

stylex

Make Things Better

CORPORATE RESPONSIBILITY REPORT
2022

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At Stylex, we believe in the power of innovation, sustainability, and ethical responsibility to shape a better future for our world. Our unwavering commitment is to design and deliver products that reflect these principles, fostering positive change and enriching the lives of those we touch.

We are delighted to present the Stylex Corporate Responsibility Report, a testament to our unwavering commitment to sustainability and responsibility. Since 2014, we've attained LEVEL® certification for our products, expanded our offerings, and adhered to the e3-2019 Standard, underlining our dedication to sustainable practices.

This report is crafted in line with GRI's G4 Sustainability Reporting Guidelines, reflecting our core values of ethical conduct, environmental sustainability, social engagement, employee empowerment, supply chain responsibility, innovation, transparency, and accountability.

Our mission is to effect positive change, and we're passionate about the road ahead. We maintain a deep commitment to Environmental, Health, and Safety Responsibility. We conduct yearly assessments of environmental and occupational risks, implementing continuous improvement projects to enhance safety and ensuring compliance with all pertinent regulations.

Our commitment extends to the well-being of our employees, promoting diversity, community, and fostering a safe work environment. Our community engagement efforts aim to make a positive impact in the regions where we operate. We uphold labor laws and inclusivity standards, including the Equal Employment Opportunity Act and Affirmative Action requirements. These principles apply to all Stylex properties, including our manufacturing facility in Delanco, NJ, our warehouse in Delanco, NJ, and our showrooms in Chicago, IL, and New York, NY.

We invite you to join us on our journey toward a more sustainable and responsible world. Thank you for your continued support.



Bruce Golden
CEO



BRUCE GOLDEN
CEO

Our Company



Founded in 1956 by the Golden family, Stylex has a rich legacy of crafting enduring furniture defined by innovation, material expertise, and design excellence. Stylex delivers thoughtful, customizable solutions for architects and designers in corporate, hospitality, institutional, and government spaces.

Based in Delanco, New Jersey, our team of over 200 professionals is dedicated to creating furniture that enriches the way people live and work. Guided by the principle of “making things better by making better things,” we design functional, beautiful, and sustainable products that support dynamic environments and inspire future generations.

Stylex’s mission to craft meaningful, lasting furniture with minimal environmental impact. We see a distinctive opportunity to generate a positive impact on the world—a commitment we wholeheartedly embrace.

Our Report

Welcome to the Stylex Corporate Responsibility Report, highlighting our commitment to sustainability and responsible practices. Since earning LEVEL® certification in 2014, we’ve adhered to the e3-2019 Standard and expanded our certified product lineup, including Luna, Oko, Ease Up, Umo, Cove Lounge, Dau, Verve, Click, Underline, Free Address, Still, Trim, Dela, Cove Tables, Adorn, Obair, Metrum, F4, Yoom, NYC, Share, Ridge, Nestle, Sava, Dia, Insight, Brooks, Mark 2, Zephyr, and Welcome.

This report engages our stakeholders—employees, dealers, customers, suppliers, and others—and reflects our ongoing commitment to **LEVEL certification through an Environmental Management System (EMS) aligned with ISO 14001:2015 standards**. We assess environmental impacts, set objectives, and review progress annually. The 2022 insights shared here will be updated regularly with year-over-year data and performance indicators.



Global Responsibility Initiative
Aligned with our mission, this report follows GRI’s G4 Sustainability Reporting Guidelines. Learn more about GRI and BIFMA LEVEL at globalreporting.org and levelcertified.org.

Share Your Thoughts
Explore the pages ahead for valuable information. Share your thoughts at info@stylexdesign.com. Thank you for joining our sustainability journey!

Our Commitment to Transparency

At Stylex, we are dedicated to conducting our business with integrity, focusing on ethical practices, environmental stewardship, and social well-being. We recognize that corporate responsibility is an ongoing journey, and we are committed to continuously evolving our practices to meet the changing needs of society and the environment. By embracing these values, we strive to create lasting value for our stakeholders while contributing to a more sustainable and equitable world.

Ethical Conduct

We uphold the highest standards of integrity, transparency, and fairness in all interactions, treating all stakeholders with respect and accountability.

Environmental Sustainability

We minimize our ecological footprint through sustainable practices, including waste reduction, resource conservation, and continuous innovation to mitigate environmental impacts.

Social Engagement

We actively support education, health, and social initiatives to improve the well-being of the communities where we operate, promoting equality and enhancing quality of life.

Employee Empowerment

We foster a safe, diverse, and inclusive workplace, offering fair wages, professional development, and a healthy work-life balance for our employees.

Supply Chain Responsibility

We work closely with our suppliers to ensure ethical practices, fair labor conditions, and environmental conservation across our supply chain.

Innovation for Impact

We invest in research and development to create innovative solutions that drive positive change in our industry and address global challenges.

Transparency and Accountability

We communicate openly about our progress, challenges, and goals, regularly reporting our achievements in corporate responsibility to maintain transparency with stakeholders.

