

CORPORATE **SUSTAINABILITY**

ENVIRONMENTAL POLICY

Protecting our planet is becoming more vital than ever. As a manufacturer, our top priority is minimizing our environmental impact of our production. Not only do we strive for quality service, we take the necessary steps to take quality action. Gebesa is committed to implementing and promoting sustainable work environments and business practices.

Support LEED when applicable

The U.S. Green Building Council awards Leadership in Energy and Environmental Design (LEED) certification for sustainable buildings and interiors based on a points system. Gebesa products and practices contribute to LEED credit points through the following:

- All corrugated cardboard used for shipping is made from 100% recycled, biodegradable and non-toxic material.
- Gebesa offers two shipping options: full trailer shipping or less-than-truckload (LTL) shipping.

Full trailer shipping - This shipping option significantly decreases the amount of boxes and packing materials used per shipment. The trailer is carefully loaded, maximizing space while protecting the product. Delivered to the dealer in one shipment, it is ready for unloading with recyclable materials.

LTL - This method of shipping uses cardboard boxes and packing material to protect furniture during transit to servicing dealer's warehouse, where it is received and readied for delivery to the job site.

Cradle to Cradle Certified

Sustainability means action! Our focus on zero waste not only benefits the environment, but our customers too! At Gebesa, we are committed to the proper management and use of natural resources.

Greenguard Gold Certified

Gebesa meets Greenguard standards for production that contributes to safer, healthier air. Gebesa continues to ensure all products and materials used are low-emitting and energy efficient.

WARRANTY AND NON-OBSOLESCENCE POLICY

Gebesa is committed to quality products and quality service. We back our commitment with a comprehensive warranty and non-obsolescence policy.

Ten-year parts and labor warranty

With limited exceptions, Gebesa products are covered by a ten-year warranty that includes parts and labor. We guarantee repair and replacement at no cost to the dealer as well reimbursement for any warranty service provided.

Ten-year non-obsolescence commitment

Gebesa is committed to providing consistent product and furniture for the duration of every contract. In the unlikely discontinuation of a product line, Gebesa will provide alternate substitutions that are compatible with the chosen style, functionality and price.



OUR STAKEHOLDERS



At Gebesa, we believe our business is built one relationship at a time. We may be in the business of furniture, but our stakeholders are our success.

We value the connections among our dealer partners, customers, employees, suppliers, and most importantly, our community. Because of them, we are built to last.



ABOUT US

At the forefront of manufacturing, Gebesa is a 100% Mexican company with a growing international presence.

With superior production and design in the marketplace, we continue to meet the needs of every client, furnish their spaces, and bring their vision to life.

Let us show you who we are and what we can do!

Gebesa
CREATING AMAZING SPACES



THIS ONE'S FOR YOU, THE MAKERS.

This one's for you, the makers.

The entrepreneurs. The risk takers. The hard workers.
The driving force of our society. Makers of all kinds.
The bold spirits who shape our world.

Because you dream big. You dare to create great things where there was nothing before. You envision our future, build our cities, establish our businesses, create our jobs, add value to our lives.

Thanks for being there every morning, leading our steps to a better world.
Thanks for spending many of your nights shaping our tomorrow, creating a legacy.

Thanks for your passion and for being there every day, working, changing creating, succeeding. Yes, sometimes failing, but always getting back on your feet to start all over again.

You are the essential heroes of our society who transform our world with your vision and actions.

This one's for you, dear makers. Keep it up. We got you.

HUMAN RESOURCES

Production & Design, Marketing & Sales, Accounting & Administration personnel:

