



# KLINGSPOR

*The Most Sanding Power for Your Money Since 1893!®*

**Caring for our people and our world**

**The health and well-being of our employees and our environment are of the utmost importance to us here at Klingspor Abrasives, Inc.**

**We, therefore, have the following initiatives in place and have had them in place well before COVID, some even for decades.**





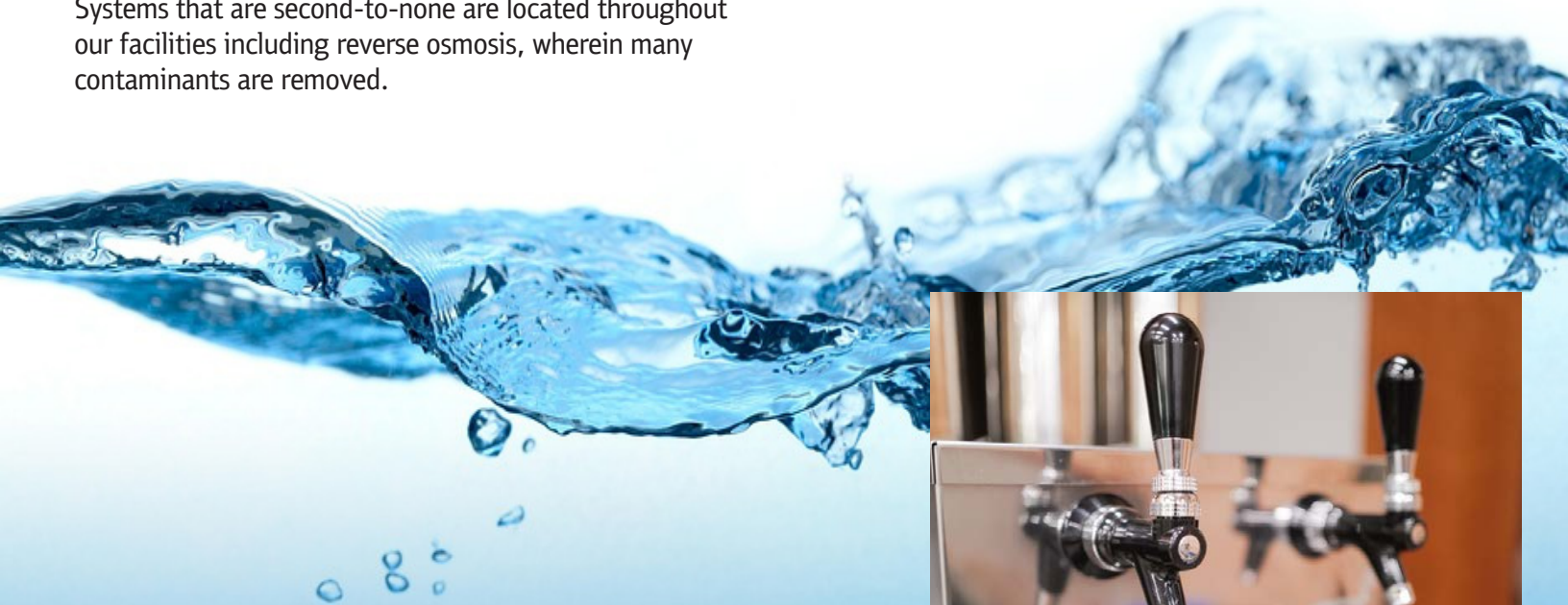


## ***SMOKE-FREE CAMPUS***

Upon request, employees can be provided assistance to stop smoking.

## ***DRINKING WATER FILTRATION***

Systems that are second-to-none are located throughout our facilities including reverse osmosis, wherein many contaminants are removed.