Our Code of Ethics and Conduct

At Stylex, we uphold the highest standards of integrity, honesty, and ethical behavior in all our business activities. This Code of Ethics and Conduct guides our interactions with colleagues, customers, partners, shareholders, and communities, fostering a culture of trust and respect.

Reporting Violations

If you witness a violation, report it through the appropriate channels. Retaliation against individuals who report in good faith is prohibited.

Consequences of Non-Compliance

Violations may result in disciplinary action, including termination of employment or business relationships.

- Integrity and Transparency**
We act with honesty and transparency, avoiding deceptive practices.
- Diverse Respect**
We treat everyone with respect, valuing diversity and prohibiting discrimination and harassment.
- Fairness and Impartiality**
Our decisions are merit-based, ensuring fairness and impartiality.
- Responsible Asset Use**
Company resources are used only for legitimate business purposes and may not be misused.
- Confidentiality and Privacy**
We protect confidential information and respect privacy, prohibiting misuse.
- Gifts and Conflicts**
To avoid conflicts of interest, gifts over \$25 must be reported (excluding normal service gratuities).
- Confidentiality Policy**
Unauthorized disclosure of confidential or proprietary information is prohibited.
- Law and Regulation Adherence**
We adhere to all laws, regulations, and industry standards, with violations leading to disciplinary action.
- Health, Safety, and Environment**
We prioritize health, safety, and environmental regulations, promoting awareness and compliance.
- Quality and Excellence**
We are committed to excellence and continuous improvement in all areas of our business.
- Community Contribution**
We contribute to our community through philanthropy and responsible initiatives, driving positive change.

Our Environmental Responsibility

Our Environmental Policy

We are committed to being responsible stewards of the environment. As a manufacturer, we recognize the impact our operations have and are dedicated to minimizing this across our entire value chain. We’ve set clear goals to **reduce greenhouse gas emissions, water usage, and waste**. Additionally, we are focused on **sourcing sustainable materials and improving energy efficiency** while adhering to all relevant local, state, and national environmental regulations.