186 people. Factory personnel: **484 people**

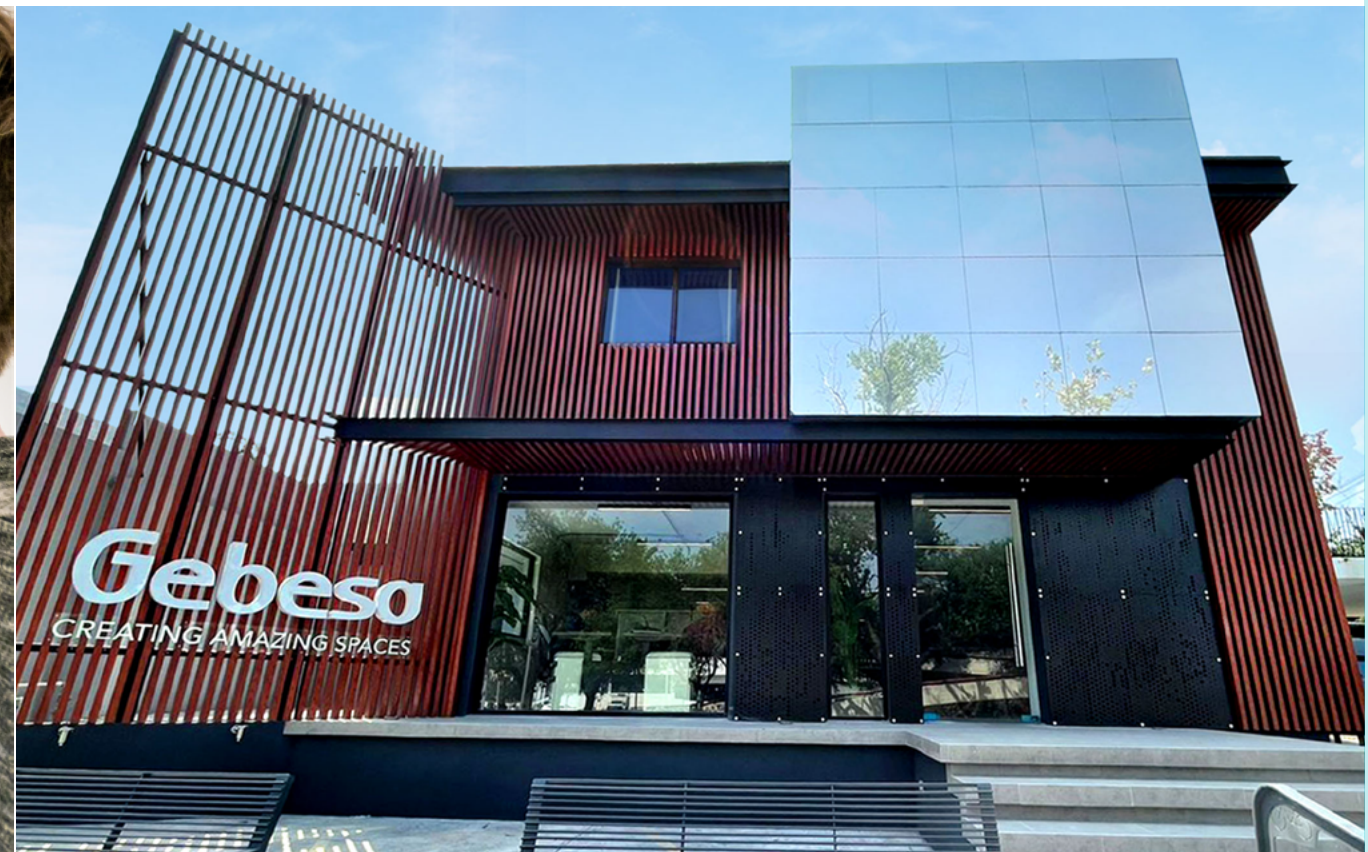
We have a stellar team, equipped with the skills and expertise to build quality products and provide quality service. Gebesa employees continue to add value every day. They invest in us so we invest in them.

INFRASTRUCTURE

Three locations with five factories:

- Metal furniture factory
- Panel systems factory
- Seating factory
- Laminate factory
- Veneer factory

Total company footprint: **11.4 acres**



CORE STRENGTHS



Our quality employees.



High-volume production.



Affordability and high-quality furnishings.



Outstanding design and engineering department.



Growing brand prestige for more than 45 years.



Subsidiary trucking company.



Best lead times in the market.



Competitive cost structure.



State-of-the-art manufacturing practices.



Long lasting client relationships.



Investments in sophisticated technology.



Stellar, direct in-house customer service team.



Reliable exporting partner for more than 25 years.





**SATISFIED
CUSTOMERS**



Gebeso x **Galbo** transportes

**SUBSIDIARY
TRUCKING COMPANY**

- 39+ commercial trucks
- 3 CV's (5 Ton.)
- 50 Trailers of different footage

67 ASSOCIATES

- Operators
- Mechanics
- Office Personnel



Gebeso | CREATING AMAZING SPACES *around the world*



CORE VALUES

- Integrity
- Passion
- Commitment
- Empathy

STRATEGIC VALUES

- Design
- Productivity
- Innovation
- Performance
- Flexibility



EMPLOYMENT AND BENEFITS

Our team is ready for every challenge. From the busy manufacturing floor to the focus of our designers, we rely on our employees to keep us moving forward.