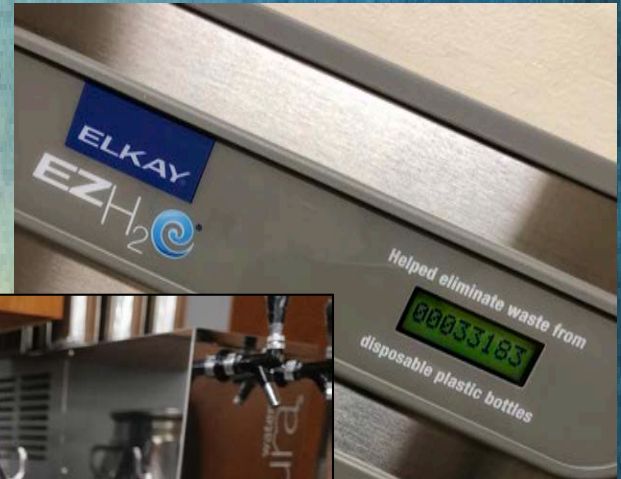




## ***REUSABLE CUPS***

Reusable cups are available for cold and hot drinks.

Water dispensers count the number of plastic bottles not going to the landfill. This particular one shows 33,183 bottles.





## **RECYCLED PAPERS**

All printing papers are made from 30% recycled material. We discourage printing in general whenever possible. Most printers default to black and white only and double-sided.

This messages goes on all of our outbound emails.

“Please consider the environment before printing this e-mail.”

Plus, a majority of our invoices and statements are sent via email rather than being printed and mailed.



## **LEEDS**

We used LEEDS-Certified\* building materials and methods. Our practices in this category exceed LEED Platinum Certification Requirements.

\*LEED, which stands for Leadership in Energy and Environmental Design, is a green building rating program.







## ***CAREFUL CONSTRUCTION***

In the construction of our newest office space, we utilized wood products from Columbia Forest Products who “manufactures wood products using logs harvested from Forest Stewardship Council™ (FSC®) certified forestland.

Buying products with an FSC label supports the growth of responsible forest management worldwide,” according to their website.





## **572 PEACE LILIES**

We have 572 peace lilies in the office and random ones throughout the manufacturing area. According to FernsNPetals (fnp.com), one of the amazing air cleaners as studied by NASA, the peace lily releases oxygen at night. The peace lily is known to increase room humidity by up to 5%, which is great for breathing while sleeping (*doesn't apply at the office*) 😊.





## ***FEWER TRASH RECEPTACLES EQUALS LESS WASTE***

We provide NO trash receptacles at individual desks or workstations. This provides the incentive of inconvenience, making folks think twice about waste and wastefulness. Trash, recycling, and shredding receptacles are located in common areas throughout the facility.



## ***SAFE CLEANING PRODUCTS***

We use only cleaning products that are safe for humans and for our environment.





According to the LiveWell Catawba website, "LiveWell Catawba is a local, non-profit organization, committed to creating a culture of wellness where people already are – in school or in a childcare center, at church, or at work. LiveWell Catawba initiatives support healthy choices and access to healthy options in Catawba County. We want these initiatives and programs to improve well-being in ways that become part of the fabric of our community."

The summary benchmark report on Klingspor Abrasives as a participant in "LiveWell at Work" for 2020 ranked us at a score of 267 out of 294, with the average of worksites being 172.

LiveWell at Work, recognizes KLINGSPOR as a Catawba County workplace that is committed to improving their employees' health & wellness.

The LiveWell at Work application is designed to give a broad overview of a company's wellness efforts. The topic sections are based on standards for worksite wellness in the areas of: Policy and Organization, Tobacco Control, Nutrition, Physical Activity, Prevention, Screening & Early Detection and additional support.



**catawba county**  
MAKING. LIVING. BETTER.

## ***KlingsporFIT HEALTHY EATING PRESENTATIONS***

We hold healthy eating presentations where we share about healthy foods, fitness, healthy living practices and wellness in general.





# KlingsporFIT CENTER

We have a comprehensive fitness center. Our in-house Certified Personal Trainer and Corrective Exercise Specialist, Dr. George Place, is happy to schedule one-on-one training sessions. Also employees have access to our online video library of short takes with Dr. George to view on your own time.