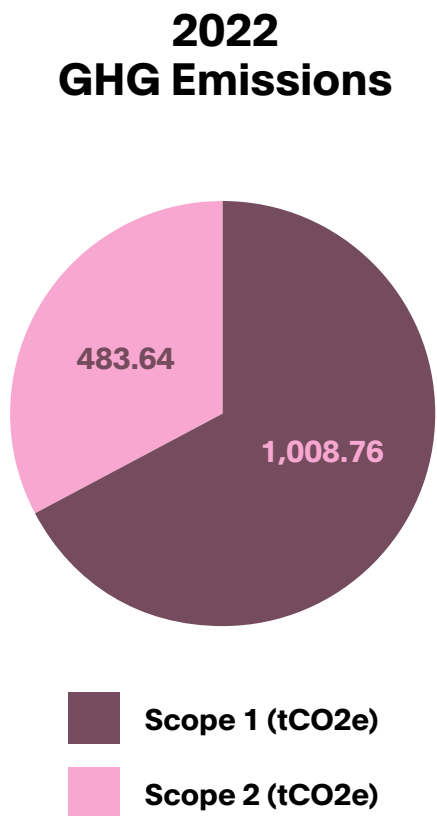
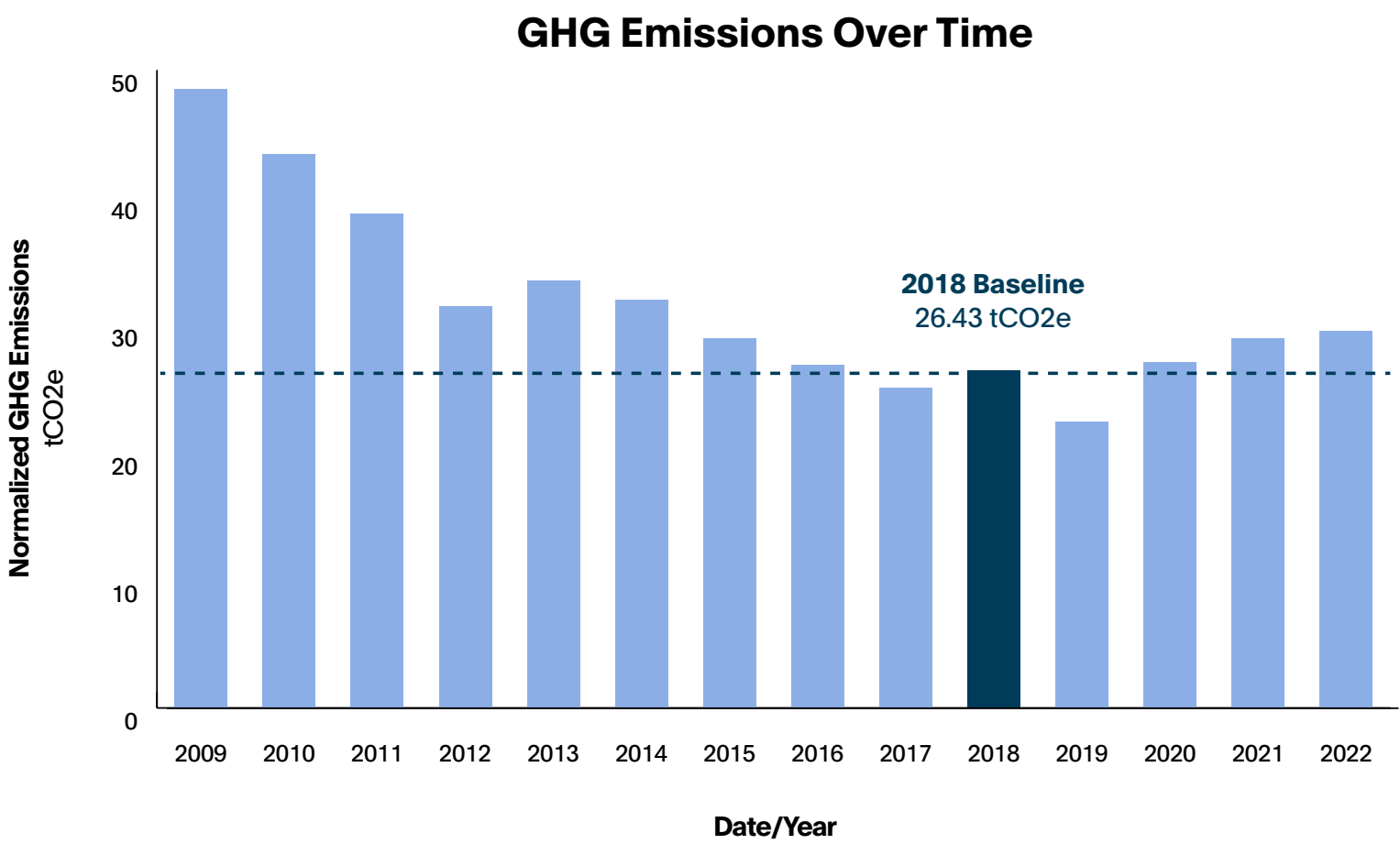
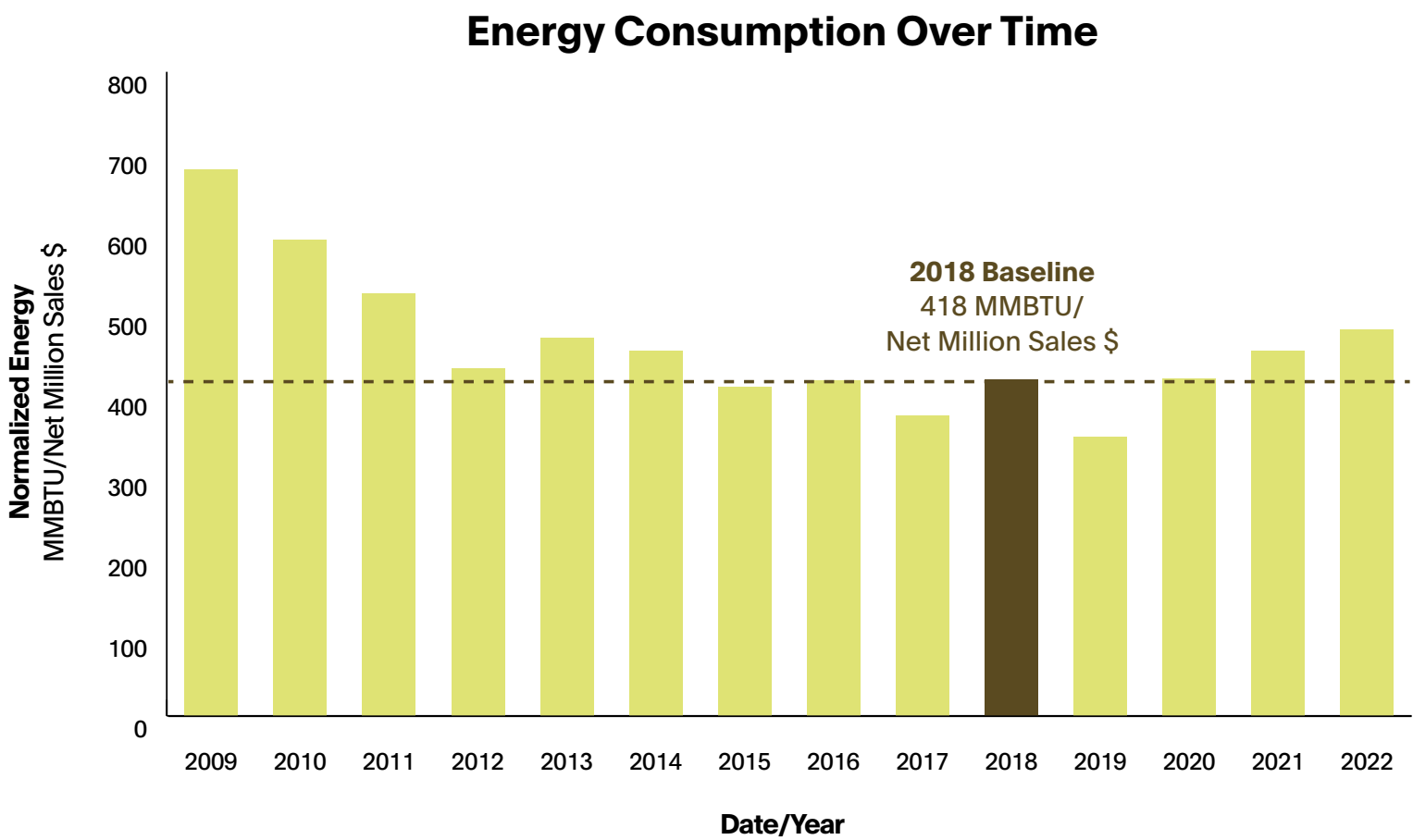
Environmental Conservation
Stylex is committed to reducing energy consumption and greenhouse gas emissions in line with local, state, and national regulations. As part of our EMS, we set clear energy conservation goals and share performance metrics. While energy use and emissions have increased, our EMS initiatives focus on driving absolute reductions.