Gebesa empowers employees to build their expertise, share their ideas and embrace their curiosity. We support those who want to further their skill sets and professionalism and provide the means to achieve it.

We know our employees could work anywhere, but they choose us every time. Gebesa offers competitive salaries and benefits. They invest in us, so we invest in them.

Benefits:

- Paid vacation
- Individual and family health insurance
- Maternity/paternity leave
- Disability
- Retirement
- Childcare
- Bereavement support

Additional benefits include:

- Professional development
- On-site dining
- Housing fund
- Savings account
- Bonus eligibility
- Free transportation to work

Gebesa values the well-being and mental health of our team. That is why we offer Gebe-Days. This benefit consists of two free days for employees to use outside of their vacation.

DIVERSITY POLICY

Gebesa recognizes the value of diversity in our workforce. We believe that is everyone's responsibility, at all levels, to support equal opportunity for employment, development and advancement.

We remain committed to nurturing an environment that encourages all backgrounds, ideas and contributions.

Gebesa is an Equal Employment Opportunity Employer. We embrace employees' differences in race, age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, religion and sexual orientation.



CERTIFICATIONS

WORLD CLASS MANUFACTURING



ISO 9001 is an International Standard that has been adopted by companies of all types and sizes around the world. The standard specifies the requirements for the implementation of a Quality Management System, and includes the best practices for its application, whether internal, for certification, or for contractual purposes.

GREENGUARD® Certification is provided by UL Environment, an independent industry scientific organization that tests thousands of products for their VOC emission levels. When a product achieves GREENGUARD Certification, it means it has met some of the world's most stringent field-validated, performance-based standards for low chemical emissions.



BIFMA is the acronym for Business and Institutional Furniture Manufacturers Association. BIFMA is a non-profit organization that serves as an information resource center and representative for the office furniture industry. Sets standards for the stability, strength and fatigue performance of office furniture, and has gained wide recognition for its rigorous and well-established standards.



The FSC Certificate (Forest Stewardship Council) is a forest certification system that began to be created in 1990 in California, can guarantee the consumer that the forest products that have the FSC certificate come from forests in which good practices are ensured when using them according to the minimum levels of good management.

AWARDS



2 TIMES AWARDED: REGION LAGUNERA HACIA LA CALIDAD

Gebesa is a two-time award recipient for leadership and organizational development.



AMERICAN RECOGNITION OF EFFICIENCY

Gebesa is a recipient of the American Recognition of Efficiency award. It is awarded to companies and industry leaders for sustainable product development.

MISSION AWARD AT METROCON EXPO & CONFERENCE 2019

Metrocon is an international exhibition and conference focused on design specifications. Every year Metrocon and Pegasus, award the most outstanding projects in the following categories: People's Choice Awards, Instagram Worthy Award, Best of the Best Award, Lean and Green Award and finally, the Mission Award or which we were the recipient. Gebesa was awarded because of the Bridge Home project, first of several new facilities that will provide shelter for 72 people on any given night, opened by Los Angeles' Mayor Eric Garcetti and Councilmember Mitch O'Farrell.



GRAINGER 2012 BEST NEW SUPPLIER OF THE YEAR

Gebesa was recognized for exceptional performance in 2012 at the Grainger Annual Supplier Conference. Grainger is North America's leading broad line supplier of MRO, products, supplies and solutions, serving businesses, contractors and industries since 1927.



GRAINGER 2013 PARTNERS IN PERFORMANCE

Grainger's Partners in Performance Award recognizes suppliers who achieve excellence in several categories including responsiveness, information integrity, compliance, quality product, management commitment and order fulfillment.



GRAINGER 2021 PARTNERS IN PERFORMANCE

Gebesa is a two-time recipient of the Grainger Partners in Performance award.



ENVIRONMENTAL AND EMISSIONS IMPACT



Por la presente NEPCon OÜ confirma que el sistema de Cadena de Custodia de
Manufacturas Post-Form, S.A. de C.V.

