



Sustainability Policy

General Pallets and Crates

General Pallets is committed to the protection of the environment and will apply infrastructure sustainability practices to our processes.



Our Nine Sustainability Commitments

1. We will comply with local, state, and federal regulations regarding sustainability.
2. We will use our leadership to actively review our environmental and sustainability policy and practices.
3. We will ensure initial and ongoing sustainability awareness .
4. We will provide a work environment that supports all employees' well-being in order to promote a sustainable workforce with a positive culture.
5. We will utilize our training and competence of our workforce to be proactive in providing additional opportunities to reduce pollution and waste.



6. We will review and implement, where appropriate, continuous improvement ideas that support the environment and sustainability, and will measure the impact of these improvements.
7. We will, as a part of our continuous improvement mentality, actively manage the impact of our processes to the environment.
8. We will collaborate with customers, vendors, and other stakeholders to leverage knowledge to improve the sustainability of our processes.
9. We are committed to reducing pollution, including greenhouse gas emissions and material waste, in order to minimize the risk of our processes to the environment.



Greenhouse Gas Emission Statement

Based on documented information, General Pallets impacts CO2 emissions both directly and indirectly. All calculations are based on EPA conversions rates. (assumes coal power plant)



DIRECT

The average monthly fuel (diesel) for delivery trucks is ~600 gallons, which produces 63.6 metric tons of CO2 annually.

The average monthly fuel (propane) for forklifts is ~900 gallons, which produces 60.0 metric tons of CO2 annually.

The average board feet of wood burned in the facility is ~78,700, which produces 1848.0 metric tons of CO2 annually



We commit to our continuing effort to reduce GHG production in our facilities.



INDIRECT

The average monthly electricity consumption in our facilities is ~51,670 Kw, which produces 268.8 metric tons annually.

We commit to our continuing effort to reduce GHG production in our facilities.

OTHER

We do not materially impact other GHG in our daily production.



SUMMARY

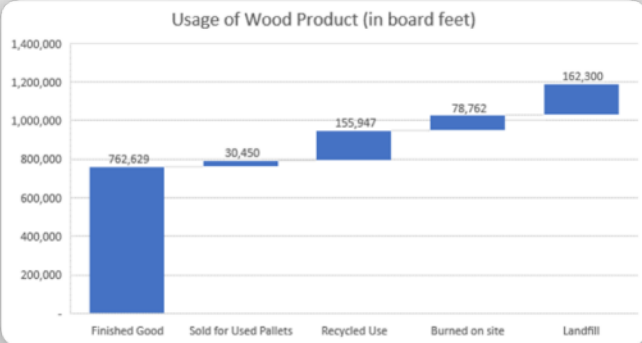
Direct emissions: 1971.6 metric tons annually

Indirect emissions: 268.8 metric tons annually

TOTAL: 2240.4 metric tons annually



Our focus on emissions reduction can be shown in this diagram which demonstrates the various usage of wood to avoid negative environmental impact.



Hazardous Waste Statement

General Pallets does not, as of the writing of this statement, utilize any hazardous waste that would require special handling by waste management professionals.



The primary raw materials utilized in the facility are wood and metal (for nails and other fasteners), both of which are recyclable.

- Metal waste is provided to Bud Recycling, in Van Buren, Arkansas, for recycling.
- Wood waste is used in multiple forms including being ground to the proper consistency for animal bedding, packaged, and sold as the same.
- Other residual waste, from plastic banding and cardboard packaging, is collected separately on the floor and provided to Marck Recycling, in Fort Smith, Arkansas, for recycling.

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Only 14% of the overall wood material and trace amounts of other material received in the facility is disposed in landfills.

Anti-Corruption Policy

General Pallets is a respectable organization, and as such, has gained its name and reputation through its commitment to conducting business according to moral, legal, and ethical standards. The company does not allow or tolerate any corruption or bribery, including kickbacks. We will be fully compliant with all local, state, and federal regulations applicable to anti-corruption.



STATEMENT

Corruption in any form is not acceptable at General Pallets and will not be tolerated. Any potential violation will be investigated fully by leadership and, if the allegations are supported, the employee(s) will be disciplined within the company up to and including dismissal.

SCOPE

This anti-corruption policy applies to all employees, directors, officers, and 3rd parties directly involved in the business. In addition, this policy applies to any subsidiary, branch, or liaison to the company, regardless of location.

TRAINING

As part of this policy, all personnel involved in sales, vendor relationship, customer relationship, procurement, and all senior leadership will have annual training on this policy.



DATA SECURITY POLICY

General Pallets has customer, vendor, and employee information that must be protected. The following policy is designed to ensure all employees are aware of the responsibilities of that protection.