50%
To offset our manufacturing impact, we’ve secured an agreement with our electricity provider for 50% clean, renewable electricity, advancing our commitment to sustainability and our 2030 carbon-neutral goal.

↓9%
Energy intensity dropped by 9% since 2009-2011

↓27%
Greenhouse Gas Emissions decreased by 27% since 2009-2011

↓5%
5% yearly consumption reduction goal



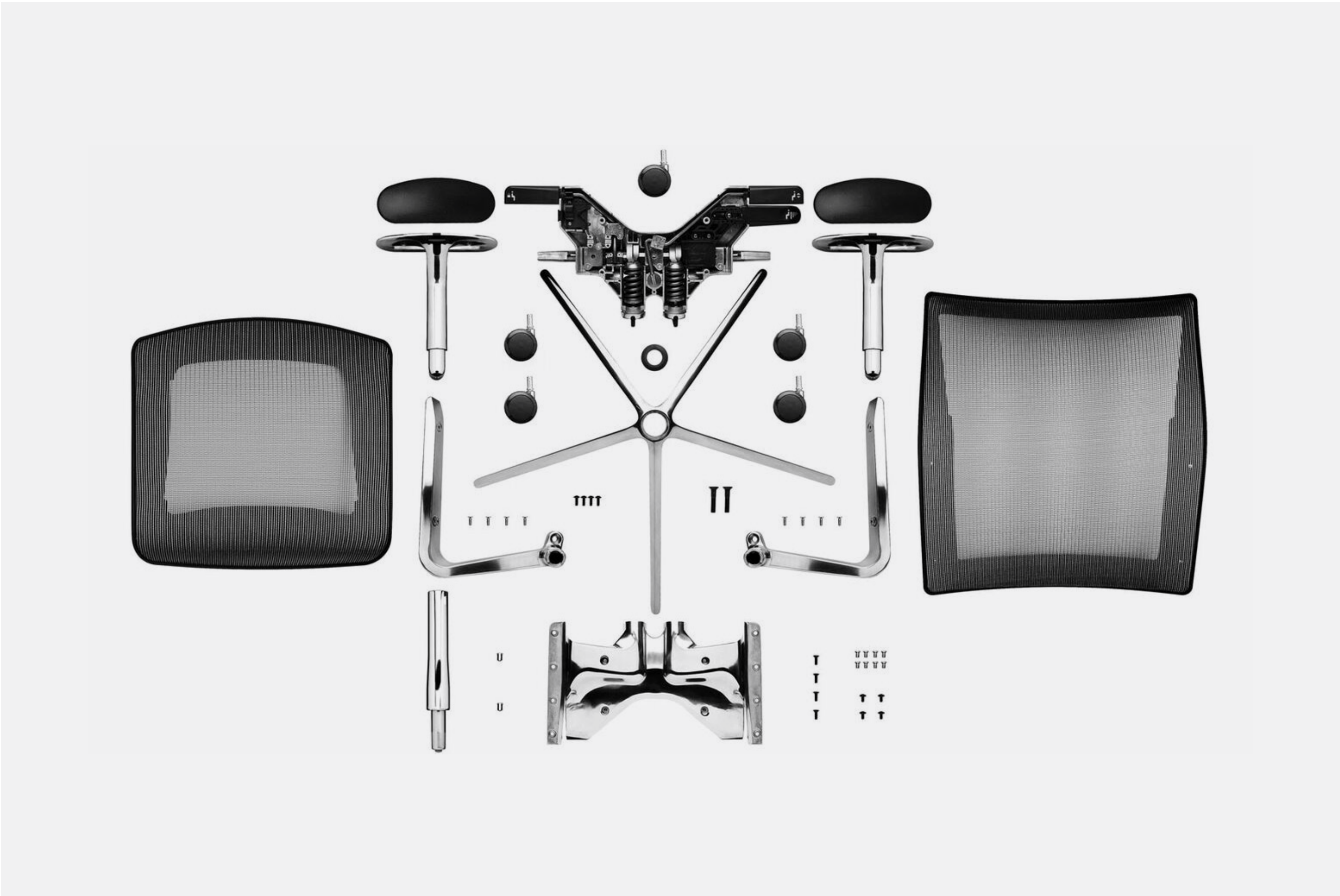
Our Environmental Policy



- 1. Water and Chemical Management**
At Stylex, we prioritize responsible water and chemical management to reduce health impacts and ensure safety. We maintain rigorous assessments, up-to-date Safety Data Sheets, and a comprehensive chemical inventory to enable monitoring and compliance. By upholding transparency and accountability, we lead in sustainable water and chemical stewardship.
- 2. Waste Management and Reduction**
At Stylex, we are committed to a Zero Waste-to-Landfill goal through our Environmental Management System (EMS). We actively divert waste from landfills by recycling metals, cardboard, and wood, while seeking solutions for fabrics and lightweight plastics like bags and shrink wrap. Our focus remains on partnering to recycle less conventional materials.
- 3. Supply Chain Sustainability**
At Stylex, we extend our commitment to sustainability across the supply chain. Partnering with suppliers, we prioritize responsible sourcing, ethical practices, and reducing environmental impact, integrating sustainability into our value chain to support a responsible global economy.
- 4. Supplier Selection and Collaboration**
We partner with suppliers aligned with our Code of Conduct, assessing and supporting sustainable practices through regular audits.
- 5. Responsible Sourcing**
We prioritize transparent, traceable sourcing to minimize ecosystem and community impacts while upholding human rights.
- 6. Carbon Footprint Reduction**
We reduce emissions by optimizing transport routes, using low-emission vehicles, and exploring sustainable logistics like rail and sea freight.
- 7. Ethical Labor Practices**
We uphold human rights, ensuring fair wages, safe conditions, and equal opportunities, with zero tolerance for forced labor, child labor, or discrimination.
- 8. Waste Reduction and Circular Economy**
We reduce packaging waste, promote recycling, and design durable, repairable products to extend lifecycles and minimize environmental impact.

Our Ethical Design

Our Sustainable Product Design



- 1. Integrating a Design for the Environment Focus**
Stylex integrates a **Design for the Environment** focus into every stage of product development, ensuring a commitment to sustainability. We evaluate the environmental impact of materials—considering their sourcing, use, and end-of-life recovery—prioritizing renewable, recycled, recyclable, and biodegradable options. Whether refining an existing product or creating a new one, we design to conserve raw materials, water, and energy, driving a more sustainable product portfolio.
- 2. Designing for Durability and Upgradability**
