



SYNERGY

CUSTOM FIXTURES

**Corporate Responsibility
& Sustainability**

People & Diversity Equality



We believe that Diversity and Inclusion are the roots of Synergy's success. By embracing employees from diverse backgrounds, ethnicities and genders that reflect our local and national population, we have provided a safe and progressive work environment that has achieved amazing personal and business results. In order to meet the varied needs of our local community and society at large, we have made Diversity and Inclusion a cornerstone of our corporate philosophy and values, which translates to a commitment to our employees and Partner's.

We have an obligation to ethical values and principles that promote equal opportunities in all aspects of personnel management. Furthermore, we have institutionalized corporate Procedures and Practices that create a working environment which embraces Diversity and Inclusion and rejects discrimination of any kind.

**Synergy Custom Fixtures is a proud
FSMSDC Certified Minority Company.**



Why is sustainability important to Synergy CF and its Partners?

We are all in this together. The duty to raise awareness about the need to employ sustainable practices to generate a positive change for the environment is a shared responsibility. The use of sustainable and renewable resources; the use of the most energy efficient lighting; employing manufacturing processes that reduce waste and pollutants, are some of the actions that Synergy Custom Fixtures has employed to positively affect its impact on the environment. To continually improve our Green initiatives, Synergy CF has created an internal Green Committee to implement change throughout our organization – from the shop floor to management's offices.

Mission

Our vision is to reduce Synergy's and our Partner's carbon footprints. We are embracing waste reduction practices and cradle-to-cradle procedures. Our Mission is to collaborate with our Partners Suppliers, Architects, Designers and End Users to implement sustainable practices for the benefit of our Environment.

Goals

- Increased Operational Efficiency by reducing energy consumption during manufacturing, delivery and installation; water conservation, reduction in manufacturing waste by Green Engineering our Customer's designs, all the while providing cost savings to our clients.
- Use renewable and sustainable materials, finishes and manufacturing processes.
- Expand our recycling program through all phases of manufacturing, delivery and installation. We currently annually recycle tons of paper, cardboard, acrylic, metal and glass.
- Provide a healthier work environment for our Diverse Work Force. Through the use of improved ventilation systems; employment of the strictest manufacturing safety methods, to our company Composting program, our Sustainability efforts benefit not only our external Partners but our internal Partners as well.
- Increased vendor and client engagement in sustainability initiatives, designs and implementations.

Waste Reduction & Recycling Initiatives

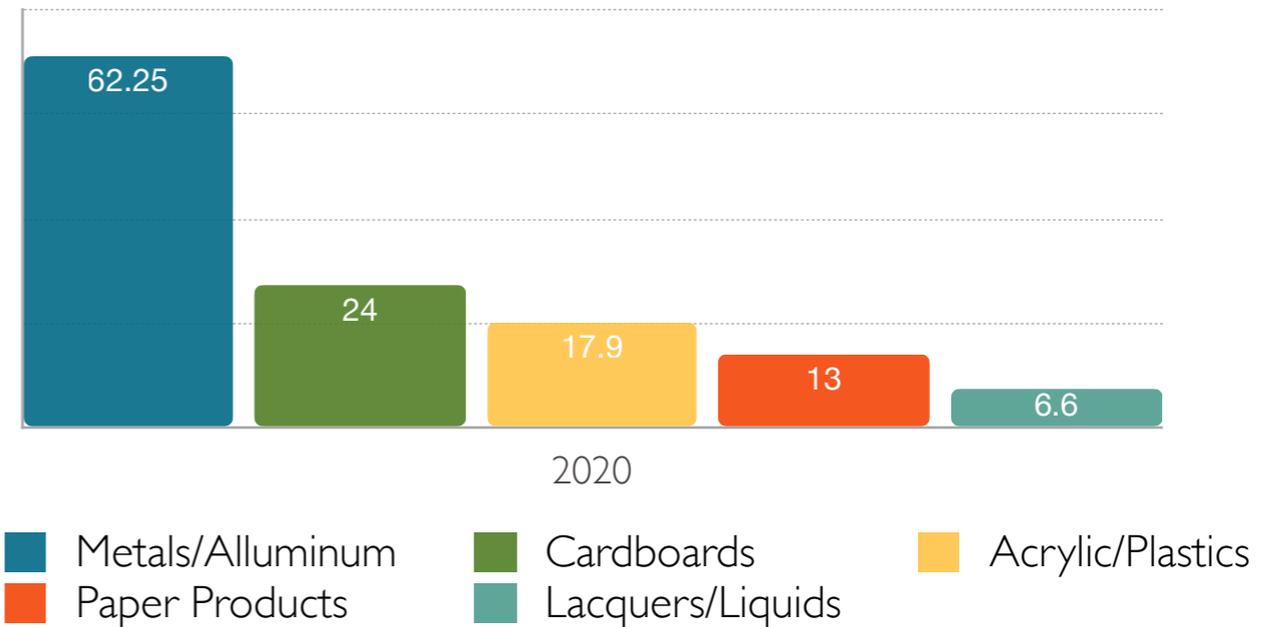
Synergy Custom Fixtures strives to reduce the impact that our operations have on the global environment through sustainable initiatives including recycling paper, plastic, sawdust, wood debris, metals and lacquers/liquid solvents throughout all phases of our production.

