

La-Z-Boy's Environmental Initiative



A few months ago La-Z-Boy decided to become certified for the good things we do in the interest of environmental protection. For furniture manufacturing companies the certification method is fairly new; it is known by the acronym EFEC. It stands for Enhancing Furniture's Environmental Culture and it was created by the American Furniture Manufacturer's Association (AFMA).

How Come?

- For every unit we build, there is about 4 pounds of waste
- At 1,500 units per day, that's 6,000 pounds of waste every day
- Or about 1.92 million pounds per year
- We have to pay to dispose of this waste
- We owe it to our community to be clean
- Many customers prefer to buy products from *Green* companies



Even though La-Z-Boy is a very clean company, we still have room for improvement. EFEC provides a framework for an environmental system that will enable us to become continuously greener. This will be good for the environment, and for the company's profitability.

Our environmental policy calls for reduction of waste and increased recycling of the waste we produce. We will increase our efficiency in the way we use energy, and reduce the waste that we emit into the environment. What waste we do produce will be disposed of in an environmentally sound manner, and we will continually assess our operations for environmental impact. We will provide training for our employees and we will maintain an open dialogue with the community, so that they know of our commitment, standards, and improvements.

LA-Z-BOY ENVIRONMENTAL POLICY

- Reduce waste and increase recycling
- Use energy and natural resources efficiently
- Reduce the environmental burden of waste generation and emissions to the air, water and land
- Dispose of waste in a safe and environmentally sound manner
- Continually assess the impact of our manufacturing process on the environment and community
- Employees trained to respond effectively in the case of an environmental emergency
- Foster an open dialog with our employees and the community



EFEC Goals

- Reduce solid waste going to the land fill by 5%
- Reduce emissions from the finish room by 2%.
- Reduce emissions from the gas boiler by 15%.
- Reduce natural gas consumption by 15%.
- Enhance the community's awareness of EFEC and of our environmental policies



These are the goals that we're pursuing this year, and we have specific plans that will accomplish them. For example, we are already installing a more energy-efficient air conditioning system near the front of Plant 8. It will reduce our energy consumption and emissions. For community awareness, we'll invite the newspaper to do a community interest story on our environmental program once we are

underway. We have plans to initiate recycling of paper and plastic, and to see what we can do with fabric scrap. We are also taking steps to reduce our energy consumption.

What you can expect over the coming year is a lot of attention to EFEC. We'll have environmental project teams and you can participate if you are interested.

Our recognition program will be expanded to include environmental suggestions and environmental project team participation.

In May or June we will be assessed for certification. In some ways the certification is much like an ISO audit. You can expect an auditor to approach you and ask about EFEC. **It is important that everyone know that EFEC is our environmental program and know about our environmental policy.**

What You Can Do

- Consider your own work practices
 - Reduce waste where practical
 - Reduce energy consumption
 - Look for ways to reduce impact to the environment

Some of the things you can do to get us to our certification goal are to reduce waste and energy consumption. Also, look for ways we can reduce our negative impact on the environment. Keep in mind that environmental suggestions will be awarded 500 recognition points, just like safety, quality, and productivity suggestions.

After we become certified we will continue to become even more environmentally sound by reducing and recycling waste, and reducing

energy consumption. We also plan to apply for EPA **Performance Track** certification. Performance Track will establish our environmental credibility with the government.

As a program, EFEC requires continuous improvement; over the years you can expect to see more projects and have more opportunities to participate in our environmental efforts.

These are the EFEC team members. They will be coordinating projects as we move forward in our environmental efforts. They are also certified for completing EFEC training, so they can answer any questions you have about our program.

EFEC Team Members

- Jerry Garren
- Phil Coulter
- Paula Davis
- Norm Davis
- Ted Richards
- Garth Ferrin
- Strat Roper
- Sothy Chansamoeun
- Andrew Peedle