Stylex **prioritizes longevity** by using high-quality materials and crafting products to endure repeated use and repair. Replaceable components and upholstery simplify maintenance, extending usability across multiple cycles for current and future users.
- 3. Elevating Standards Through Certifications**
Stylex demonstrates its sustainability commitment through respected certifications. Most products carry **GREENGUARD Gold** certification, ensuring compliance with UL’s strict chemical emissions standards. Certificates are available on [product pages](#) or at [spot.ul.com](#).

We also hold **LEVEL® certification** under the 2019 ANSI/BIFMA e3-Sustainability Standard, covering energy use, social initiatives, materials, and health impacts. This provides customers with insights to make eco-conscious choices. Learn more at [levelcertified.org](#).

Our Take Back Program



Stylex extends product stewardship beyond initial use with our **Take Back Program**, offering a sustainable end-of-life solution. Partnering with **ANew**, a 501(c)(3) nonprofit, we repurpose surplus office furniture and materials, connecting them to nonprofits, public agencies, and underserved communities. This reduces landfill impact while maximizing social responsibility.

Since 2014, this partnership has been a key part of our sustainability strategy. To start a Take Back, email us at info@stylexdesign.com.

Additional recovery options, including **Product Disassembly Instructions**, are available in the Resources section of our [product pages](#).



Learn more at www.anewfound.org.
Together, we can build a sustainable future.

Our People

Our Supportive Culture



At Stylex, we are dedicated to maintaining the highest standards across our operations. Recognition and rewards value both individual contributions and teamwork. We prioritize fairness in all interactions—with customers, employees, and partners—while actively supporting the well-being of our surrounding communities.

We recognize the power of a close-knit, high-performing team in today's competitive landscape. With a history dating back to the mid-1950s, some team members have been with us for over 30 years.

Our Health, Safety and Compliance

At Stylex, our commitment to safety is unwavering. We adhere to health and safety requirements, aiming to eliminate potential hazards and protect our team's well-being.

- Ownership's Commitment**
 Our owners emphasize environmental and safety responsibilities, driving continuous improvements through regular risk evaluations.
- Legal Adherence**
 We maintain a clean record with no violations in the past three years, ensuring compliance with local, state, and federal regulations, including OSHA and Environmental Protection Acts.
- Scope**
 This policy applies to all Stylex locations, including our Delanco, NJ manufacturing facility, warehouse, and New York and Chicago showrooms.



In 2022, Stylex saw an increase in injuries, with the injury rate rising from 2.3 in 2021 to 7.9. In response, we launched a stretching initiative to enhance employee mobility and introduced a safety shoe program to reduce foot injuries. Our safety team meets regularly to review safety measures and create action plans, reinforcing our ongoing commitment to team well-being.

