
	DEHNCO EQUIPMENT COMPANY	Doc No: ENVRPOL-1
	ENVIRONMENTAL POLICIES	Initial Version: 1/30/2025
	Preparation: President	Next Revision: 1/30/2026

# DEHNCO ENVIRONMENTAL POLICY AND GUIDELINES

## Contents

- 1. Scope .....2**
- 2. Environmental Policy Statement of Purpose .....2**
- 3. Applicability .....2**
- 4. Control Department .....2**
- 5. Environmental Goals and Actions .....3**
  - Energy .....3
  - Waste Reduction .....3
  - Water.....3
- 6. Annual Sustainability Review .....4**
- 7. Related Policies.....4**

	NAME	POST	DATE
Reviewed by	Steve Shadrick	VP, Operations	1/25/2025
Approved by	Jeff Dehnert	CEO	1/30/2025

	DEHNCO EQUIPMENT COMPANY	Doc No: ENVRPOL-1
	ENVIRONMENTAL POLICIES	Initial Version: 1/30/2025
	Preparation: President	Next Revision: 1/30/2026

## 1. Introduction and Scope

Dehnco Equipment Co.,Inc. (Dehnco) was founded around the mission of using ergonomics and design to create a more healthy, safe, and worker-friendly work environment that bridges the gap between efficiency, safety, and productivity. We are committed to extending our responsibility to address responsible, sustainable, and environmentally safe products and solutions that minimize impact on our environment and the planet.

Dehnco, in conjunction with our *sole manufacturing partner*, Calstone, Inc. (Calstone, Canada), have been involved since 2007 in discussions and projects to reduce our negative impact on the environment around us. While our initial goal was to be 100% off the grid in 10 years, we have succeeded in making progress both at Calstone and at Dehnco with a variety of initiatives. This document reflects a written and formalized commitment to being agents of positive change towards the environment and planet.

## 2. Environmental Policy Statement of Purpose


Dehnco is committed to improving our environmental performance. This includes preventing pollution, making the best use of natural resources, reducing and managing waste, measuring and acting to reduce our carbon footprint, and complying with relevant environmental legislation and regulations. However, compliance with regulations is considered the minimum standard in addressing environmental concerns. We look beyond compliance by actively seeking ways to safeguard our health and the environment.

## 3. Applicability

This policy will apply to our company, and we will endeavor to encourage and pursue partnerships that are aligned with our aims to reduce any negative effect on the environment and planet caused by our products and services.

## 4. Control Department

- President
- VP, Operations

	DEHNCO EQUIPMENT COMPANY	Doc No: ENVRPOL-1
	ENVIRONMENTAL POLICIES	Initial Version: 1/30/2025
	Preparation: President	Next Revision: 1/30/2026

## 5. Environmental Goals and Actions

Dehnco does not manufacture or directly distribute/touch our products. Dehnco works with a primary manufacturing partner (Calstone) and **Dehnco is classified as a Wholesaler of Industrial Furniture.**

- **In alignment with the Greenhouse Gas Protocol (GHG-P) Corporate Standard, our goal is to reduce our Scope 1 and 2 greenhouse gases 30% by 2030.**
- **We have made Dehnco's commitment to *Net Zero by 2050* public through the [SME Climate Hub](#).**

The following **ACTIONS** guide Dehnco's environmental goals for responsible environmental protection:

### Energy

Dehnco reduces the carbon footprint of its physical office by:

- Reducing energy consumption in the building through the use of smart thermometers, LED lighting, and light timers
- Pursuing cleaner sources for electricity and/or participating in a Power Purchasing Agreement (PPA), as available
- Engaging only with manufacturers who partake in environmentally sound manufacturing practices

### Waste Reduction


Dehnco reduces its impact on the environment through the reduction, reuse and recycling of its waste by:

- Minimizing our printing/paper use
- Providing recycling opportunities for paper, plastic, aluminum, and glass products to minimize waste
- Re-using of recycled raw materials, food packaging, and packaging, as appropriate

### Water

Dehnco reduces its water usage and thereby reduces water stress in its community by:

- Ensuring taps and toilets in our offices are "low-flow" models
- Only turning on water as necessary for personal hygiene

	DEHNCO EQUIPMENT COMPANY	Doc No: ENVRPOL-1
	ENVIRONMENTAL POLICIES	Initial Version: 1/30/2025
	Preparation: President	Next Revision: 1/30/2026

- Keeping all plumbing in good working order to avoid drips, leaks, and other water waste.

## 6. Annual Sustainability Review

This endeavor will be the responsibility of every employee to review and apply these action items as they are able. We will have a yearly sustainability review with all employees to understand any practices that are currently in place, any new actions that have been added, and to improve our environmental policy as needed.

If there are any additional suggestions, recommendations, or updates please contact Jeff Dehnert or Steve Shadrack in Operations and we will schedule time to discuss them further.

## 7. Related Policies

- Dehnco Waste Management Policy
- Dehnco Environmental Policy for Suppliers