Cuencamé No. 180 Parque Industrial Lagunero, Gómez Palacio
 35070 Durango
 Durango
 México


ha sido evaluado y certificado cumpliendo los requerimientos de los
 estándares
FSC-STD-40-004 V3-0; FSC-STD-50-001 V2-0

El certificado es válido desde el 03-09-2020 hasta el 02-09-2025
 Fecha de esta versión del certificado: 03-09-2020

Alcance del certificado
 Tipo de certificado: Individual, Cadena de Custodia

Código de registro del certificado
 NC-COC-005057

Código de licencia de uso de la marca
 FSC-C100636


 Laura Terrall Kohler
 Director, NEPCon Assurance
 Filosoofi 31, Tartu
 Estonia

La información específica sobre los sitios y productos se incluye en los apéndices de este certificado. La validez y el alcance exacto cubiertos por este certificado deben ser siempre verificados en info.fsc.org.

FSC® A000535 | La marca de la gestión forestal responsable | www.ic.fsc.org

Este certificado en sí mismo no constituye evidencia de que un producto suministrado por el titular del certificado sea material FSC® [o FSC Controlled Wood]. Los productos ofrecidos, enviados o vendidos por el titular del certificado solo pueden considerarse cubiertos por el alcance de este certificado cuando la declaración FSC requerida se indica claramente en las facturas y en los documentos de envío. El certificado impreso es propiedad de NEPCon OÜ y deberá ser devuelto ante petición.

Preferred by Nature™



Anexo A: Alcance del Certificado Cadena de Custodia FSC® NC-COC-005057 de Manufacturas Post-Form, S.A. de C.V.

Tipo de producto	Nombre comercial	Declaración de venta FSC
W12.12	Parte del mueble (Asiento para banco)	FSC 100%
W12.7	Muebles de oficina	FSC Mix x%
W16.4	Perchero y Clavijas (Perchero para recepción)	FSC 100%

Este certificado en sí mismo no constituye evidencia de que un producto suministrado por el titular del certificado sea material FSC® [o FSC Controlled Wood]. Los productos ofrecidos, enviados o vendidos por el titular del certificado solo pueden considerarse cubiertos por el alcance de este certificado cuando la declaración FSC requerida se indica claramente en las facturas y en los documentos de envío. El certificado impreso es propiedad de NEPCon OÜ y deberá ser devuelto ante petición.

Fecha de esta versión del certificado: 03-09-2020

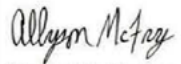
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ENVIRONMENTAL AND EMISSIONS IMPACT

Date Issued: March 31, 2021
 Product ID#: 1001000869-3193945
 Test Report #: 1001000869-3193945
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GREENGUARD CERTIFICATION TEST REPORT					
Customer Information	Manufacturas Post Form S.A. de C.V. (Gebesa)				
	Salmon Boyardo Guanacevi No. 370 Parque Industrial Lagunero Gomez Palacio Durango. C.P. 35078 Mexico				
Product Description	2-Door 3B ventilated locker				
Test Group	Individual Caseloads - 01				
Category	Furniture Components				
Test Type	Certification	Year 7			
Test Method	UL 2821 "GREENGUARD Certification Program Method for Measuring and Evaluating Chemical Emissions From Building Materials, Finishes and Furnishings Using Dynamic Environmental Chambers"				
	Environment	TVOC	Formaldehyde	Total Aldehydes	CREL/TLV
GREENGUARD	Open Plan	✓	✓	✓	✓
	Private Office	✓	✓	✓	✓
✓ - meets criteria; X - over criteria					
Authorized by	 Allyson M. McFry Chemistry Laboratory Director				

PHOTOGRAPH OF SAMPLE



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GREENGUARD RESULTS SUMMARY

Parameter	Product Description: 2-Door 3B ventilated locker				
	GREENGUARD Acceptable IAQ Criteria		168 Hour Product Measurement	Product Compliance for IAQ	
	Open Plan	Private Office		Open Plan	Private Office
TVOC ^a (µg/m ³ ·hr)	≤ 345	≤ 694	< 4	Yes	Yes
Formaldehyde (µg/m ³ ·hr)	≤ 42.3	≤ 66.7	< 4	Yes	Yes
Total Aldehydes ^b (µmol/m ³ ·hr)	≤ 2.8	≤ 5.7	< 0.1	Yes	Yes
4-Phenylcyclohexene (µg/m ³ ·hr)	≤ 4.5	≤ 9.0	< 4	Yes	Yes
Individual VOCs (µg/m ³ ·hr)	all ≤ 1/10 TLV		----- ^c	Yes	Yes