Our goal is to reduce waste and lower energy consumption. We can do this through collaboration with our partners during design development and engineering by increasing raw material yields and reducing lighting loads through resourceful engineering.

SYNERGY CUSTOM FIXTURES recycling program has proven to be effective in our goal to reduce the amount of waste that reaches landfills. We are ever expanding the materials that can be recycled and or repurposed. During 2020 and 2021 we are expanding our recycling of wood, sawdust, laminates and solid surface materials, as well as composting.

- Metals: 12 – 15 Tons of Recycled waste Per Year
- Acrylics: 4 – 5 Tons of Recycled waste Per Year
- Lacquers and Liquid solvents: 1000 – 1500 Gallons per Year
- Paper Products: 2 – 3 Tons of waste Per Year
- Cardboards: 5 – 7 Tons of waste Per Year

Recycling in Tons since 2010



Core Materials & Process Responsibilities

MDF

FSC® MDF refers to MDF which is certified by the Forest Stewardship Council® and can therefore prove its environmental credentials. This is an international organization which promotes responsible stewardship of forests all over the world with the aim of minimizing the negative impact of commercial timber sourcing wherever it is undertaken.

Aluminum and Metals – with Environmental Product Declaration

Aluminum is 100% recyclable and retains its properties indefinitely. Aluminum is one of the only materials in the consumer disposal stream that more than pays for the cost of its own collection.



Powder Coating

Powder coatings have a much better utilization rate. Unlike liquid paint, powder can be collected and reused. Approximately 70% of paint is lost to overspray during application, while material loss of powder coating can be kept under 5%. Unlike traditional solvent-based wet paint, powder coating is considered a “green” technology that doesn’t generate harmful solvents or airborne pollutants. Compared to

painting, powder coating reduces finishing line emissions, produces far less harmful waste by-product, and doesn’t pose a significant health risk to your employees or neighbors. Knowledge of the benefits of Green processes can help your business in choosing a finishing system that is more durable than paint, better for the environment, safer for our employees and has lower long term maintenance requirements. It can save you money as well.

Core Materials & Process Responsibilities



Glues and Adhesives

Use of Water based adhesives with low to no V.O.C. nor other hazardous components.



