



Working towards a better future.

SUSTAINABILITY ACTION PLAN



Sustainable For Future Generations.

“Since 1876, JSI has been dedicated to not just improving spaces but also the communities where we live and work. That’s because sustainability matters to us. And it shows in the materials we select, the resources we use, how each product is made, and our streamlined delivery practices. It reflects a philosophy of community commitment, responsible growth, and investment where it matters most. It reflects a culture and a purpose that is simple: the most important job we have is to ensure a sustainable business model for future generations to foster and grow our local communities.”

Mike Wagner, President & CEO



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Reducing Our Carbon Footprint.

Being makers, we understand the impact our work has on the planet. As we focus on minimizing our carbon footprint—making progress towards goals through our operations and with our suppliers—we are helping to mitigate the effects of climate change. By investing in carbon offsets to diminish our role in climate change, we can foster a more sustainable and resilient future.

GOAL

To achieve a 10% reduction in total Scope I and II emissions by 2030.



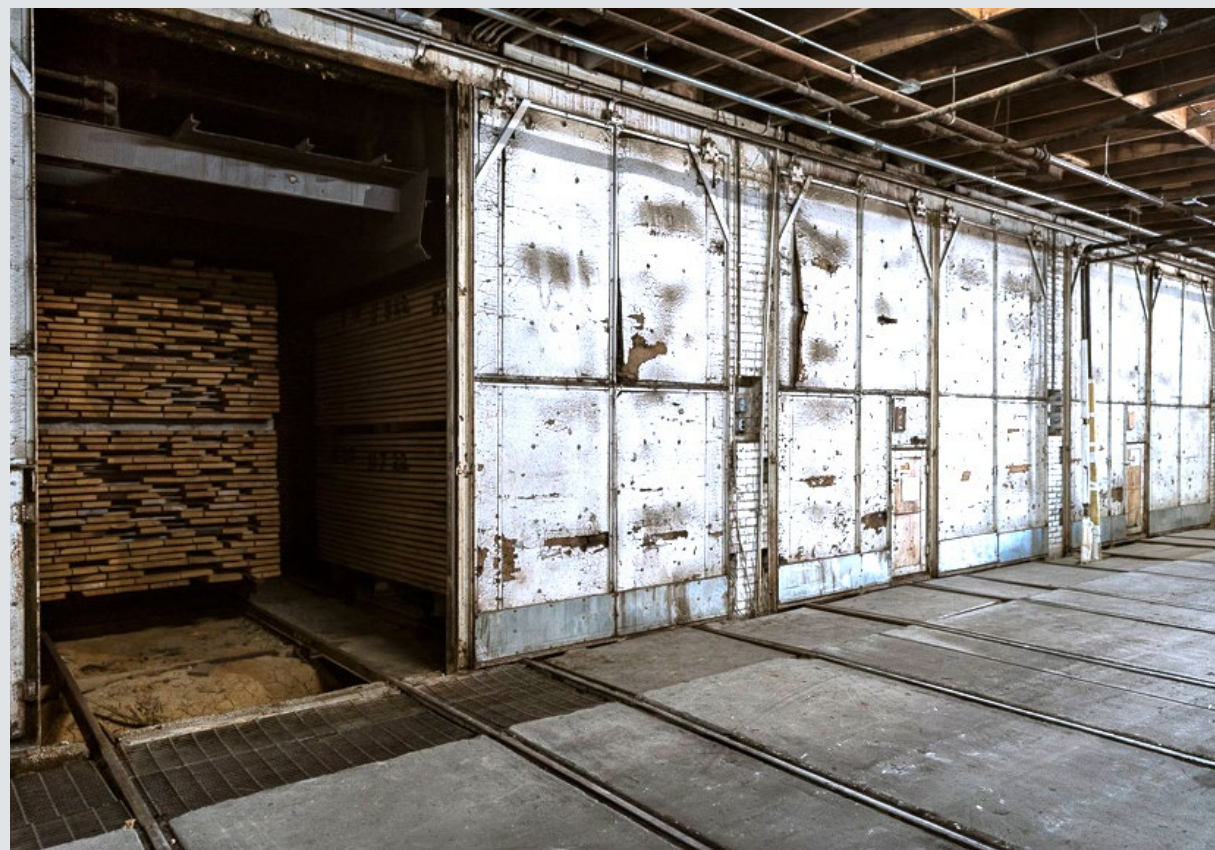
82 METRIC TONS

JSI solar use and recycling practices have reduced our monthly CO2 emissions by 82 metric tons.

Advocates for Less Is More.

Continuous Improvement

Since we started tracking and reporting emissions in 2013, we've consistently reduced the carbon footprint of our products and operations. Our ongoing initiatives involve tracking in accordance with the Greenhouse Gas Protocol Standard and working towards our goal of achieving zero emissions.



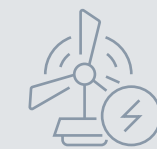
2 Million kWh

Saved annually by using efficient energy systems.
Enough energy savings to power 200 homes for a year.

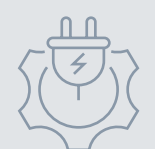
Energy Conservation

JSI has reduced our annual kWh consumption by 2 million through diverse strategies, including conservation, retrofits, sensors, and solar energy. We are dedicated to further decreasing kWh consumption by leveraging cutting-edge technology and expanding our reliance on renewable energy sources.

Energy Initiatives



Source 25% renewable electricity for our operations by 2040.

