



2019

CORPORATE SUSTAINABILITY

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INTRODUCTION

The M. Conley Company is a local, family-owned, and family-oriented business that has been headquartered in Canton, Ohio for over 100 years. We carry a variety of products including janitorial supplies, packaging supplies and equipment, office supplies, as well as food-service products and equipment. We service many industries including healthcare, education and government facilities, industrial manufacturing, food-service, and building maintenance.

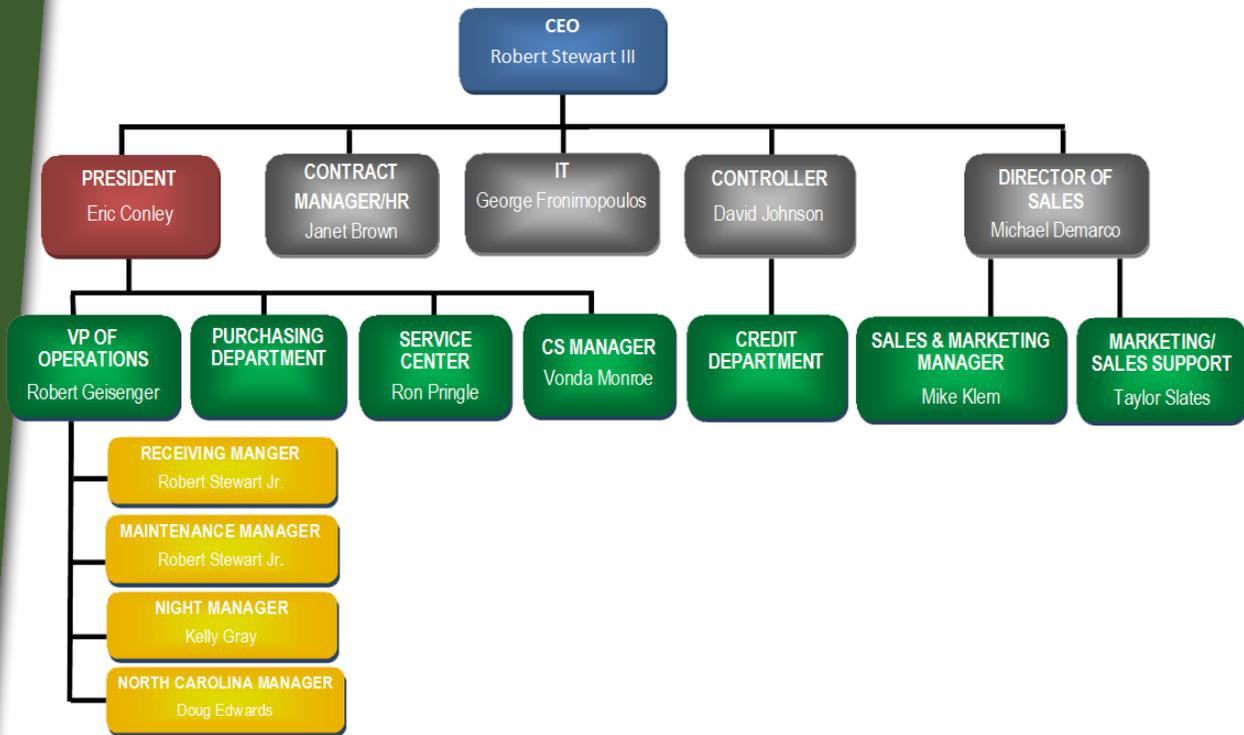
We have operated from our current location at 1312 4th St. S.E., for over 100 years now. However, due to the continuous growth of our business over the last three years, we have had to expand to two off-site warehouses here in Canton as well. We also operate out of a second location located in Lincolnton, North Carolina. Between these two locations, we are able to better service our customers in various states including, but not limited to, Ohio, Western Pennsylvania, West Virginia, North Carolina, South Carolina, Georgia, and Florida.

We currently have over 100 employees in our Ohio and North Carolina locations combined. Equally important has been the stability of our staff. More than 40% of our employees have 10+ years of service with our company. Over the last few years, we have made major capital investments in training and retention programs for new talent, as well as many company-wide events and outings to promote synergy.

This document is to highlight our successes and challenges as we continue to advance to our goals of being a proud sustainable community member of Canton, Ohio.

1 MANAGEMENT STRUCTURE

1.1 The M. Conley Company ownership structure involves a group of 10 stockholders. Our management team includes CEO Robert Stewart III; President Eric Conley; CFO David Johnson; VP of Operations Robert Geisinger; Director of Sales Mike DeMarco; HR Manager Janet Brown; Receiving Manager Robert Stewart JR; and Customer Service Manager Vonda Monroe.



2 ENVIRONMENTAL PERFORMANCE AND SUSTAINABILITY

2.1 ENERGY CONSUMPTION

Corporately we strive to reduce our energy consumption at all levels from the fuel we use in our delivery trucks to the energy we use in our buildings and warehouses. . Whenever possible we find other ways to be efficient (in older buildings) by keeping out office temperatures lower in the winter and higher in the summer. Recently, all of our power supplies have been upgraded to 80 PLUS Platinum, for better energy consumption and performance.