Our Commitment to Diversity and Inclusion

At Stylex, diversity and inclusion are essential to our success. We uphold Equal Employment Opportunity and Affirmative Action principles, ensuring a workplace where all individuals are valued, fostering creativity and innovation. Embracing a diverse workforce, we welcome candidates from all backgrounds, identities, and beliefs, recognizing that excellence transcends boundaries.

Our commitment to respect and dignity is unwavering, and we maintain an open-door policy to encourage dialogue and ideas for continuous improvement in inclusivity.

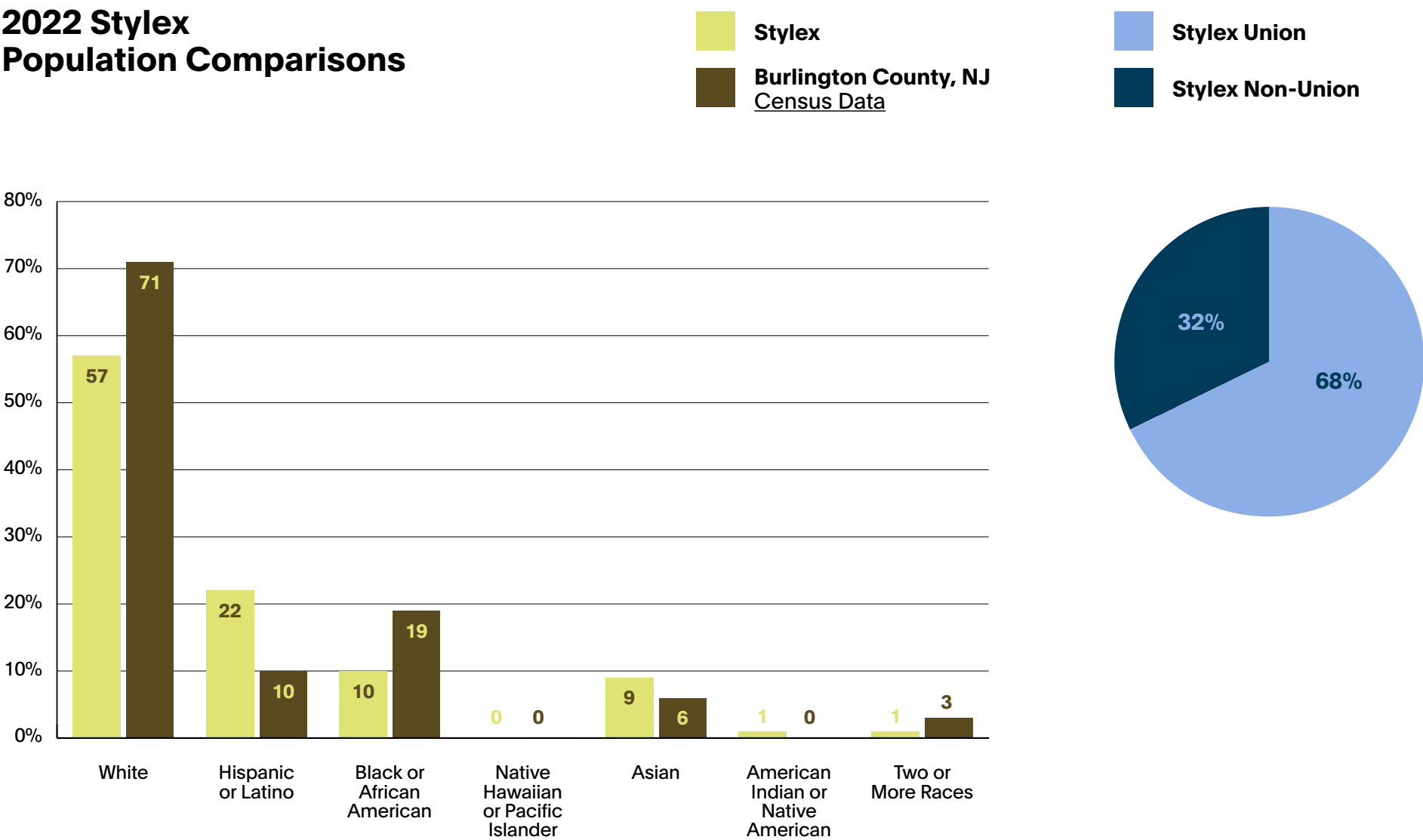


Diversity drives innovation. At Stylex, we celebrate the unique backgrounds, identities, and perspectives of our team, fostering a workplace where creativity thrives, and every voice is valued.

Our Commitment to an Equitable Workplace

At Stylex, we are committed to an inclusive and equitable workplace where every individual’s skill and perspective contribute to our success. Our policies ensure fair recruitment, hiring, and pay equity, providing all employees with equal opportunities for growth and advancement. This commitment is central to our culture, guiding our practices across the organization.

