

## Corporate Social Responsibility

The Global Furniture Group operates with the long-term objectives of providing a world class working environment for its employees, minimizing negative impacts on the environment in which we operate and being a good corporate citizen in the community.

This policy is a core part of our commitment to support and develop a sustainable future for our company, while balancing social dimensions in our local communities.

The Global Furniture Group's core values for social responsibility include our commitment to the following principles within the company:

- compliance with applicable laws, regulations and adopted industry standards, including employment law, human rights, and diversity issues;
- ensuring compliance with international standards as they relate to child and forced labour;
- operating legally, ethically, and responsibly while demonstrating respect for competition;
- providing a safe and healthy work environment for employees;
- developing and coordinating employment equity measures for persons with disabilities, female employees, aboriginal peoples and visible minority members;
- educating employees with responsibilities related to the principles outlined in this policy; and
- enforcing internal policies relating to the receipt of gifts or favours by employees.

The Global Furniture Group is an equal opportunity employer, hiring individuals based on qualifications to perform required duties and responsibilities. Employees from a vast number of countries worldwide compose our workforce and this diversity has brought new skills and unique contributions to the success of our business over the years and will continue to do so in the future.

We actively encourage feedback and open-door discussion from our employees and annual recognition to support excellence in current roles within the company. Training initiatives provide promotional opportunities for employees within the organization.

We take pride in our community outreach and involvement including supporting local economies through our supply chain management process.

Our ongoing goal and commitment is to continually perform as a good corporate citizen, making a difference in how we do business and making a positive contribution to benefit our company, our employees and their families, the environment and the community at large.

Signed: \_\_\_\_\_



Joel Feldberg  
President and Chief Executive Officer