2.1.1 LIGHTING

Making good on our promise to be more energy efficient, we installed light switches in our HQ offices that shut off when a room or an office is not being used. Our next project is to update the overhead lighting we use in the building from florescent to energy efficient LED lights. We also have installed motion sensor lights in our main warehouse and are moving towards installing them in all of our facilities. We hope to achieve the Energy Star mark by 2025.

2.2 FLEET CO2 FOOTPRINT

Currently we have equipped all of our fleet with DEF options for reducing our emissions and meet all EPA standards, however we can do better. By the year 2025 we will have changed all of our logistical transits to the more environmentally friendly and lower emissions fleet featuring Penske Logistics. Furthermore, we will be replacing our gas powered forklifts to electric to reduce our CO2 emissions and footprint even more.

2.3 PALLET EXCHANGE PROGRAM

M. Conley works to reduce pallet waste by reusing/recycling pallets whenever possible. We also work with our customers on pallet exchanges so that we can reuse/recycle their pallets to keep pallet waste to a minimum. Whenever possible we try to rebuild broken pallets to keep them in use and out of the waste stream.

2.4 GREEN SEAL CERTIFIED

We work towards using Green Seal Certified products in our internal cleaning products, striving towards a minimum goal of using at least 30% post-consumer waste products (items like toilet paper, toilet seat covers and paper towels). We also try to help our customers with their environmental initiatives providing them Green seal Certified products whenever we can.

2.5 RECYCLING PROGRAM

With expanded polystyrene's reusability being researched, currently we have replaced our Styrofoam with recycled paper products. Each year we lower our consumption of stretch wrap/polyethylene usage and recycle other various stray packaging materials. By moving away from these environmentally unfriendly products/materials, we can impact a greater part of the environment by providing our customers more recycled products and improve everyone's well-being. There is also currently an ongoing process scheduled for late this year, or early next year, to eliminate our e-waste responsibly and in a way that is as environmentally conscious as possible.

2.6 GOING PAPERLESS

The M. Conley Company is moving towards going paperless by 2025 by digitizing our documents and moving our customers towards online applications, we reduce our paper trail and reduce our need to recycle. We currently have a recycling program for our unneeded business documents and promote the use of computers and emails rather than printing for our day to day essentials.

2.7 ERGONOMICS

To promote our employee's wellbeing, we have begun investing in ergonomic equipment beginning with stand up desks in our offices and anti-fatigue mats in our warehouses. Improving the working environment promotes healthy, comfortable and productive work as well as takes us one step closer to achieving the LEED certification. Future plans include keyboard wrist supports, mouse wrist supports, phone headsets, computer chairs with lumbar support, and more.

3 BUSINESS CONTINUITY / DISASTER RECOVERY

3.1 In the event of a catastrophic event at our facility in Canton, Ohio, the company has several fail-safes in place to allow us to continue operations on an ongoing basis. The following plan would be implemented.

- I. Shift all undamaged inventory to our satellite warehouses in the area. We have satellite warehouse locations nearby in Canton, Ohio as well as a facility in Lincolnton, N.C.
- II. We would also direct inbound goods to those facilities as deemed necessary.
- III. Immediately set about to obtain additional local warehousing to continue product flow to our customer base.
- IV. Enlist the assistance of our fellow Network Distributors in the neighboring geographical areas of Pittsburg, Columbus, Cincinnati, and Toledo in helping us meet our immediate needs in the way of inventory of common products. We have over 100 independent distribution companies from which to draw assistance from in the Network organization.

In addition to these steps; we have in place an hourly automatic backup of our P21 database being sent to a remote offsite location. This will ensure our electronic data's security and integrity while allowing us to continue our operations from the moment of disaster, keeping customer information, inventory, and transactional information intact. We also have backup servers in the event of hardware failure along with a contract with 2 outside companies to get us back up and running should anything ever fail.

Our primary warehouse is fully outfitted with a state of the art sprinkler system, as well as burglary and fire alarms monitored 24 hours a day, seven days a week. Fire extinguishers are strategically placed throughout all of our buildings and fire drills are conducted a minimum of once per quarter and evaluated for effectiveness.

4 COMMUNITY RELATIONS

4.1 COMMUNITY RELATIONS

The M. Conley Company is one that believes in having a good, strong relationship with its community. Some of the boards and events in which our company and/or employees are involved with each year includes but is not limited to: The Pro Football Hall of Fame Festival, United Way of Greater Stark County, Arts in Stark, The Canton repository, The American Heart Association, Ohio and Erie Canalway Partners, YMCA, Hammer and Nails, and many more. Our company is also a longstanding member of the Canton Chamber of Commerce and Network Services Company.

4.2 COMMUNITY OUTREACH

It is our responsibility to help those in need is the duty of anyone who cares about their community. We are proud of our locale and we are dedicated to improving Canton's future by being involved with various organizations through sponsoring various local programs, to improve the community we love and live in. Some include Vintage Canton, Arts in Stark, YMCA, Akron Zips, Early Childhood Resource Center, Young Professionals of Stark County and many more.

4.3 COMMUNITY SUSTAINABILITY

The M. Conley Company is dedicated to being a good neighbor in an environmentally conscious, socially beneficial and economically responsible way. We strive to have a happy company and happy employees; this benefits our community by proactive leadership in becoming more environmentally conscious. The M. Conley Company is striving to achieve more ways to lessen our environmental impact, solidifying our commitment to Going Green. We have our very own in house CIMS certified agent and a list of certificates to achieve within the next 5-10 years.