

REJUVENATION®

CORPORATE SOCIAL RESPONSIBILITY

At Rejuvenation, social responsibility starts with employees. A cross-departmental, employee-run "Sustainability Committee" ensures that sustainability principles are incorporated throughout operations.

Reducing Rejuvenation's Carbon Footprint

After evaluating our company's carbon-producing actions, we learned that one of our largest carbon outputs wasn't from manufacturing, but from **employees commuting** to work. In July 2008, we decided to take action to help reduce commuter miles by shifting all manufacturing employees to a 4-day work week. We also offer other benefits to entice employees to try alternative commuting options:

- **Re-Cycle Program:** Raffles a \$440 gift certificate to the Bike Gallery each month. The winner must bike to work a minimum of 1 time per week on average.
- **Alternative Commuting Rewards:** Pays employees to carpool, walk, or ride their bikes to work, and subsidizes those who take public transit and keeps a fleet of company bikes on site for employees to use to run errands or get out for a little fresh air.
- **Annual Bus Pass:** Provided for all employees

Manufacturing

Adopting a hybrid of "Lean Manufacturing" in our factory has improved efficiency, safety, and quality. We incorporate water-based ultrasonic degreasing equipment which produces cleaner parts with non-toxic materials. Our closed-loop ion exchange system treats water from the antiquing process, extracting heavy metals for safe disposal. This eliminates discharge to the sewer and allows us to re-use the processed water. New equipment and process controls in the metal coating area have also lowered volatile organic compound (VOC) emissions.

Energy Efficient Products

Rejuvenation provides architects and lighting specifiers a line of historically accurate light fixtures equipped with energy-efficient Compact Fluorescent (CF) technology. Small, high-output electronic ballasts enable us to offer aesthetically identical period-authentic fixtures, so that quality and authenticity need not be compromised in the aim of efficiency.

We also offer our customers a "take-back" program for our products. Rejuvenation pays the freight to have the products returned to us, in part so we can ensure they won't end up in a landfill.

Carbon Neutral

In 2007, Rejuvenation went carbon-neutral. Through changing our carbon-producing actions and investing in carbon offsets, we are reducing our footprint on the earth by negating the greenhouse gas impact of our operations.

The Natural Step

Rejuvenation volunteered to be the first participant in an innovative pilot project sponsored by the Oregon Department of Environmental Quality, the City of Portland, and the Oregon Natural Step Network. Utilizing The Natural Step process, we have developed a methodology to measure our environmental impact. As a result, we're making our metal cleaning, coating, antiquing, polishing, plating, and painting processes more environmentally benign.

Greening Our Supply Chain

We routinely perform on-site inspections and test the water quality at the factories with which we do business. We take pride in partnering with our vendors around the world to improve environmental performance as well as production quality.

Giving Back

We donate at least 10% of our after-tax profit to programs that help support vibrant, sustainable communities where our employees and customers live and work. Our charitable efforts are primarily in the areas of housing, historic preservation, the arts and the environment.

Alternative Commuting

We offer cash incentives to our employees who walk, carpool or ride their bikes to work, and also subsidize tickets for public bus and light-rail travel. We even keep a fleet of company bikes on site at our Portland headquarters for employees to use to run errands or get out for a little fresh air.

Packaging and Paper

Nearly all of our packaging materials are 100% recyclable (some is actually recycled from our own office paper). We use paper with post-consumer recycled content for our catalogues and other collateral, and we limit our mailings to save paper.

Retail Stores

Our Portland and Seattle retail stores were built in the very kinds of historical buildings that we love. Our Portland store was built in 1902 as an overalls factory, and later served as Portland's wholesale flower mart. Our second store, in Seattle, is housed in a former railcar plant from the early 1900s. In both buildings we recycled construction debris for best end use, used existing clerestories to supplement compact fluorescent fixtures with natural light, and installed salvaged wood floors (recovered from a Sears warehouse and a Seattle grade school, respectively).

Home Ownership

Rejuvenation employees who are first-time home buyers are eligible for an interest-free \$5,000 loan to help with their down payment. The loan is forgiven after five years of service.

Education

Our workforce is diverse, with our employees speaking more than 20 languages from countries around the globe. To help non-English speakers, we pay for ESL classes. For others looking to further their education, we offer tuition-reimbursement benefits.