^a "TVOC" is the sum of all VOCs measured via TD/GC/MS which elute between n-hexane (C₆) and n-hexadecane (C₁₆) quantified using calibration to a toluene surrogate.
^b "Total Aldehydes" is the sum of all measured normal aldehydes from formaldehyde to nonanal, plus benzaldehyde. Heptanal through nonanal are analyzed using TD/GC/MS. The remaining aldehydes are analyzed using HPLC/UV methodology. All aldehydes are quantified to authentic standards.
^c All individual VOCs detected met the criteria of less than 1/10 the ACGIH established threshold limit values (TLVs).

PROJECT DESCRIPTION

This study was conducted using a UL Environment's GREENGUARD test method following the requirements of GREENGUARD Certification program. The product was monitored for emissions of total volatile organic compounds (TVOC), formaldehyde, target list aldehydes, and other individual volatile organic compounds (VOCs) over a 168 hour exposure period. These emissions were measured and the resultant air concentrations were determined for each of the potential pollutants.

Report Outline:

Table 1	Environmental Chamber Study Parameters
Table 2	Emission Factors and Predicted Air Concentrations
Table 3	Emission Factors of Identified VOCs
Table 4	Emission Factor of Target List Aldehydes
Table 5	Supplemental Emissions Information
Chain of Custody	Chain of Custody

Download more information regarding UL's technical references and resources, product evaluation methodologies information, quality control program, and environmental chamber evaluations from our website [click here](#) or <https://www.ul.com/offers/greenguard-certification>

For RSD, Quality Assurance Report or other quality documents, [Request](#) here or contact ULE.

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TABLE 1

ENVIRONMENTAL CHAMBER STUDY PARAMETERS			
Product Description	2-Door 3B ventilated locker		
Product Manufacture Date	January 7, 2021		
Product Collection Date	January 7, 2021		
Product Shipping Date	January 8, 2021		
Date Received	January 12, 2021		
Test Description	The product was received by UL Environment as packaged and shipped by the customer. The package was visually inspected and stored in a controlled environment immediately following sample check-in. Just prior to loading, the product was unpackaged and prepared for the required loading. The sample was placed inside the environmental chamber, and tested according to the specified protocol.		
Test Period	January 31, 2021 - February 8, 2021		
Area	six-sided area = 2.9073 m ²		
Environmental Chamber ID and Volume	ICG - 5.96 m ³		
Product Loading	0.49 m ² /m ³		
Test Conditions	1.00 ± 0.05 ACH 50% RH ± 5% RH 23.1°C - 23.3°C		
*Accredited Laboratory Locations	Testing Laboratory	Analytical Laboratory	Technical Reporting Location
	ULE - Marietta	ULE - Marietta	ULE - Marietta

The temperature range specification is 23°C ± 1°. The actual temperature range listed above may vary slightly. If the range is outside this specification, data was reviewed to ensure a negative impact did not occur.

*Accredited Laboratory Locations	
Location	Address
ULE - Marietta	UL Environment 2211 Newmarket Parkway, Marietta, GA 30067-9399 USA
ULE - Guangzhou	UL Verification Services (Guangzhou) 1-3F & Room 501, Building 2 (R&D Center A1), No. 25, South Huanshi Avenue, Nansha District, Guangzhou 511458, China
ULE - Cabiato	UL International Italia S.r.l ATTN: IAQ Laboratory Via Europa, 9, I - 22060 - Cabiato (Como), Italia
ULE - Vietnam	UL VS (VIET NAM) CO. LTD., Lot C5, Conurbation 2, Street K1, Cat Lai Industrial Zone, Thanh My Loi Ward, District 2, Ho Chi Minh City, Vietnam
UL - Shimadzu	Shimadzu Techno-Research, Inc. 1, Nishinokyo-Shimoaicho Nakagyo-ku, Kyoto 604-8436 Japan
KCL	Korea Conformity Laboratories #805, I-Valley, 149 Gongdan-ro Gunpo-si, Gyeonggi-do, 15849 Korea
Servaco	Servaco Product Testing N.V. Boertang 200 2400 MOL Belgium

This test is accredited and meets the requirements of ISO/IEC 17025 as verified by ANSI National Accreditation Board. Refer to certificate and scope of accreditation AT-1297.