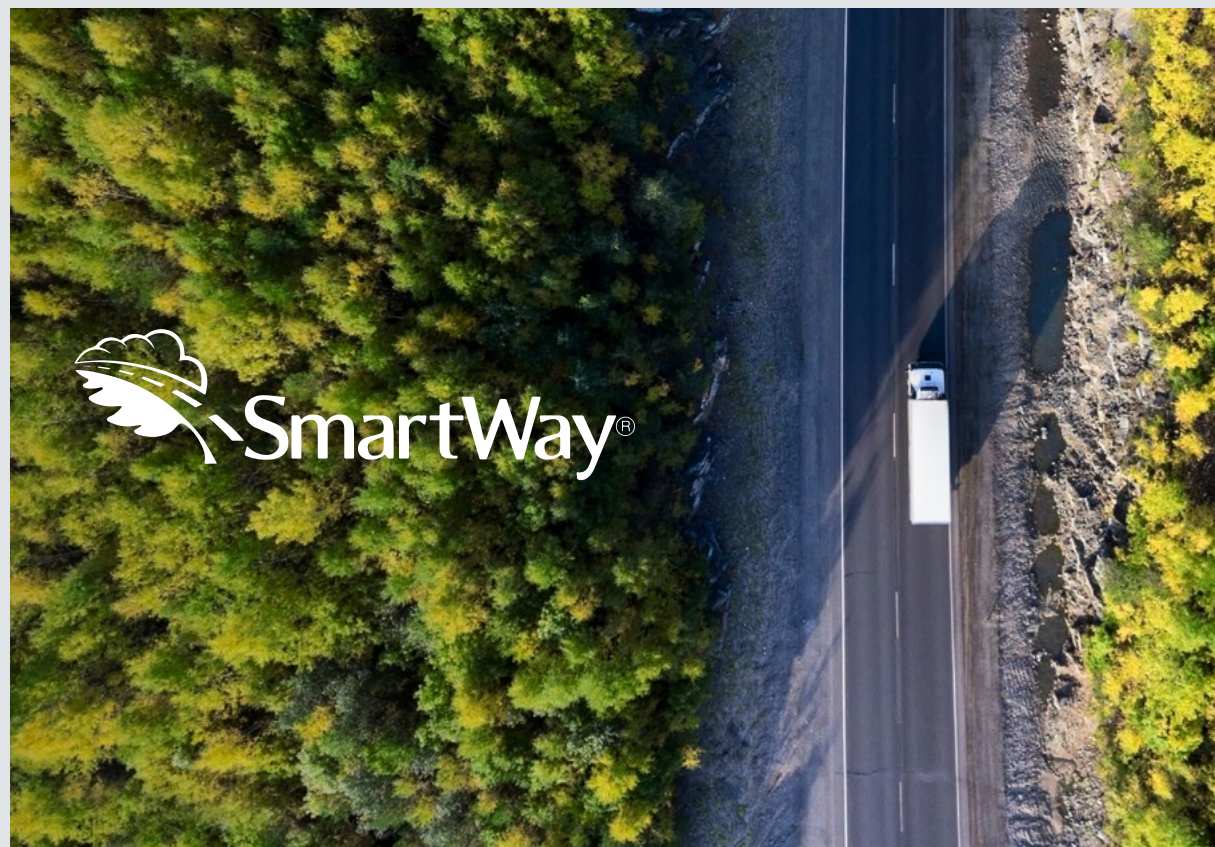


Reduce energy intensity 20% by 2035 from a 2018 baseline.

Achieving the Optimal Flow.

Shipping Efficiencies

Practices like ECO Delivery and encouraging use of the EPA's SmartWay Transport Partnership are crucial for cutting carbon footprints in transportation. ECO Delivery focuses on route optimization and eco-friendly vehicles, while SmartWay encourages fuel efficiency and advanced emission control technology. Embracing these initiatives doesn't just help the environment—it also boosts operational efficiency for a sustainable future.



Water Consumption

Our commitment to sustainability extends to our water usage because we understand its role in reducing our carbon footprint. We prioritize conservation efforts, employing techniques such as condensation pumps, EPA WaterSense fixtures, and leak detection systems to minimize water consumption for sanitary purposes.



100%
ACCOUNTABLE

Ninety-one percent of the water used is for sanitary purposes, and as fixtures become worn, they are replaced with water-saving fixtures. The other 9% is used for irrigation purposes.

Designing Out Waste.

Through advancements in our manufacturing process, a commitment to better packaging solutions, and innovations in product design with complete life cycles in mind, we've taken substantial steps towards reducing our environmental footprint, hitting our goals across several measures. Our focus on zero landfill by utilizing waste for recovery, and reducing indirect waste through recycling and reuse has resulted in optimized waste management. But our commitment doesn't end here. We're persistently striving towards zero waste, ensuring a greener future.

GOAL

To evaluate all materials and chemicals in our products for human and ecosystem impacts by 2035, and mitigate them through Design for the Environment (DfE).



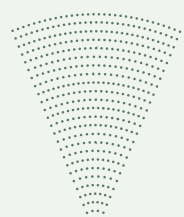
1000 TONS

We reached our 2023 goal to convert 1,000 tons of solid wood excess to energy, translating to a monthly gas savings of 1.2 million cubic feet.

Eco-Optimized Operations.

Facilities

Being a true manufacturer and owning all of our facilities gives us a direct line of sight into sourcing and process decisions. We measure and manage energy use, greenhouse gas emissions, waste generation, water use, and other aspects at each of our facilities.