2022 Stylex
Population Comparisons



- Recruitment and Hiring**
We ensure a fair, unbiased recruitment process, evaluating candidates on qualifications, skills, and experience, while actively engaging underrepresented groups.
- Promotion and Advancement**
Our merit-based promotion policies provide equal growth opportunities for all employees, monitored to prevent disparities.
- Training and Development**
We offer continuous learning opportunities for all employees, regardless of background, to help them excel in their careers.
- Collaborative Solutions**
Functional groups collaborate to address operational challenges, driving efficiency and innovation.
- Bargaining Agreements**
86% of hourly employees are covered by mutually beneficial bargaining agreements, ensuring positive working conditions.
- Freedom of Association**
We uphold employees’ rights to freely associate and collectively bargain, supporting social stability.
- Pay Equity**
We conduct regular reviews of compensation to identify and correct wage gaps, ensuring fair pay based on contributions.
- Employee Rights**
We ensure fair work conditions and compliance with global labor standards, protecting against forced, child labor, and at-will employment.

Our Community Engagement

Community involvement is a core value at Stylex. We actively contribute through volunteer work, donations, sponsorships, and more. Encouraging employee participation, we recognize that our workforce strengthens our community.

As Stylex grows, so does our impact. While formal programs are still developing, we consistently address immediate needs—donating chairs, supporting local libraries, and assisting those in need. Our goal is to expand our community impact over time.



- **Stylex Scholarship Program**
Launched in 2020, this program supports employees' children in pursuing higher education, contributing to a more educated community. In 2022, 12 recipients benefited from the program.
- **Partnering for Textile Sustainability**
We collaborate with FABSCRAP Philly to repurpose unused textiles, contributing over 8,000 pounds of fabric in 2022. This partnership supports sustainable practices and community-driven textile recycling.
- **American Red Cross Blood Drives**
We hosted two blood drives in Delanco, NJ, collecting 47 units of blood in 2022 and 2023 to support critical healthcare needs.
- **Stylex Annual Food Drive**
Our food drive supports local families through the Fishes and Loaves Food Pantry, helping those in need in our community.
- **DIFFA**
In March 2022, we donated funds and furniture to the Design Industries Foundation Fighting AIDS (DIFFA) to support HIV/AIDS awareness and fundraising efforts.

Our Proud Legacy, Our Bright Future



Stylex is committed to responsible and sustainable practices. Guided by our core values of innovation, excellence, and environmental stewardship, we create furniture that lasts and contributes positively to the world. With our principle of “making things better by making better things,” we are dedicated to a more sustainable future, leaving the world better than we found it.

As we continue this journey, Stylex remains focused on creating positive change and embracing opportunities for lasting impact. We thank our stakeholders for their support in shaping a sustainable and responsible tomorrow.

Appendix

Appendix A

Supplier Code of Conduct

This Supplier Code of Conduct outlines the business conduct standards that Stylex expects its suppliers to uphold. It applies to suppliers, vendors, contractors, consultants, agents, and other service providers engaging in or seeking to engage in business with Stylex globally. This Code also serves as a self-assessment tool for our suppliers.

Please review each guideline and confirm your commitment to comply with the required principles by signing and returning a copy of this Code to Stylex, or providing Stylex with a similarly written commitment. Stylex requires its suppliers to engage in responsible business practices, characterized by integrity, honesty,and transparency. Suppliers are expected to adhere to the following standards:

- Comply with all relevant laws and regulations in their operating countries
 - Ensure safe and humane working conditions for all employees
 - Uphold human rights and prohibit forced or compulsory labor in any form
 - Treat employees fairly and honestly, including in matters of wages, working hours, and benefits
- Foster a diverse workforce and establish a workplace free from discrimination, harassment, and abuse
 - Respect employees’ right to freedom of association, in line with local laws
 - Prohibit the use of child labor in all operations
 - Engage in fair competition without corruption, refraining from bribes, kickbacks, or any unethical advantages
- Adhere to Stylex’s policies concerning gifts, entertainment, conflicts of interest, and interactions with Stylex employees
 - Conduct operations with environmental care, complying with all applicable environmental laws and regulations

Acknowledgment of Terms

I, on behalf of _____, a supplier to Stylex, accept and agree to these terms. I confirm that I hold the position of Chief Executive Officer (CEO), Chief Financial Officer (CFO), or designate, and have the authority to bind my company to these terms.

Appendix B

Product Grouping

PRODUCT ANALYSIS GROUP	CONSTRUCTION MATERIALS	WORST CASE
Tables Occasional	Stone Top, Steel Frame	Trim
Tables Multi-Use	MDF & Laminate, Steel Pedestal Frame, Cast Aluminum Mounting Plate	Obair
Seating Executive/Task	Steel Frame, Upholstered Back, Plywood Seat Pan	Insight
Seating Stacking	Steel Frame, Wood/Plastic Back, Wood/Plastic Seat, Foam Cushion	Welcome
Seating Lounge	Wood Frame, Foam Cushion, Steel Arm	Metrum
Seating Guest/Side	Steel Frame, Wood/Plastic Back, Wood/Plastic Seat, Foam Cushion	Dela
Seating Stacking	Unibody Polypro Frame, Plastic Seat Pan, Foam Cushion	Ease Up
Seating Stool	Steel Frame, Wood/Plastic Back, Wood/Plastic Seat, Foam Cushion	Welcome
Privacy Panels Accessories	MDF Corrugate, Fiberglass, Plywood, Steel, Aluminum, Plastic	Still
Casegoods Storage	MDF/Particle Board, Wood Veneer, Steel, Aluminum, Plastic	Free Address