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TABLE 2

Product Description	2-Door 3B ventilated locker	
SUMMARY OF TVOC EMISSION FACTORS		
Elapsed Exposure Hour*	Emission Factor (µg/m ² •hr)	
6	< 4	
24	< 4	
48	< 4	
72	< 4	< 4†
72**	< 4	
96	< 4	
168	< 4	< 4†
168**	< 4	
SUMMARY OF FORMALDEHYDE EMISSION FACTORS		
Elapsed Exposure Hour*	Emission Factor (µg/m ² •hr)	
6	< 4	
24	< 4	
48	< 4	
72	< 4	< 4†
72**	< 4	
96	< 4	
168	< 4	< 4†
168**	< 4	
SUMMARY OF TOTAL ALDEHYDE EMISSION FACTORS		
Elapsed Exposure Hour*	Emission Factor (µmol/m ² •hr)	
6	< 0.1	
24	< 0.1	
48	< 0.1	
72	< 0.1	< 0.1†
72**	< 0.1	
96	< 0.1	
168	< 0.1	< 0.1†
168**	< 0.1	

*Exposure hours are nominal (± 1 hour).

**Duplicate analytical measurements.

† Mean of duplicate hour points sampled.

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TABLE 3

Product Description		2-Door 3B ventilated locker																	
EMISSION FACTORS OF IDENTIFIED INDIVIDUAL VOLATILE ORGANIC COMPOUNDS																			
CAS Number	Compound	Elapsed Exposure Hour (µg/m ² ·hr)																	
		6			24			48			72			96			168		
		#1	#2**	Mean	#1	#2**	Mean	#1	#2**	Mean	#1	#2**	Mean	#1	#2**	Mean			
---	none	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---

*Indicates NIST/EPA/NIH best library match only based on retention time and mass spectral characteristics.
 **Duplicate measurements at 72 and 168 hours.
 †Denotes quantified using multipoint authentic standard curve. Other VOCs quantified relative to toluene.
 Quantifiable level is 0.04 µg based on a standard 18 L air collection volume.

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TABLE 4

Product Description		2-Door 3B ventilated locker																	
EMISSION FACTORS OF TARGET LIST ALDEHYDES																			
CAS Number	Compound	Elapsed Exposure Hour (µg/m ² ·hr)																	
		6			24			48			72			96			168		
		#1	#2**	Mean	#1	#2**	Mean	#1	#2**	Mean	#1	#2**	Mean	#1	#2**	Mean			
4170-30-3	2-Butenal																		
75-07-0	Acetaldehyde																		
100-52-7	Benzaldehyde																		
5779-94-2	Benzaldehyde, 2,5-dimethyl																		
529-20-4	Benzaldehyde, 2-methyl																		
620-23-5	Benzaldehyde, 3- and/or 4-methyl																		
/104-87-0																			
123-72-8	Butanal																		
590-86-3	Butanal, 3-methyl																		
50-00-0	Formaldehyde																		
66-25-1	Hexanal																		
110-62-3	Pentanal																		
123-38-6	Propanal																		

Quantifiable level is 0.1 µg is based on a standard 45 L air collection volume.
 **Duplicate measurements at 72 and 168 hours.

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TABLE 5
SUPPLEMENTAL EMISSIONS INFORMATION

The table below represents this product's identified chemical emissions found on certain regulatory lists. This list only provides a statement regarding possible health effects associated with this compound and not the relative risks of exposure. Proper interpretation of the risks associated with exposure to a given regulated compound requires a more detailed evaluation of toxicological activity. Certain purchasing programs may require this information be submitted.

Product Description		2-Door 3B ventilated locker						
CAS Number	Compound	✓() = FOUND IN LISTING (CLASS)						
		CAL PROP. 65	NTP	IARC	CAL AIR TOXICS	CREL	TLV	
---	none	---	---	---	---	---	---	

[†]Denotes quantified using multipoint authentic standard curve

CAL Prop. 65: California Health and Welfare Agency, Proposition 65 Chemicals

1 = known to cause cancer

2 = known to cause reproductive toxicity

NTP: National Toxicology Program

2A = known to be carcinogenic to humans

2B = reasonably anticipated to be carcinogenic to humans

IARC: International Agency on Research of Cancer

1 = carcinogenic to humans

2A = probably carcinogenic to humans

2B = possibly carcinogenic to humans

3 = unclassifiable as to carcinogenicity to humans

4 = probably not carcinogenic to humans

California Air Toxics

I = Substances identified as Toxic Air Contaminants, known to be emitted in California, with a full set of health values reviewed by the Scientific Review Panel.