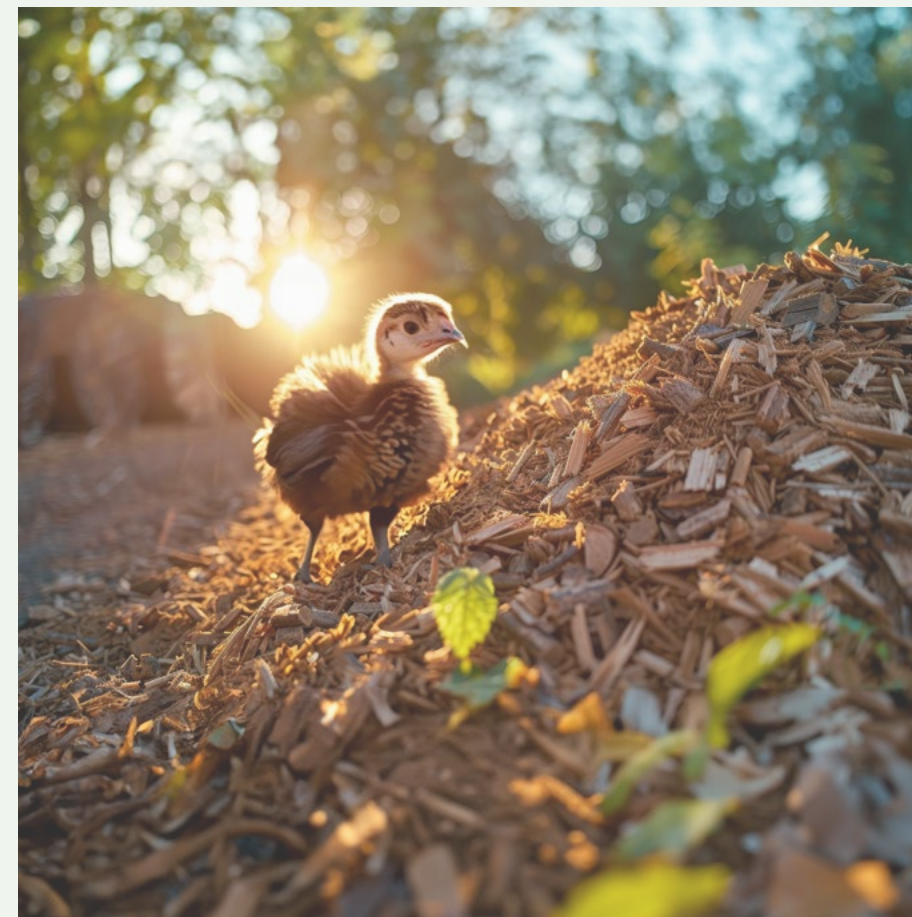
25%
REDUCTION

Our DuraTex™ finish boasts low emissions to significantly reduce off-gassing.



Packaging

Better packaging saves time, money, and the environment. JSI packaging consists of up to 100% recycled content, including 96% post-consumer recycled content.



Waste

We optimize resource use, aiming to eliminate potential sources of waste. Process waste, such as liquid or filter media, is tracked and disposed of in accordance with IDEM guidelines. We also actively seek out opportunities for waste reduction using creative solutions. For instance, our wood pallet lumber is shredded and repurposed by local turkey farmers for animal bedding, resulting in over 7,000 tons being reused.

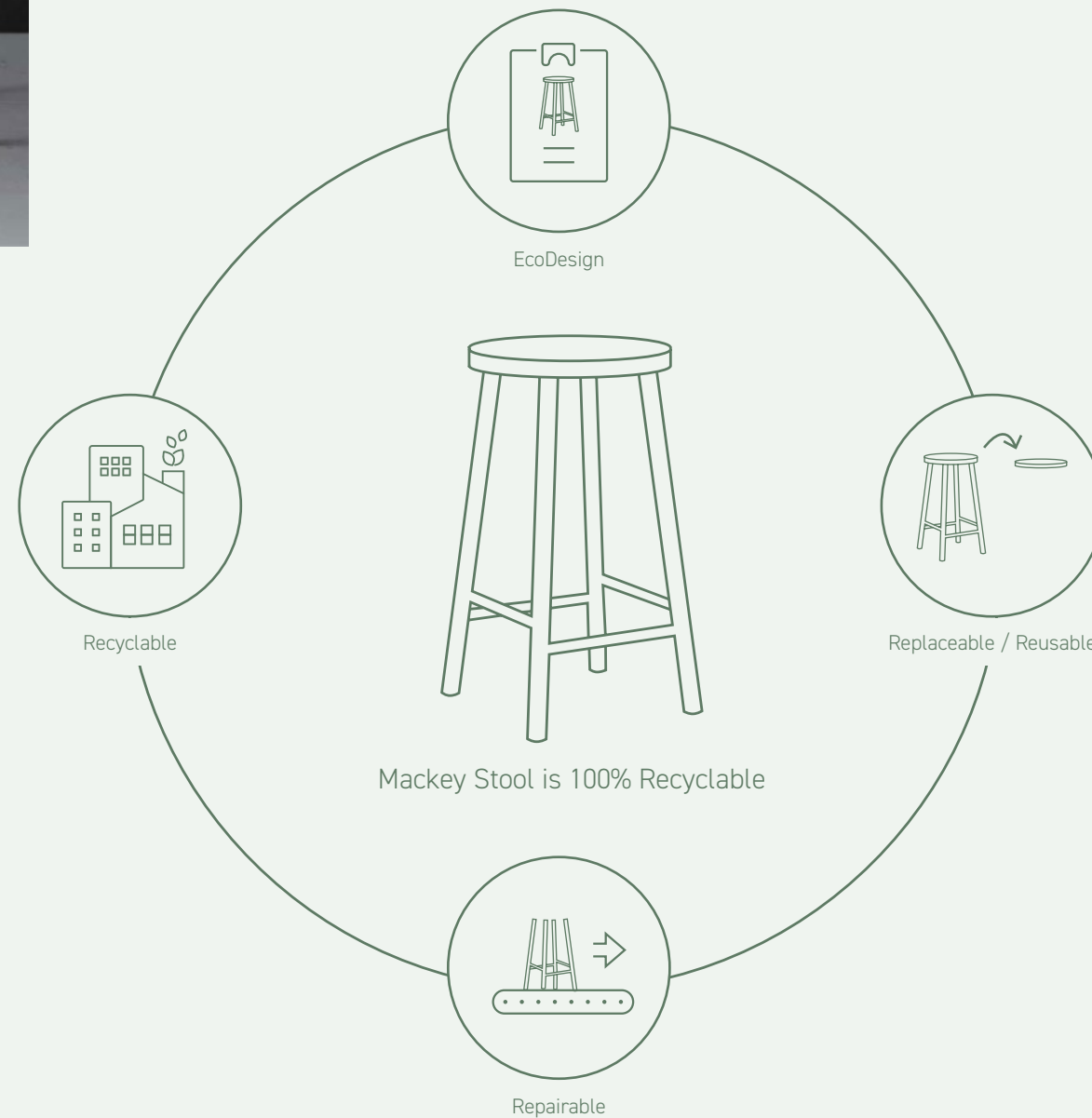
[Read Full Story](#)