- It is the policy of General Pallets that all potentially sensitive data is significantly protected and that no employee shall share data with any 3rd party without specific permission to do so by a senior officer in the company. All employees will comply with the policy at all times, even during off-hours.
- Only authorized users are permitted to access protected information and only to the extent necessary to complete their assigned tasks. All protected information must be access protected by password, second-layer authentication, or other means as defined by the data security officer.
- The policy is implemented by limiting access to systems only to those who require access to complete their assigned tasks. The two-step authentication is managed through Right Networks password protection to access the home page followed by a separate password to access the desired system.



- For shared files, access is also limited to user groups specifically selected based on the needs of the business and is password protected.
- Sensitive information is encrypted such that only the intended user has the ability to read the data.
- All data has secured back up for disaster recovery.
- It is the responsibility and duty of any employee to report any suspected breach of data security to a senior officer.
- Printed emails and/or data shall be properly disposed of via shredding or other destructive measures upon completion of use.

SAFETY RECORD

The following data is based upon review of OSHA Form 300A documentation.

2021

One injury resulting in 47 days of restricted work with a headcount of 70 working a total of 148,000 paid hours (2114/headcount)

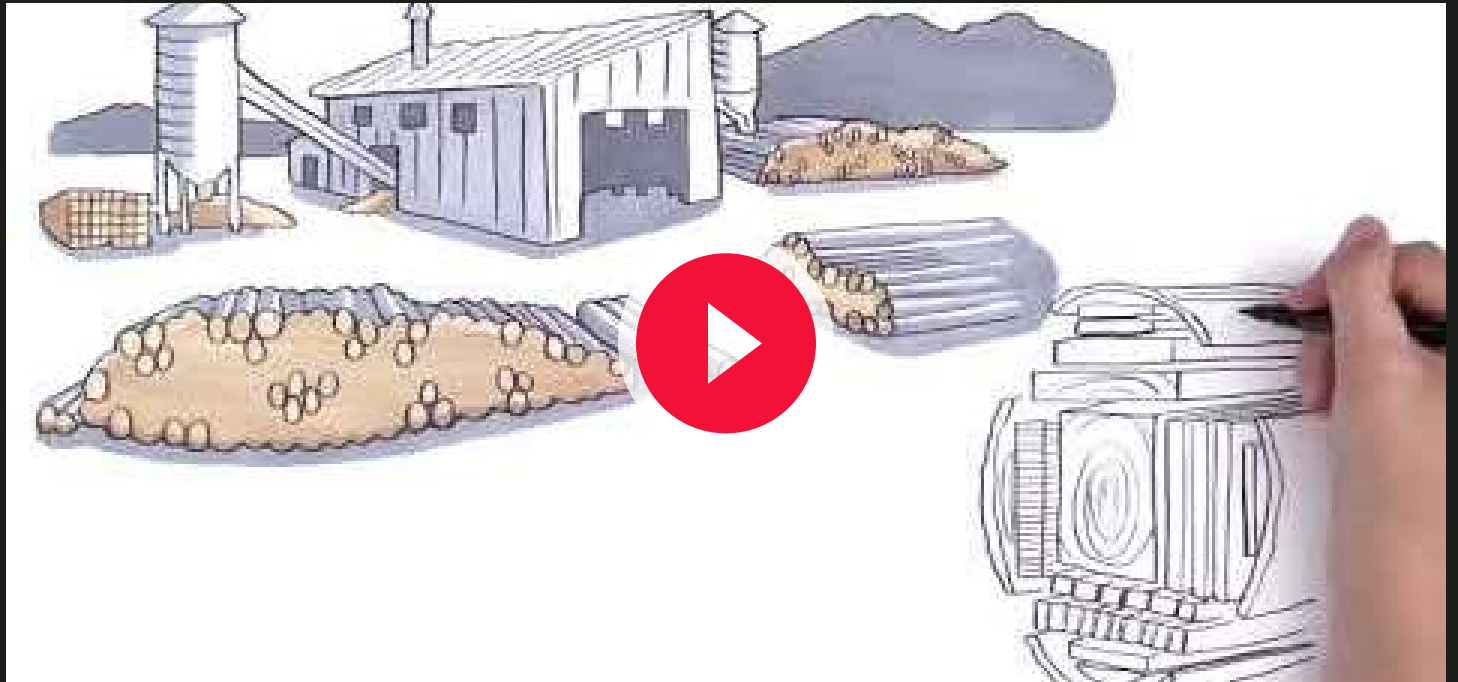
2022

0 Injuries with a headcount of 78 working a total of 152,699 paid hours (1958/headcount)

Safety education is a part of the culture and a component of daily stand ups with the staff. A quarterly outside audit of OSHA compliance is conducted with any findings corrected.



Learn more about sustainability in the pallet industry





GeneralPallets.com

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