IIA = Substances identified as Toxic Air Contaminants, known to be emitted in California, with one or more health values under development by the Office of Environmental Health Hazard Assessment for review by the Scientific Review Panel.

IIB = Substances NOT identified as Toxic Air Contaminants, known to be emitted in California, with one or more health values under development by the Office of Environmental Health Hazard Assessment for review by the Scientific Review Panel.

III = Substances known to be emitted in California and are NOMINATED for development of health values or additional health values.

IVA = Substance identified as Toxic Air Contaminants, known to be emitted in California and are TO BE EVALUATED for entry into Category III.

IVBA = Substance NOT identified as Toxic Air Contaminants, known to be emitted in California and are TO BE EVALUATED for entry into Category III.

V = Substance identified as Toxic Air Contaminants, and NOT KNOWN TO BE EMITTED from stationary source facilities in California based on information from the AB 2588 Air Toxic "Hot Spots" Program and the California Toxic Release Inventory.

VI = Substances identified as Toxic Air Contaminants, NOT KNOWN TO BE EMITTED from stationary source facilities in California, and are active ingredients in pesticides in California.

CREL: California Office of Environmental Health's Hazard Assessment (OEHHA), Chronic Reference Exposure Levels


✓ = Found in Listing

ACGIH TLV American Conference of Governmental Industrial Hygienists Threshold Limit Values for Chemical Substances and Physical Agents.

✓ = Found in Listing.

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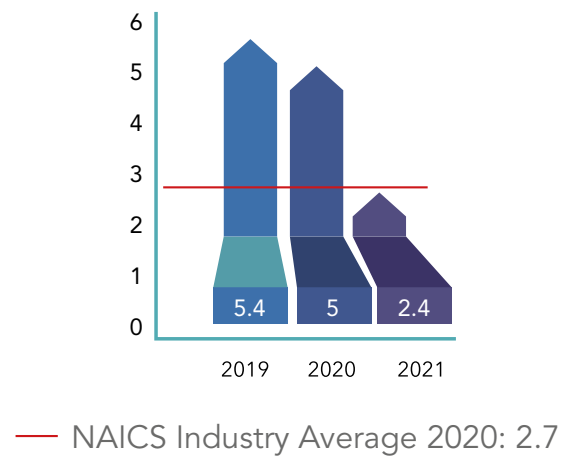
CHAIN OF CUSTODY