Eco-Friendly From Start to Finish.

EcoDesign

Our innovative design, reuse, and recycling initiatives have resulted in a 60% reduction in landfill waste annually. Our primary focus lies in minimizing the consumption of natural resources and cutting waste and emissions during production. Emphasizing durability is key to reducing our environmental footprint. This dedication is also reflected in our approach to crafting high-quality, functional, and resilient furniture that remains adaptable to evolving trends.



Mackey Stool

RECYCLABLE MATERIALS 100%

DESIGN FOR DISASSEMBLY 100%

- SEAT
- METAL FRAME
- GLIDES

End-of-Life

Designed with end-of-life in mind, we streamline recyclability in our materials and methods to minimize waste. We also offer repair and third party repurpose services to extend the lifespan of our products and support charitable organizations.



Sourcing Better Materials.

The sustainability of a design is primarily influenced by the materials selected. JSI continues to demonstrate our dedication to safeguarding the environment and maintaining transparency by adhering to GREENGUARD third-party standards and certifications and aligning with guidelines set by Healthier Hospitals. This commitment ensures that our products meet your precise specifications and may also contribute toward achieving LEED® and WELL™ certifications.

GOAL

In supporting the circular economy, we're targeting our use of recycled content to be 50% or more by 2030.



100%

JSI suppliers provide PVC-free textiles made from up to 100% recyclable materials that are fully recyclable and compostable.

A Circular Approach From Beginning to End.

Diversifying Our Supply Chain

JSI manages our supply chain to satisfy Executive Order 14005 and the Buy American requirements, so we can source and select materials that are healthier for people and the planet. We take pride in the fact that 100% of our products are GREENGUARD certified, and that many of our products are also Ansi BIFMA e3-2019 Self-Certified.



75%

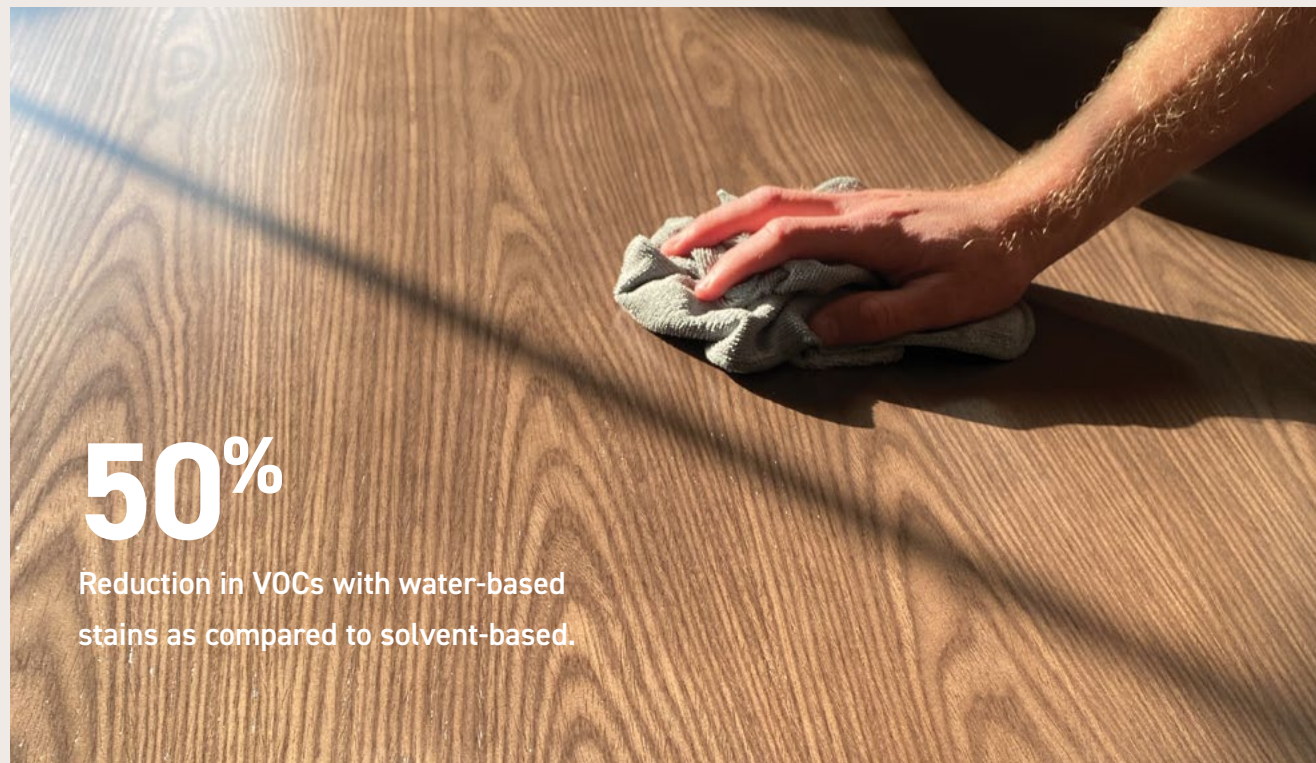
We monitor and verify our tier 1 supply chain against responsible sourcing criteria to contribute to a better future for people and the environment.