Personal Training

Behavior Change



Self Defense

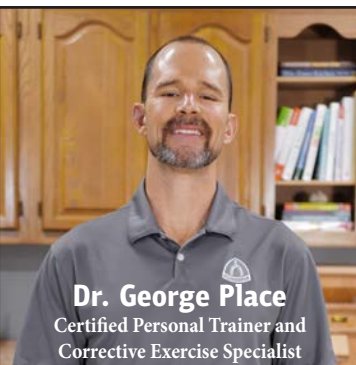
Joint Mobility

Kickboxing

Online Options

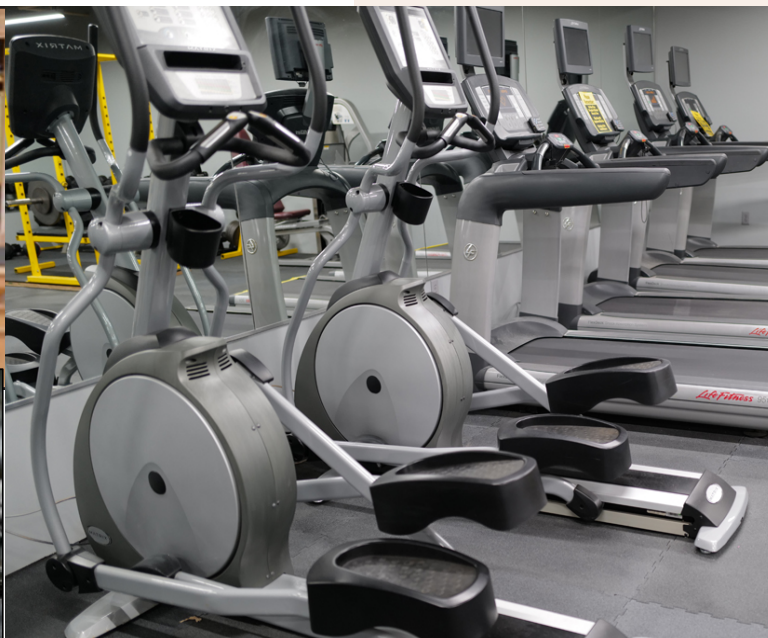
**SHORT TAKES WITH DR. GEORGE**

Powered by: KlingsporFIT



**Dr. George Place**

Certified Personal Trainer and  
Corrective Exercise Specialist

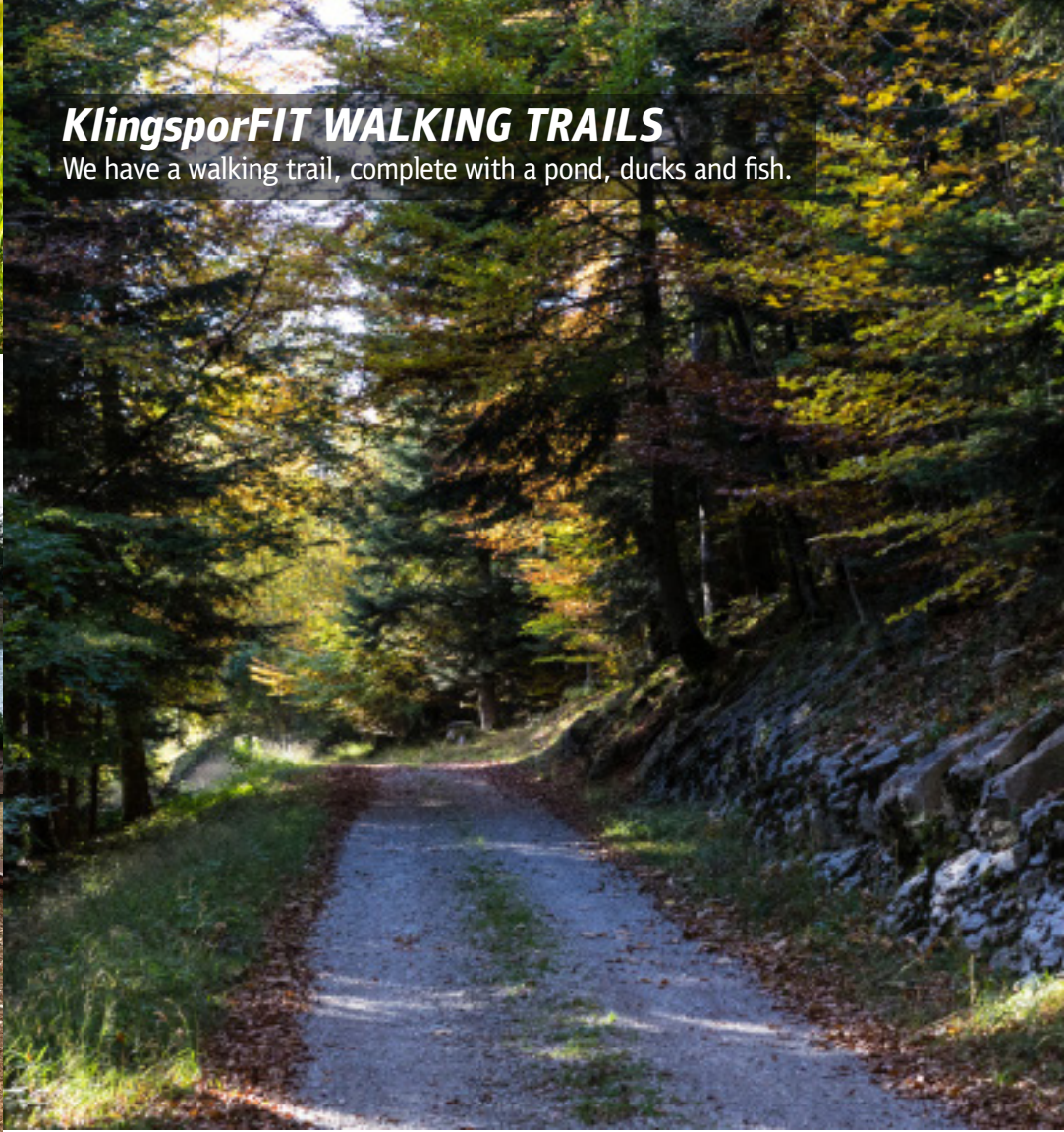






## ***KlingsporFIT WALKING TRAILS***

We have a walking trail, complete with a pond, ducks and fish.





## HEALTHY MEAL DELIVERY AND IN-HOUSE HEALTHY VENDING

We have multiple vending areas where employees have access to many healthy choices available for snacks and lunch. Many times, we have healthy foods to try at no cost to employees. Sometimes, we have healthy leftovers from our presentations.

We are also a Silver status member with the American Heart Association which includes many key benefits like a 3:1 ratio of healthy snacks and beverages to choose from in our Healthy Choice Micro Market. Many of the healthier products we offer at a much lower than retail price.



**KLINGSPOR**  
The Most Satisfying Power for Your Money Since 1893!®

**MICRO MARKET**





## **AIR FILTRATION SYSTEM**

We have a strategic air filtration system that circulates air within its area of origin, keeping air clean and segregated to prevent the spread of germs.







## ***A MOTHER'S PRIVATE SPACE***

We are an ***employer covered by the Fair Labor Standards Act (FLSA)*** to provide basic accommodations for breast-feeding mothers at work. These accommodations include time for women to nurse their baby that is staying at the on-site childcare or to express milk in a private space that is not a bathroom.



## **ON-SITE CHILDCARE**

Nothing puts one's mind at ease quite as much so as knowing one's child is being cared for by kind, qualified care givers. Klingspor's on-site daycare "The Sandbox" provides excellent care for employees' children, as well as for families in the community. Klingspor offers discounted childcare weekly rates for our employees who use the childcare center for their needs.



A photograph of a modern brick building with large, dark-framed windows. The building is constructed of reddish-brown bricks. In the foreground, there is a landscaped area with a bed of light-colored rocks and several small, green, rounded shrubs. A concrete sidewalk runs along the side of the building. In the background, there is a parking lot with several cars, more trees, and a blue sky with white clouds.

