's part of our promise to be responsible and caring members of our community.

EQUAL OPPORTUNITY

As a strengths-based organization, we recognize the value of a diverse and inclusive workforce as it relates to employee engagement, retention and overall productivity. In adherence to laws which govern fair hiring practices, we are an Equal Opportunity Employer ensuring that no applicant or employee receives less favorable treatment on the basis of sex, marital status, sexual orientation, race, religious beliefs, disability, or any other personal attribute.