



## IAL Sustainability Commitment

From our beginning in 2005, **Impact Architectural Lighting** has been built on a platform of the **sustainable practices**: reduce, reuse and recycle, in our processes of creating energy efficient designer commercial lighting.

Here at Impact, we have designed a performance product offering around shared, modular components. It's a building block approach that allows us to **reduce** our total number of SKUs and maintain one of the **smallest carbon footprints in the industry**.

We **reuse** packing material, skids and boxes without compromising the protection of your purchase. We also use new packing materials that have a **greencycle** of their own and are widely recycled all across the US.

All copper, aluminum, acrylic, electronic and cardboard waste generated from our production line is **recycled**.

Our products are **100% LED**, using RoHS compliant sources and power supplies that are **field serviceable and replaceable**. Our finish is non-VOC powder coat paint used for all of our standard colors.

Impact designs and assembles all products in the same facility in St. Louis, MO, USA. **We proudly support** a large group of **small businesses** across North America, each specializing in their own trade. From metal spinners and brake form fabricators to thermal-formed and blow mold acrylics; wire processors, delivery services, painters and polishers, our suppliers work with us to provide **quality products in a timely manner**.

Our Work Environment is also a showroom utilizing our own products to light the entire space from offices to warehouse. Our work areas are open and organized for productive, lean manufacturing as well as Employee health and happiness. We offer **living wages, 100% paid employee health insurance and 401K savings benefits with employer matching, flexible PTO and flexible work hours**.

We continue these practices as we always have; without oversight or regulation or membership. We do it because it's **the right thing to do** for our planet, our people, and our business.



Rev. 04.25.2022