Better Materials. Total Transparency.

Reducing Harmful Substances

We are committed to minimizing harmful substances, a responsibility we take seriously. An example of this is our choice of stains and powder coating. By using water-based stains for our wood products, we significantly reduce volatile organic compounds (VOCs), resulting in benefits not only for people but also for the environment and our surrounding ecosystems.



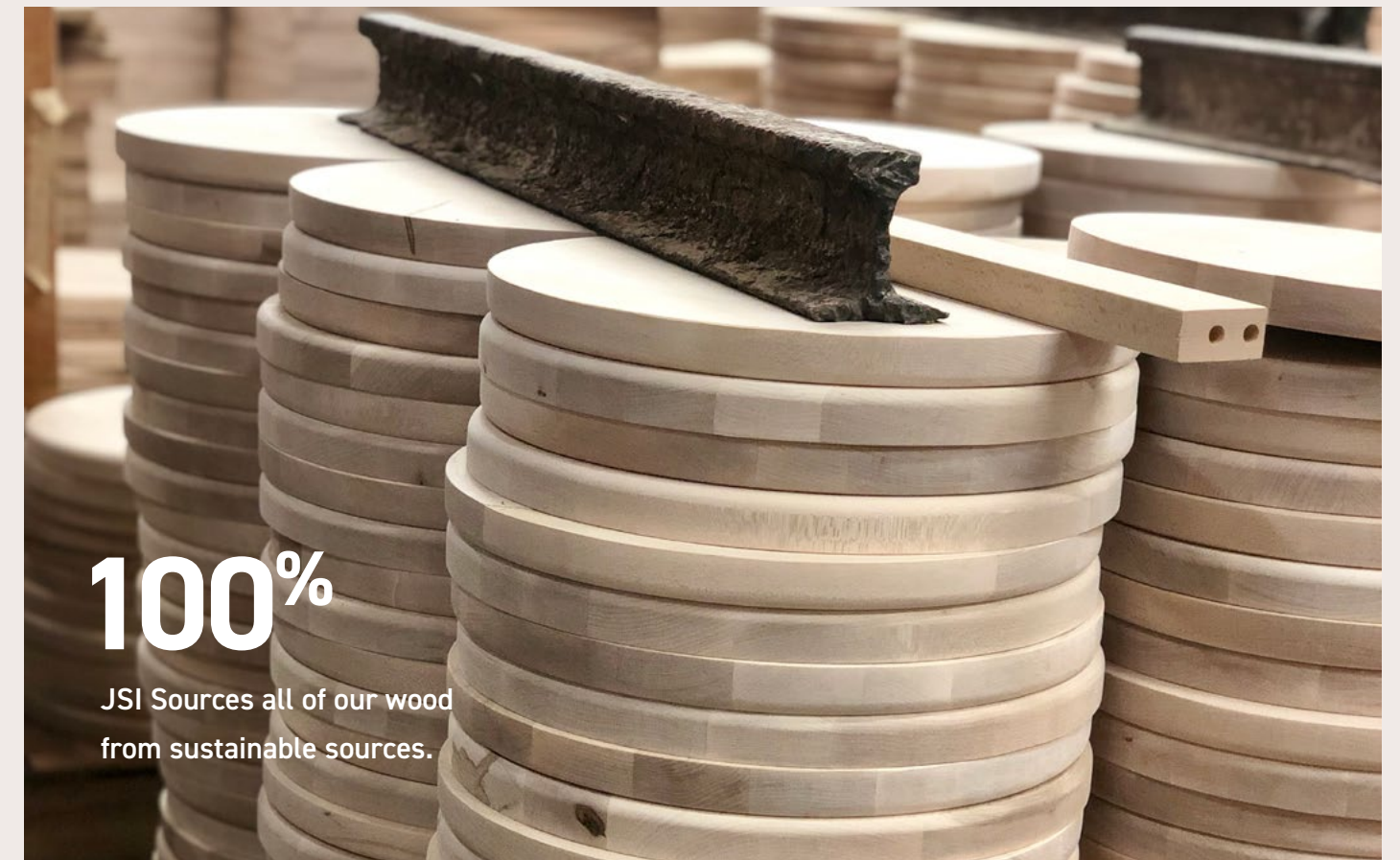
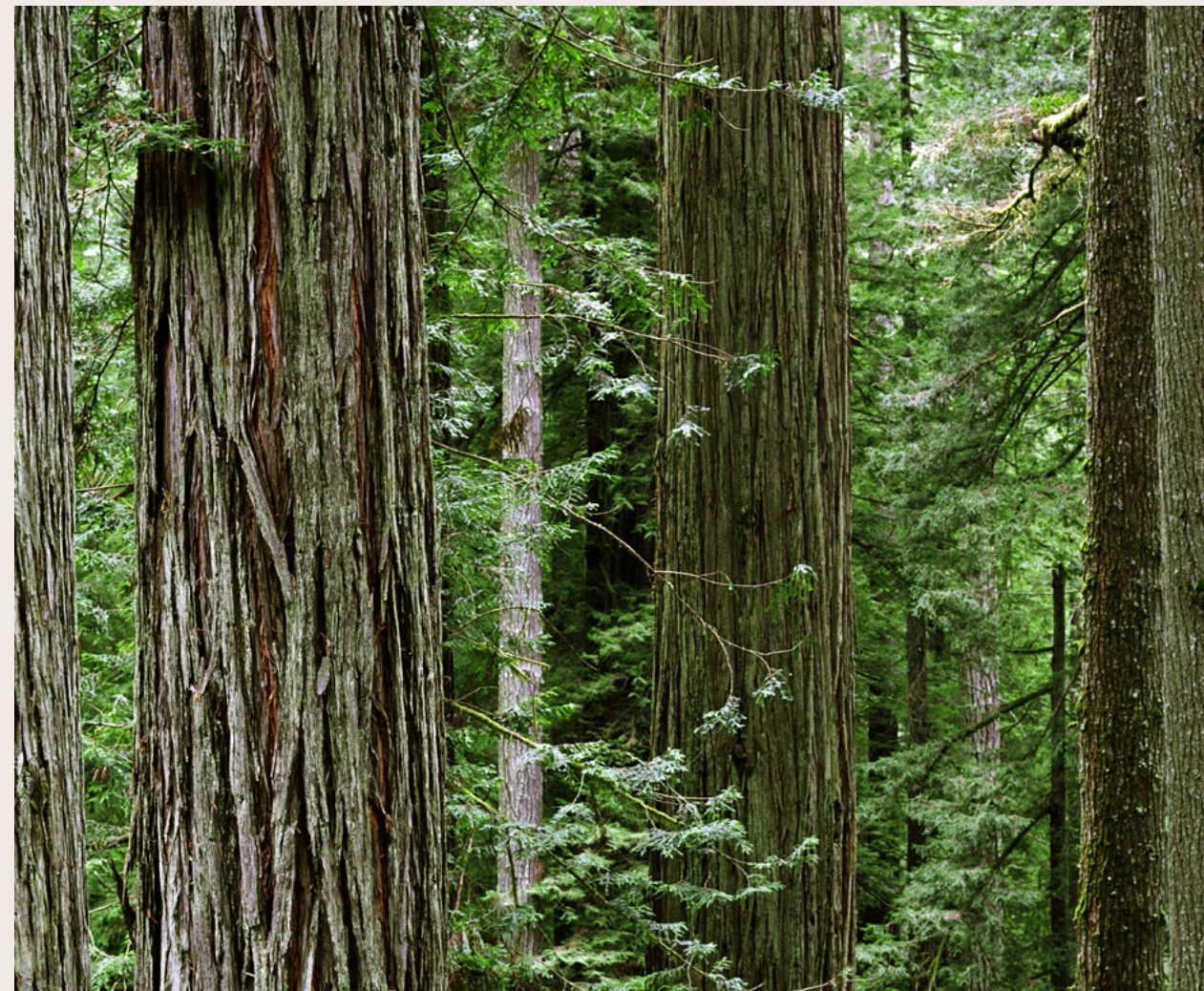
Healthy Product Declaration

We help organizations minimize their exposure to chemicals like formaldehyde, VOCs, and more by carefully vetting our products and materials and rethinking our manufacturing processes. JSI uses GG testing to scan against 16,000 chemical substances for human and ecosystem impacts and confirm our product safety.

Promoting Responsible Forest Management.

Responsibly Sourced Since 1876

Our community's livelihood is dependent upon pristine forest management practices, benefiting future generations. It's these sustainable methods that have served as the basis for the Forest Stewardship Council's best practices. Similar to the meticulous care of a vineyard, each generation's efforts contribute to the enhancement of timber quality. And just as Bordeaux wines embody their terroir, Jasper, Indiana has become renowned for being the Nation's Hardwood Capital since the early 1900s.



GREENGUARD Certified

All JSI products are GREENGUARD Certified, and many of our seating lines are GREENGUARD Gold Certified.

Achieving Product Transparency.

We set sustainability goals and strive to exceed them, enabling us to deliver best-in-class products that make a difference in your workplace and for the environment. From certification and reporting to product repurposing, we're here to partner with you in accomplishing your unique sustainability objectives.

