



## Environmental Policy

Rugby is committed to the responsible stewardship of the environment by implementing environmentally sound business practices into our daily business decisions at all of our manufacturing facilities. Through careful and consistent management, we commit to the following:

Rugby will demonstrate responsible environmental management by complying with applicable environmental laws, regulations, certificates, permits, and coverages.

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Rugby will utilize environmental management systems to assess and communicate the impact of our processes on the environment, our employees, and the communities in which we operate.

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Rugby will ensure our employees understand this environmental policy through open communication and training.

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Rugby will work to continually improve our environmental performance and promptly evaluate, prepare for, and manage new environmental aspects of our business.

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Rugby will work cooperatively with our suppliers to not only ensure compliance with applicable laws and regulations concerning environmental protection, but also to reduce the overall impact of the site on the environment.

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Rugby will work to develop, market and sell new products made of sustainable and environmentally-friendly materials which allow our consumer to reduce their overall environmental impact as they use our products.

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Rugby will work to reduce the environmental burden of waste generation and emissions to the air, water and land, and we will strive to ensure that any waste generated is properly disposed of in a safe and environmentally sound manner.

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Rugby will seek out opportunities for recycling, pollution prevention, waste minimization and efficient use of natural resources, including energy.

This commitment demands that each employee take personal responsibility to protect the environment as they conduct their work, through using our resources wisely, seeking opportunities to minimize waste, and evaluating ways to lower our impact on the environment.