INTERNAL Use Only		3193945	
Project #	1001000869	Description	3193945
Product #	3193945	CUSTOMER: MANUFACTURAS POST FORM S.A. DE	
Order #	13432050	Received Date: 2021-JAN-12 01:18:07 PM	Aurora Project No.: 1001000869 Order No.: 13432050 Oracle Project No.:
Task Line 1.1	UL BU		2 of 3
<input type="checkbox"/> Rush Request - Subject to upcharge. Customer must confirm with UL prior to submitting product.			
GREENGUARD Test Information			
Test Type	<input checked="" type="checkbox"/> Certification Test - Annual/Initial Year 1	<input type="checkbox"/> Out-of-Scope Test	
	<input type="checkbox"/> Quarterly Test - Year Quarter	<input type="checkbox"/> Profile Study Test	
Service Line	<input checked="" type="checkbox"/> GREENGUARD	<input type="checkbox"/> GREENGUARD GOLD	<input type="checkbox"/> Other
Test Group	Individual Casegoods - 01		
Product Category	Furniture	Subcategory	
Application	<input type="checkbox"/> Floor/Ceiling	<input type="checkbox"/> Panel	<input type="checkbox"/> Wall
	<input type="checkbox"/> Density	<input type="checkbox"/> Work Surface	<input checked="" type="checkbox"/> Other
Wet Products Only	Coverage Rate	Density	Specific Gravity
Product and Company Information			
Product Description	2-door 3B ventilated locker		
Manufacture ID#		Date Manufactured	1/7/2021
Company Name	Manufacturas Post Form S.A. de C.V. (Gebesa)	Contact Name	Boyardo Salmón
Address	Guanacevi 370 Parque Industrial Lagunero CP 35078 Gómez Palacio Durango, México	Job Title	VICE PRESIDENT
		Contact Phone	8717077777
		Contact Email	boyardo@gebesa.com
Collection Information			
Collector Name		Date Collected	1/7/2021
Collector Phone		Time Collected	
Collector Signature		Collection Location	
Shipping Information			
Carrier	TBD	Date Shipped	1/8/2021
Shipper Name	TBD	Time Shipped	
Shipper Phone	TBD	Air Bill #	1283
Shipper Signature			
Sample Submitted to			
<input checked="" type="checkbox"/> UL Environment (Marietta)	<input type="checkbox"/> UL Verification Services (Guangzhou)	<input type="checkbox"/> UL International Italia S.r.l	<input type="checkbox"/> UL VS (Vietnam) Co., Ltd.
2211 Newmarket Pkwy Suite 108 Marietta, GA 30067, USA	Building A1, 3F, Nansha Science and Technology Innovation Ctr. No. 25, South Huanshi Avenue, Nansha District, Guangzhou 511458, China	ATTN: IAQ Laboratory Via Europa, 9 I - 22060 - Cabiate (Como), Italia	Lot C5, Conurbation 2, Street K1, Cat Lai Industrial Zone Thanh My Loi Ward, District 2 Ho Chi Minh City, Vietnam
Post Testing Sample Disposition			
(Sample will be disposed of 30 days after report is issued if information below is not provided)			
Return Shipping Co.	N/A	Customer Shipping Acct #	N/A
Internal Use Only - Receiving Information			
Receiver Name		Receiver Signature	
Condition Upon Arrival	<input checked="" type="checkbox"/> Acceptable	Receive Date	1/12/21
Condition Notes		Receive Time	1:00 PM
Completed By	ULE	Based On	Program Testing Schedule
		Date	07/15/2020

SAFETY

ACCIDENT RATE

Gebesa prioritizes safe working environments across all five factories. Reducing unsafe exposures and incidents and protecting against injuries is our main goal. Every year, Gebesa focuses efforts and action on safety and works to achieve an accident rate of zero.



Safety measures and protocols are implemented and required on every manufacturing floor. Every employee must adhere to safety requirements to protect not only themselves, but those around them.

Gebesa PPE include:

- Safety glasses & goggles
- Masks
- Denim hoods
- Aprons
- Gloves
- Safety boots
- Full-face welders mask

Gebesa PPE is required in the following areas:

- Power paint
- Laser
- Assembly
- Welding
- Metal
- Panel production
- Seating
- Metal & wood

GIVING BACK TO OUR COMMUNITY



At Gebesa, we believe in corporate philanthropy and giving back to our community. We share our time, talent and resources to elevate and empower those who needs extra support and care.

We are proud supporters of the following organizations:

Teletón Mexico, AC

Donating furniture since 2015.

Teletón México is a non-profit organization that seeks to serve people with disabilities, cancer and autism. They offer comprehensive, quality care and promote inclusion and acceptance.



Cruz Roja Mexicana IAP

Donating furniture since 2019.



Cruz Roja Mexicana IAP is a humanitarian assistance organization affiliated with the International Federation of Red Cross (IRFC) to help those in Mexico with disaster relief and health services.

DIF Durango

Donating since 2021.

DIF Durango provides social assistance services in the State of Durango, creating and setting public health and safety standards for the betterment of families and individuals.



SUPPLIER CODE OF CONDUCT

At Gebesa, we believe that respect for others is the foundation of how we work together. Our code of conduct serves as an important resource for employees and our partners as they make day-to-day decisions.

We do not tolerate harassment, violent and offensive behavior and discrimination of any kind.

Leadership, employees, suppliers and partners are held to the same standards under our code as well as protected should they experience any of the aforementioned.

Our Principles:

- Maintain a safe work environment free of harassment, discrimination and violence for our employees with strict procedures in place for accountability and disciplinary action.
- We reject any inappropriate behavior conducted by our partners against our employees.

Our Commitment

- Establish and enforce procedures that protect against situations and behaviors that violate our code of conduct.
- Create a safe and confidential reporting process for those who come forward about an experience and violation.
- Respond with serious and prompt disciplinary action and measures against those who violate our code of conduct.
- Provide employees with code of conduct training so procedures and appropriate workplace behavior is understood and practiced companywide.

Gebesa
CREATING AMAZING SPACES