GOAL

To optimize our waste management with a focus on zero landfill by utilizing waste for recovery and reducing indirect waste through recycling and reuse.



100% of our products are UL 2818 GREENGUARD Certified, and many of our products are Certified GREENGUARD Gold.

Committed to Sustainable Design.

Casegoods

The average recycled content for JSI Casegoods is approximately 75% pre-consumer and 3% post-consumer.



Tables

Our particle board and MDF is comprised of 90% recycled content, and our laminate materials are GREENGUARD Certified and made of 20% recycled content.



Seating

Many of our seating collections use materials that enable the final product to be recycled at the end of its life cycle. All of JSI's mixed material seating lines are GREENGUARD Gold certified.

Third-Party Certifications and Programs.

Partnering Together

We endorse protocols that support our claims and empower our clients to make informed decisions aligned with their goals. Through our GREENGUARD certifications—which provide a detailed analyses of a product’s environmental impacts throughout its life cycle—we are able to showcase our achievements. We understand that through a healthy portfolio, our clients may earn the credits desired to meet their green building goals.



LEED®

Developed by the U.S. Green Building Council, the LEED building standard is a collection of building strategies and practices that can help reduce a building’s environmental impacts. JSI products may contribute to credits in the Materials and Resources and Indoor Environmental Quality credit categories.



TSCA Title 6

TSCA Title 6 establishes formaldehyde emission standards identical to the California Air Resources Board (CARB) limits. Since 2008, every applicable product made by JSI, regardless of where it’s sold, is CARB compliant. All composite wood products, as applicable, are compliant with CARB Phase II.



WELL™

The WELL Building Standard™ is the first standard to integrate human health and wellness into the design, construction, maintenance and operations of buildings. JSI products can contribute toward WELL certification.



1st JSI is one of the first manufacturers to achieve the Evergreen Award.



GREENGUARD

GREENGUARD™

Environmental Product Declarations (EPD) are based on Life Cycle Assessments (LCA), which are detailed analyses of a product’s environmental impacts throughout its life cycle, including raw material extraction and processing; product assembly; distribution and use; and end-of-life. All JSI products are GREENGUARD Certified and may contribute to LEED projects.



PRACTICE Greenhealth®

Greenhealth APPROVED™

Greenhealth Approved collaborates with BIFMA to centralize data submissions for suppliers seeking to use the seal and takes on the responsibility of vetting products for health care organizations aiming to purchase more sustainable products. This optional credit mirrors the Health Care Without Harm/Practice Greenhealth’s chemical criteria for furnishings and the legacy healthier hospital initiative.

Building a Sustainable Legacy

At JSI, our commitment to sustainability goes beyond environmental stewardship. We are dedicated to building a sustainable future that preserves not only our planet but also the people and communities we serve. Our regenerative philosophy is a comprehensive approach focused on making the most of our resources and fostering a culture where people and communities can thrive. We strive to create a supportive work environment that employees are proud to be part of and feel proud to bring their children into the fold. And by investing in local communities and providing educational opportunities that support our craft, we cultivate resilience and unlock new possibilities, ensuring a better future for all.



150
YEARS

For nearly 150 years we've worked to create and preserve our legacy for the next generation.

Crafty Intentions

For us, craftsmanship is about more than creating beautiful furniture—it's about cherishing the materials we use and honoring the terroir from which they come. This philosophy is deeply rooted in our heritage, dating back to the early 1800s when German immigrants settled in Jasper, Indiana, bringing with them a profound respect for the abundant, renewable wood supply found here and an innate understanding of eco-friendly practices. Today, we carry their legacy forward, ensuring every piece of lumber tells its story by being utilized to its fullest potential.



Our dedication to sustainability is a heartfelt promise to future generations that can be seen in our crafty approach to minimizing waste and maximizing resources. Since we began operating the longest continuous-running factory in the US in 1876, we've turned wood scraps into sawdust and woodchips, transforming potential waste into fuel for our boiler system. This fuel powers our steam bending and dry kilning processes and heats our manufacturing facilities during the cold Midwest winter months.

By transforming what others might discard into something valuable, we not only reduce our reliance on external energy sources but also divert waste from landfills with a carbon-neutral process. It's our simple yet profound way of giving back to the earth and showing our gratitude for the resources it provides.