Polycarbonate vs Acrylic

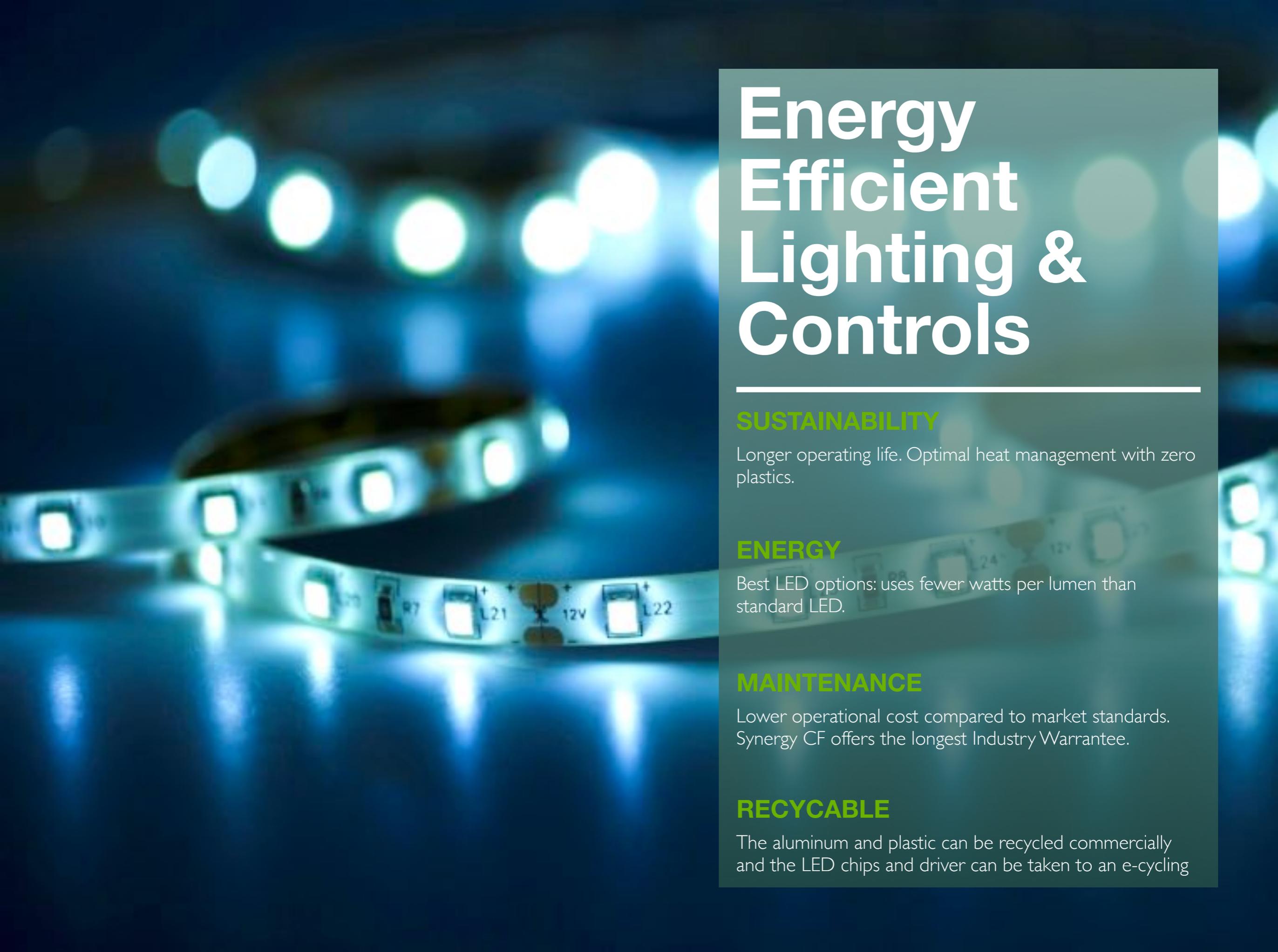
As clear as glass and 250 times stronger. It's also 30 times stronger than acrylic sheet - offering a margin of safety that no other clear glazing material can beat. With its inherent design flexibility, polycarbonate can be cut or cold-formed on site during installation without the pre-forming and fabrication associated with glass or acrylic.



UL & cUL Certifications

UL's sustainability purpose goes beyond addressing the effects of climate change. Safety, security and sustainability are interconnected. They pose similar risks and opportunities. UL helps their customers implement their visions of a sustainable world, as well, by supporting transparency in supply chains and sourcing (Source: UL Sustainability Report 2019)





Energy Efficient Lighting & Controls

SUSTAINABILITY

Longer operating life. Optimal heat management with zero plastics.