Appendix C

GRI G4 Index

CATEGORIES	SUBCATEGORIES	ASPECTS	INDICATORS		RESPONSE	PAGE
General Standard Disclosures	Strategy and Analysis		G4-1	Statement from the most senior decision-maker of the organization	Letter From the Owners	3
	Organizational Profile		G4-3	Name of the organization	Stylex Inc.	-
			G4-4	Primary brands, products, and services	About Our Corporate Responsibility Report	5
			G4-5	Location of the organization's headquarters	About Our Company	5
			G4-6	Number of countries where the organization operates	Stylex operates solely out of a single facility, located in Delanco, NJ, USA.	-
			G4-7	Nature of ownership and legal form	About Our Company	5
			G4-8	Markets served	About Our Company	5
			G4-9	Scale of the organization	About Our Company	5
			G4-11	Percentage of employees covered by collective bargaining agreements	Equal Employment Opportunity and Human Rights	21
	Identified Material Aspects and Boundaries		G4-18	Process for defining the report content and the Aspect Boundaries	About Our Corporate Responsibility Report	5
			G4-19	Material Aspects identified in the process for defining report content	About Our Corporate Responsibility Report	5
			G4-23	Significant changes from previous reporting periods in the Scope and Aspect Boundaries	No Significant Changes	-
	Stakeholder Engagement		G4-24	List of stakeholder groups engaged by the organization	About Our Corporate Responsibility Report	5
			G4-25	Basis for identification and selection of stakeholders with whom to engage	About Our Corporate Responsibility Report	5
	Report Profile		G4-28	Reporting period for information provided	About Our Corporate Responsibility Report	5
			G4-29	Date of most recent previous report, if applicable	October 2021	-
			G4-30	Reporting cycle	Annual	-
			G4-31	Contact information for questions regarding the report or its contents	info@stylexseating.com	-
	Ethics and Integrity		G4-56	Organization's values, principles, standards and norms of behavior	Code of Ethics and Conduct	5

CATEGORIES	SUBCATEGORIES	ASPECTS	INDICATORS		RESPONSE	PAGE
Environment		Energy	G4-EN3	Energy consumption within the organization	Energy Conservation, Greenhouse Gas Emissions, and Renewable Energy	11
			G4-EN5	Energy Intensity	Energy Conservation, Greenhouse Gas Emissions, and Renewable Energy	11
			G4-EN6	Reduction of energy consumption	Energy Conservation, Greenhouse Gas Emissions, and Renewable Energy	11
		Emissions	G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	Energy Conservation, Greenhouse Gas Emissions, and Renewable Energy	11
			G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	Energy Conservation, Greenhouse Gas Emissions, and Renewable Energy	11
			G4-EN18	Greenhouse gas (GHG) emissions intensity	Energy Conservation, Greenhouse Gas Emissions, and Renewable Energy	11
			G4-EN19	Reduction of greenhouse gas (GHG) emissions	Energy Conservation, Greenhouse Gas Emissions, and Renewable Energy	11
		Compliance	G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	None	-
		Environmental Grievance Mechanisms	G4-EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms	None	-

Appendix C

GRI G4 Index

CATEGORIES	SUBCATEGORIES	ASPECTS	INDICATORS		RESPONSE	PAGE
Social	Human Rights	Non-discrimination	G4-HR3	Total number of incidents of discrimination and corrective actions taken	None	-
		Supplier Human Rights Assessment	G4-HR10	Percentage of new suppliers that were screened using human rights criteria	Equal Employment Opportunity and Human Rights	17
	Labor Practices and Decent Work	Occupational Health and Safety	G4-LA6	Total of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	Health, Safety, and Compliance	16
			G4-LA7	Workers with high incidence or high risk of diseases related to their occupation	None	-
		Diversity and Equal Opportunity	G4-LA12	Composition of governance bodies and breakdown of employees category according to gender, age group, minority group membership, and other indicators of diversity	Diversity and Inclusion	16
		Supplier Assessment for Labor Practices	G4-LA11	Percentage of new suppliers that were screened using labor practices criteria	Supply Chain Sustainability	10
		Labor Practices Grievance Mechanisms	G4-LA16	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms	None	-
	Society	Local Communities	G4-SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs	100%	-
		Compliance	G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with laws and regulations	None	-
		Supplier Assessment for Impacts on Society	G4-SO9	Percentage of new suppliers that were screened using criteria for impacts on society	Supply Chain Sustainability	10

CATEGORIES	SUBCATEGORIES	ASPECTS	INDICATORS		RESPONSE	PAGE
Social	Product Responsibility	Customer Health and Safety	G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	Product Design for Sustainability	12
					Water and Chemical Management	10
		Customer Health and Safety	G4-PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life	None	-
		Marketing Communications	G4-PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes	None	-
		Compliance	G4-PR9	Monetary value of significant fines for noncompliance with laws and regulations concerning the provision and use of products and services	None	-