

Social Responsibility Report
2014
Bush Industries, Inc.



This is a time of exciting challenge, opportunity and change. The world economy, markets and products are constantly evolving. While a company's success is largely dependent on its ability to adapt to changing market conditions and consumer preferences, our commitment to ethics and to support each other is unwavering. This is a broad area that is further defined herein, but includes our commitment to ethical behavior, inclusiveness, community involvement, social and environmental accountability and human rights.

We at Bush Industries are proud to be respected for providing innovative, quality products while adhering to the highest ethical standards. We carry on traditions and practices built over a half century by hardworking people in our organization. Our commitment to ethical business practices in the coming years will ensure our continuing legacy of integrity, honesty, quality, innovation, performance and environmental sustainability. This will help make the world a better place for our stakeholders: fellow employees, shareholders, customers and communities.

Bush Industries, Inc. is proud to share our initiatives and programs that our organization has implemented to drive social responsibly. We have implemented and improved policies, practices and guidelines to make social responsibility an ingrained part of our culture and daily practice. Outlined below is a summary of our efforts to be a partner to the community and to ensure compliance in all areas of our operations.

Doing the Right Thing

The employees of Bush Industries, Inc. are expected to act with integrity and conduct business in an ethical manner at all times. Unethical, illegal or improper conduct is not tolerated in our organization. Our corporate ethics policy outlines behaviors that are not in line with our operational objectives and provides direction for reporting issues and concerns. Outlined below is a sample of the areas regarding ethical conduct addressed by this policy.

- Personal relationships with customers and suppliers
- Affiliations with customers and suppliers
- Unethical practices by persons other than Bush Industries, Inc. Employees
- Confidential information
- Competitive practices
- Business gifts and entertainment

Taking Care of Our Team

Safety

At Bush Industries Inc., we have worked hard over the past several years to achieve a safe workplace and an exemplary safety record. Having a safe workplace is one of the most important benefits we offer to our employees and their loved ones. We are committed to ensuring a safe working environment for everyone. We do this by following strict safety and health rules and practices, including:

- Requiring every location to have an active safety program that is strongly supported by its management team.
- Rigorously adhering to the established safety procedures, following safety practices and avoiding shortcuts.
- Not tolerating any threats of harm – either direct or indirect – or any conduct that harasses, disrupts, or interferes with another employee’s work or performance or creates an intimidating, or otherwise hostile work environment.
- Prohibiting the possession of weapons and other dangerous devices by Bush Industries Inc. employees, contractors, vendors, and visitors at all times on the property of the Company, and by Bush Industries Inc. employees while on the property of its suppliers or its customers.
- Prohibiting substance abuse.

Our safety record is something that our team is very proud of. With great focus over that last several years we have made great strides in making Bush Industries, Inc. a safe environment. We are proud of the programs we have in place and the involvement of our workforce.

Hiring Practices

As a company, we expect that all employees treat one another with respect and dignity. Each employee has a unique role in making Bush Industries Inc. a better and more rewarding place to work. Our values are richly embedded in this commitment and are backed by our philosophy as outlined in our policies. Equal opportunity and fair treatment extend to all employees. Bush Industries Inc. specifically prohibits discrimination on the basis of age, disability, ethnicity, national origin, race, religion, gender, former military status, or any other characteristic protected by law.

Decisions are to be based on the individual applicant’s or employee’s qualifications as they relate to the particular job. In addition to complying with U.S. Equal Employment Opportunity (EEO) laws, Bush managers must comply with all other civil rights, human rights, and labor laws around the world where legally applicable. We are committed to providing an environment that values diversity with a conscious desire to achieve understanding, respect, inclusion and continuous learning.

Being A Good Global Citizen

Our social policies underscore our commitment to being a good corporate citizen and acting in a socially responsible way in the communities in which we live and work.

- **Child Labor.** Bush Industries supports the International Labor Organization (ILO) Minimum Age convention No. 138 and the Worst Forms of Child Labor Convention No. 182. Bush Industries performs social audits on all contract manufacturing partners prior to their certification to ensure that they are compliant with these and with all relevant national laws, regulations, and provisions applicable in the country of production.

Bush Industries' co-workers in our trading offices have contact with our suppliers on a daily basis. They are able to observe social and working conditions and act as necessary when they encounter undesirable conditions.

- **Employee communications.** We believe that mutual respect and open communication go hand-in-hand. We encourage managers to have direct and open contact with employees. This helps to build teams which can find ways to continually improve our value to customers, employees and the communities in which we live and work.

Bush believes that employees should also have the right and the means to voice concerns anonymously. To provide that opportunity, the company conducts employee opinion surveys and offers a 24- hour third-party "Concern Line" answered in both English and Mandarin that allows employees to be heard on any concern they may have.

- **Opportunity.** Over a third of the company's managers and supervisory staff started off as hourly or administrative clerical employees. The company is dedicated to promoting from within its workforce where ever possible. We look for win-win approaches and leverage them when we find them.
- **Community Service.** Bush Industries employees in Jamestown, NY participate in mentoring under-privileged high school youth after school. Those involved in the mentoring program receive their regular pay for participating in this program. The rewards for the community, for Bush Industries, for Bush Industries employees and especially for the youth are incalculable.
- **Fair hiring practices.** Bush Industries, Inc. is an Equal Opportunity Employer. We do not discriminate against any person on the basis of religion, race, gender, sexual orientation, handicap, or veteran status. We are committed to diversity in our workforce.
- **Wellness Program.** Bush pays for all employees to attend a wellness fair once per year. At this wellness fair, employees can have their health metrics checked and speak with health care professionals, free of charge. The company supports employees in their attempts at smoking cessation and weight loss, among other conditions.

Supporting Our Community

Bush Industries supports the local communities in which it operates. Community support is an ingrained part of the Bush Industries Inc. culture and we encourage our employees to be involved. Each year our organization participates in and donates time and efforts to multiple programs.

Organizations Receiving Monetary Donations 2014

United Way of Southern Chautauqua County, Falconer Volunteer Fire Department, Chautauqua County Humane Society, Lucy Desi Comedy Festival

Community Outreach 2014

- We make product donations to a variety of organizations and participate in local fundraising efforts. Organizations that have received product donations include: Park United Methodist Church, WCA Hospital for Breast Cancer, Relay for Life American Cancer Society, and Memorial Events supporting various families and diseases.
- Employees are encouraged to mentor at local schools and are compensated for time that is volunteered during work hours. The Chautauqua Striders programs allow employees of Bush to be paired with a student in the community.

Being “Green”

Bush Industries, Inc. is committed to operating our plants and facilities in complete compliance with all applicable environmental regulations and to operate in a manner that protects and improves the quality of our environment. We strive for a goal of zero waste generation through continual improvement in all our operations. This goal guides the conduct of our manufacturing operations, the development of new products, and our interaction with suppliers and customers. Recycling of materials is an integral part of this ongoing effort. We are committed to encouraging our families, our employees, and our communities through education and leadership to conserve our natural resources and to protect and improve the environment in our daily lives. All Bush Industries Inc., employees are expected to conduct themselves in accordance with this policy that includes not only being in compliance with all legal and regulatory requirements, but also participating in efforts to improve the environment. This includes the increasingly efficient use of resources such as raw materials, energy and water.