## ***HIGH-SPEC WINDOWS***

We have high-spec windows to prevent UV radiation from coming through.





## ***CHARGING STATIONS FOR ELECTRIC & HYBRID CARS***

Most company vehicles are either totally electric or hybrids. Hybrids feature engine idle technology which places the fuel-burning engine in standby mode at stop lights. We have four electric car charging stations for "refueling."







## ***WATER-BASED PAINT***

We have only used water-based paint on our facility's interior. Some benefits include:

- \* Water-based is more environmentally friendly with a significantly lower VOC level.
- \* Water-based paint can be applied more frequently within state regulations.
- \* Water-based colors tend to look richer and last longer versus oil-based.



## ***CLIMATE-CONTROLLED***

Thermostatically controlled heating and air conditioning keeps temperatures in a comfortable range for everyone throughout the facility while maximizing energy savings.







## ***DEFIBRILLATORS***

Defibrillators are used to prevent or correct an arrhythmia, a heartbeat that is uneven or that is too slow or too fast. Defibrillators are placed throughout the facility for easy access by each safety team.

## ***SECURITY***

Fingerprint door entry systems allow safe entry by employees (in non-COVID times). Well-lit parking lots and security cameras provide additional safety.



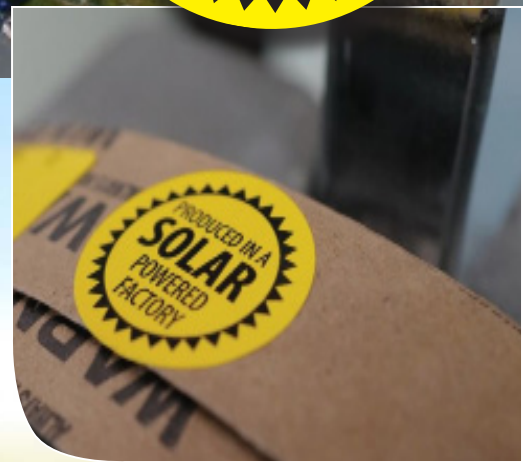




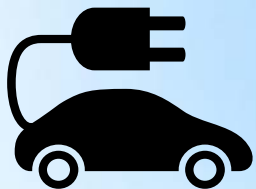
## ***SOLAR ENERGY***

We create our own energy.

**Lifetime Energy Generated  
since its installation  
in 2016: 8,065 MWh**



## ***TOTAL SOLAR ENERGY KLINGSPOR HAS CREATED IS EQUAL TO:***



**336,045**

Electric Cars Charged



**245 Days**

Powering One Search  
Engine Data Center



**3 Hours**

Offsets Semora  
Coal Power Plant



**15 Hours**

Offsets Vermont Yankee  
Nuclear Power Plant



**4,839 Tons**

CO2 Emissions  
Avoided



**712,147**

**Gallons**

of Gasoline Offset

Powered by

**YASKAWA**  
SOLECTRIA SOLAR







## **TOUCHLESS**

Touchless faucets, toilets and hand dryers are in all restrooms.

## **TOUCHLESS**

We also have automatic/no-touch lights that come on and go off with movement, lack of movement respectively. This provides the benefits of no touch to each employee and ensures that lights are turned off when not in use, saving electricity. We also use energy-saving, long-lasting bulbs.







***KLINGSPOR's Natural Habitat***





An aerial photograph of the Klingspor USA facility in Hickory, North Carolina. The main building is a large, rectangular structure with a white roof and tan-colored walls. To the left of the building is a large parking lot filled with numerous cars. Behind the main building is another structure with a grey, corrugated metal roof. The facility is surrounded by green grass, trees, and a paved road. In the background, there is a dense forest and a body of water. A black banner with white text is overlaid on the upper right portion of the image.

***KLINGSPOR USA - Hickory, North Carolina***





## ***EMPLOYEE ORGANIC GARDEN***

KLINGSPOR employees enjoy all the benefits of growing organic vegetables and produce, learning every step of the growing process. Additionally, a much less of a carbon footprint exists because of fewer trips to the store for these items.







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