

2019 Social Responsibility Report

TRINITY

Our Mission

Trinity Furniture is committed to incorporating environmental sustainability in all our business practices and manufacturing processes. We feel it is important to provide well-designed furniture in the most environmentally responsible way possible.

Trinity Furniture continues to strive for better ways to reduce our environmental footprint through achieving initiatives in FSC and BIFMA Level Certified 3E Program. We will continue to find ways to improve our environmental impact, as we realize how important it is to leave the planet as we found it for future generations.



Jorge Lagueruela, President



Location



1988



1999



2013

Overview

- This 2019 Social Responsibility Report covers Trinity Furniture, Inc.'s social responsibility efforts for 2019. Trinity Furniture, Inc. uses the Social Accountability Standard (SA8000), as a guideline.
- The scope of this report covers:
 - 1. Employee Health and Safety Management
 - 2. Labor and Human Rights Management
 - 3. Inclusiveness
 - 4. Community Outreach and Involvement
 - 5. Economic impact
 - 6. Environmental impact

Health & Safety

- Trinity Furniture shall provide a safe and clean working environment in order to avoid preventable work-related accidents and injuries. Trinity Furniture is in compliance with all OSHA regulations. The Human Resources Manager is Trinity Furniture representative responsible for implementation and enforcement of the health and safety program. Trinity Furniture provides training so that all employees learn to perform their jobs in a safe manner. If necessary, Trinity Furniture provides personal protective equipment and trains the employees on its proper use.

2019 Reported Injuries

- Reported Injuries for the year – 5
- Lost time injuries – 0
- Injuries that required professional medical attention - 0

Labor & Human Rights

- Trinity Furniture is an equal opportunity employer. Trinity Furniture does not engage in the use of child labor nor do we engage in any form of forced compulsory labor.
- Trinity complies with all local, state, and federal laws & guidelines for labor & human rights
- Trinity had no human rights violations in 2019

Inclusiveness

- Trinity Furniture is in compliance with both local and national inclusiveness rules & regulations that are applicable to our facility. Trinity Furniture also acknowledges, understands, accepts, values and celebrates the differences among people. The importance of a diverse and inclusive workplace includes the advantages of competitiveness and increased productivity. Not all workplaces have structures and organization in place to encourage hiring a diverse and inclusive workforce, and these companies must restructure to facilitate changes, including altering work stations, seating arrangements and the work schedule available to staff, in some cases.

2019 Demographics

- Male 56%
- Female 44%

- Male Black 5%
- Male Hispanic 5%
- Male Caucasian 47%

- Female Black 2%
- Female Hispanic 6%
- Female Caucasian 35%

Economic Impact

- Located in heart of the piedmont triad in North Carolina.
- Trinity is a 2019 member of the Archdale-Trinity Chamber of Commerce and has been for many years.
- Employing over 90 personnel from the triad area, Trinity Furniture is the largest employer in the city of Trinity.
- Trinity's finished product goes into several different sectors including Government, Retail, Healthcare, Military, and Education.

Environmental Impact

“A healthy ecology is the basis for a healthy economy.”

—Claudine Schneider

- Trinity Furniture believes that the protection and preservation of our forests and natural resources today is critically important to the sustainability of our environment for the next generation.
- As a business, Trinity depends heavily upon our natural resources and strives to incorporate environmentally-friendly sustainable materials into the manufacturing process.

Our Environmental Commitment

- Trinity Furniture is proud to partner with USGBC in implement the LEED program into our manufacturing process to promote sustainable forestry and to protect the resources that our business and environment depends on for existence.
- All of Trinity Furniture's hardwoods used in production, come from 100% FSC certified lumber from Y&Y Hardwoods, LLC located in Lexington, NC and 100% FSC Certified hardwood plywood from Bluelinx Co.'s warehouse in Raleigh, NC.
- Trinity adds Safe-T-Guard antimicrobial additive to all of our finishes and on all exposed wood surfaces.

Commitment to Sustainability

- Our Facelift family of products feature upholstery that attaches with velcro - simply peel off and replace anytime! No tools are needed. A special antimicrobial moisture barrier fully encapsulates the seat, back, and arms, keeping your furniture well-protected. Facelift furniture is made with a strong hybrid frame of steel and plywood that supports up to 1,000 pounds. All components can be replaced easily on-site, including upholstery covers, seat and back cushions, legs and frame components, and seat suspension. All Facelift products come with a lifetime warranty and are proudly made in the U.S.A.
- This collection allows for a better economic impact due to the ability to reuse furniture frames by simply switching out the covers