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## Environmental Policy Statement

The Magnet Group seeks to establish and sustain a positive environmental legacy for Magnet and for future generations. In doing so, the company is committed to manufacturing products and conducting business in a socially responsible way. We look to minimize our overall impact on the environment and encourage our suppliers and associates to share our environmentally responsible behaviors.

Specifically, The Magnet Group offers or is engaged in the following positive impact environmental areas:

- Abide by all applicable environmental laws and regulations
- File with MO Dept. of Natural Resources as
  - Small quantity waste generator
  - De minimis source (air pollution) facility
- Train staff on our recycling program - empower them to contribute & participate
- Recycling of paper, cardboard, aluminum, plastic, cartridges, bulbs, pallets, electronics
- Packaging materials for magnet orders are made from scrap cardboard
- 90% of magnetic material is made from mining by-product
- Returnable shipping crates are used with magnetic material suppliers
- Scrap, non-conforming, defective items re-used for make-ready & machine setup
- Sell manufacturing seconds via company's Motivation Committee to associates
- Offer 100% recyclable and reusable non-woven bags
- Direct deposit and paperless paycheck program available

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