ENERGY

Best LED options: uses fewer watts per lumen than standard LED.

MAINTENANCE

Lower operational cost compared to market standards. Synergy CF offers the longest Industry Warrantee.

RECYCABLE

The aluminum and plastic can be recycled commercially and the LED chips and driver can be taken to an e-cycling

GREEN LIGHTING SOLUTIONS

In an effort to reduce our collective carbon foot print, Synergy Custom Fixtures is offering Lighting Design Solutions aimed at not only reducing energy consumption, but also improving the visual quality of the light provided. Studies have shown that good lighting is one of the greatest contributors to increased sales.

Synergy CF energy efficient lighting solutions are engineered to provide excellent quality light while reducing Lumens and heat output.

Energy Efficient Lighting systems will include:

- 💡 High efficiency LED with wide beam spreads for optimal lighting distribution and “TrueColor” rendering.
- 💡 Diffusers/Optics engineered to eliminate dots and hot spots.
- 💡 Wire Raceways for modular applications enhancing design flexibility and reducing maintenance costs.
- 💡 Extrusions that comply with the North American Safety Standards for heat management—our systems dissipate heat away from the fixture.
- 💡 The most energy efficient high output Drivers with warranties up to 3 years—extending our existing 12-month warranty.





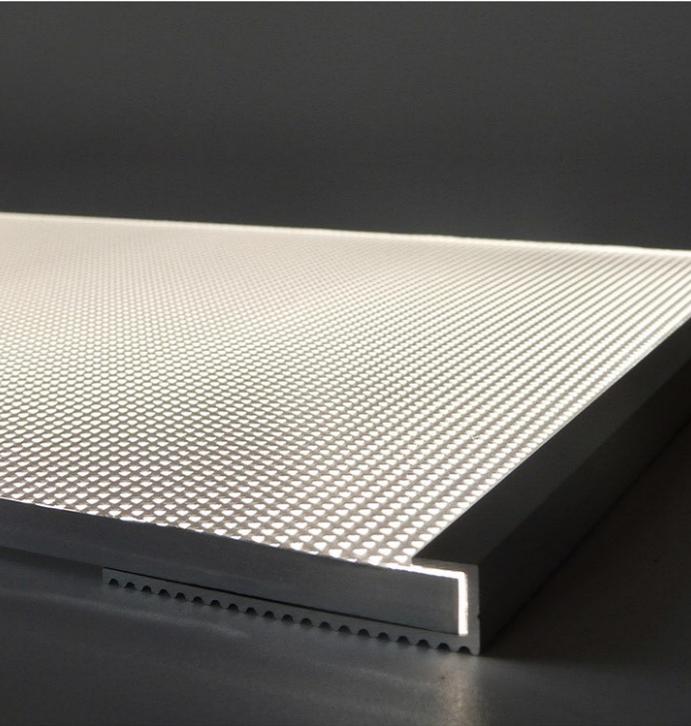
Synergy CF Advanced Energy Standards:

- North America Safety Standards
- UL / cUL Certified Shop
- Title 24 Compliant (CEC) Components

Electrical Component Warranty:

- 24-Month Warranty Available for Energy Efficient Electrical Components, transformers and LEDs, etc.
- Reduced Maintenance Costs
— Standard Industry Warranty is 12-months

LED LIGHTING SOLUTIONS



LED SHEET



LED BAR



LED LATTICES



LED TAPE

- LED Bar, LED Sheet and LED Lattices utilize an optical lens around the LED to evenly distribute the output of light at 160° beam angle compared to typical 120° beam angle.
- LED provides consistent brightness with no visible hotspot for shallow applications.
- LEDs utilize 60% less power supply per square foot compared to edge lit LED panels.

- 30% heat reduction using TJ-Away technology
- 120° beam angle with excellent Color Rendering
- Guarantees consistent color temperature and light quality at a life-time of >60 000 hours
- High Lumens with lower power consumption