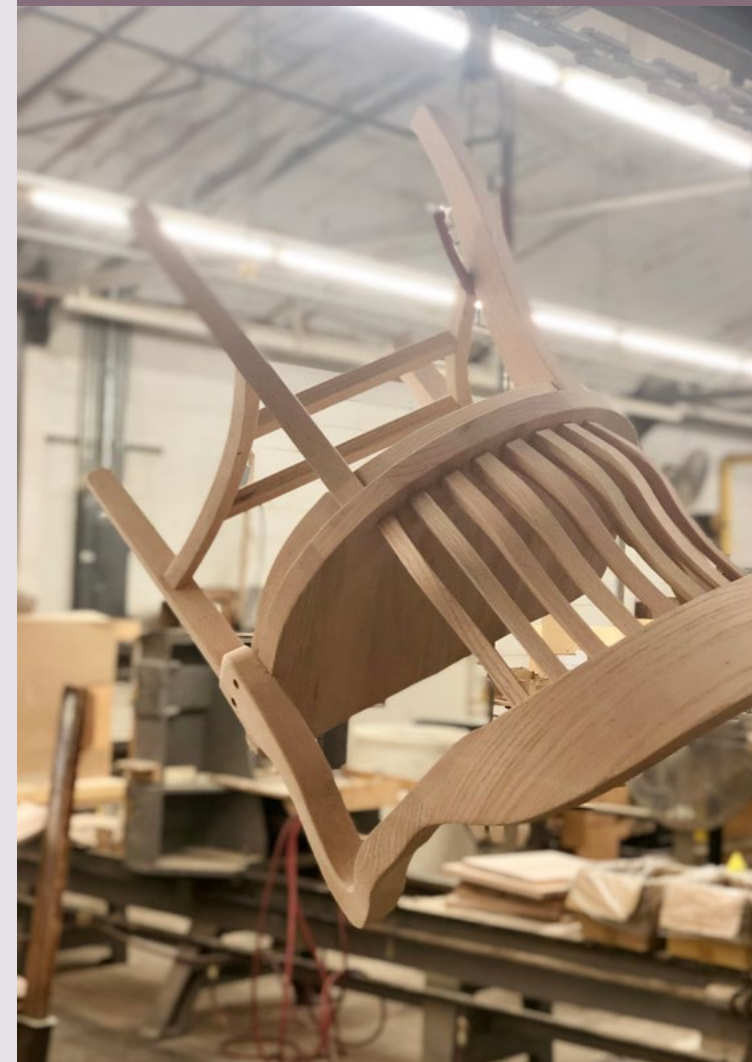
Creature Comforts

When heating our facilities becomes unnecessary, our excess sawdust and woodchips become a lifeline for local turkey farmers, providing dry, mold-resistant bedding that keeps their young flocks healthy and thriving. For over 25 years, this practice has supported local agriculture and exemplified our mission to uplift our communities and make a positive impact beyond our immediate business goals.



“We've been told that our wood shavings are ideal for the health and well-being of turkeys because they are soft, dry, and provide insulation from the cold ground. And, later, they can be repurposed for mulching or soil amendment on the farm.”

- Greg Painter, Director of Sustainability at Jasper Group



Sustainable By Design

From converting 1,000 tons of solid wood excess into energy each year to recycling wood scrap and pallet lumber into animal bedding, our sustainability efforts are infused with a deep sense of purpose and care. We take immense pride in crafting beautiful furnishings that blend traditional woodworking techniques with modern innovations and setting new standards for sustainable excellence. As we look to the future, we remain inspired by our proud past. Our vision is clear—to honor our craft, lead by example, and make a difference for our communities and the planet. And in doing so, we help build a legacy that will inspire generations to come.

Working Towards A Better Future

Designing a sustainable future is about more than simply reducing carbon footprints in manufacturing processes. It's about creating opportunities that benefit people for generations. As leaders of change in the world of work, we focus on fostering equity, promoting education, and cultivating potential within our communities, helping to create places that positively impact people's lives now and into the future.

Acting With Integrity

They say positive change starts from within, at JSI, that means beginning with how we treat our own. Our values of kindness and humility create an empowering environment where employees feel like family. This people-first philosophy not only attracts the best talent, but also fosters a family culture, where people go out of their way to lend a helping hand.

The strength of our culture can also be seen in the tenure and generational ties found here, such as the 7 father/son teams in our upholstery department alone. Passing their skills and craftsmanship on to their children, these families foster a deep sense of pride and an ongoing connection to JSI, ensuring our business remains strong for generations to come.

“When you love what you do and where you work, caring for your own becomes second nature—whether that’s through serving employee meals to express your gratitude, providing families with firewood during the cold Midwest winter, or contributing sports equipment for kids in need.”

- Chris Edwards,
VP of Manufacturing



REGENERATIVE PHILOSOPHY

By The Numbers

EMPLOYEE RETENTION

12

Average tenure at JSI.

COMMUNITY IMPACT

100%

Jobs saved acquiring Orleans facility.

CIRCULAR ECONOMY

100%

Equipment salvaged at Orleans facility.

SKILLS TRAINING

100%

Product creations donated back to participating schools.

Investing In Community

While other companies are consolidating operations to drive profitability, our approach to prosperity focuses on keeping our communities thriving. Recently, a furniture manufacturer nearby decided to consolidate operations, eliminating nearly 200 jobs in a town of 2000. Recognizing the negative impact on the community and local economy, we acquired the Orleans plant. This preserved jobs, harnessed the valuable skills and experience of those displaced, and established it as our distribution center and largest manufacturing facility, aptly named 'The Hub'. When we reopened the 1.2 million square foot facility that winter, we welcomed back everyone with a job, a hundred-dollar bill and a heartfelt holiday message. We also repurposed leftover equipment, salvaging and repairing machines the previous owners had abandoned as waste. And while our actions profoundly impacted nearly 200 people, the greater significance lies in securing the future of an entire community.



Impacting Future Generations

We believe in creating better outcomes for people by harnessing their potential and nurturing their talents. Through education and hands-on experiences that prepare students for future careers, we're establishing a pipeline for our business and the community. Our efforts include partnerships with high schools, where students actively engage in building our products as part of their curriculum, gaining invaluable skills and insights into engineering and manufacturing processes. Their creations are then donated back to the school, creating a win-win scenario for all involved. Our support also extends to the Lost River Career Cooperative, where we've donated equipment and helped them set up an upholstery shop, providing students with the necessary training to learn our craft. Through community engagement and investing in educational opportunities, we instill a sense of pride and purpose in the next generation of artisans and engineers, ensuring a legacy of sustainable growth and prosperity.