

# VOXX International Sustainability Programs



VOXX International understands that being a sustainable company is a journey and that reaching our goals will take time. However, every journey starts with one step and we have set out on the road. We supply thousands of products manufactured by hundreds of vendor partners throughout the world. Our goal is not only to reach optimum sustainability, but also along the way to show our customers, employees and the end-consumer continued commitment and meaningful progress toward our long-term environmental vision and social-responsibility programs.

Our commitment to sustainability started with the [green packaging initiative](#) and in more recent years has shifted to improving the environmental performance of our management, products, operations, and even our supply chain - which involves working in tandem with partner companies' sustainability goals. [Supplier compliance is also continually monitored.](#)

## A Sustainable Company Starts with Leadership

To reach our goals, we are educating and encouraging all VOXX International employees worldwide to think about the protection of the environment and implement sustainability practices as part of their job responsibilities. Recycling and energy-conservation programs are in effect in every VOXX International location around the globe - and that's just the beginning. Employees are encouraged to participate from simple eco-friendly initiatives like turning off lights and equipment to more substantial efforts like initiating environmentally sound product development and procedures that will benefit this and future generations.

## Environmental Health and Safety

VOXX International takes environmental health and safety (EHS) very seriously, and believes that EHS is at the center of a sustainable organization. The company has a structured Environmental Management System. We are [ISO 14001](#) certified and are committed to preventing pollution and recycling as many materials as possible.

It is initiatives like these - as well as those which will arise from future innovation - that empower Audiovox sustainability programs that make a real difference.

## Sustainable Product Initiatives

We are committed to eliminating waste and reducing resource use and cost by developing sustainable products in the most efficient and green way possible. This includes reducing product returns and the waste they create, both in additional logistic costs and energy costs. We are in the process of reducing our annual energy costs by implementing processes that make product development more energy-efficient. We source new raw materials responsibly and urge our suppliers do so as well.

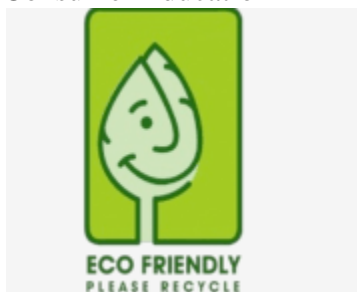
VOXX International understands the importance of Product End of Life (PEL) issues and is considering various initiatives and partnerships to address PEL.

#### Innovation: Energy Efficiency

VOXX International believes in the importance of energy efficiency. Wherever possible, we incorporate energy-efficient elements across our product lines and regularly assess the effectiveness of those operations.

We have begun evaluating every product from an energy efficiency perspective, starting with our RCA consumer products. We will continue to seek opportunities to increase the efficiency of our products, facilities and operations.

#### Consumer Education



VOXX International is committed to not only providing consumers with environmentally responsible products, but also to making sure we have delivered our message of sustainability consciousness to every consumer.

This website will be one of the places where we update consumers on our continued efforts in environmental responsibility.

We have also begun clearly marking our product packaging with the applicable recycling and energy-related information. Our Eco Friendly logo encourages consumers to recycle.

As we continue to engage eco-friendly innovations, we are updating every new and existing product with educational information regarding its environmental attributes.

## **Sustainable Packaging Initiatives**

Sustainable packaging is the packaging of tomorrow, and a commitment we are engaging today. VOXX International is continuing to minimizing plastic product packaging while ensuring the integrity and security of our products. We continue to review our packaging and compare it to industry best practice in an effort to make packaging reductions where possible.

## What is Eco-Friendly Packaging?

- Less plastic, more paper
- PET A instead of PVC
- 100% complete separation of materials to promote recyclability
- Maintain structural integrity with folds and tabs instead of glue and heat sealing
- Reduced footprint saves space and materials without sacrificing shelf impact
- Simple design and elimination of thermoformed plastic help save energy during production
- Eco-friendly printing process without coating or varnishes simplifies recycling

## Eco Packaging Success

We have achieved many packaging reduction successes to date including:

- Keeping 377.8 tons of plastic from ending up in landfills since 2006 in RCA line alone by removing CD-ROM and redesigning packaging
- Reducing the amount of plastic used in packaging and increasing the amount of recycled paper
- Redesigning packaging using minimum resources and considering blister packaging

We believe that by creating positive change in sustainable packaging, VOXX International can serve as an inspiration and leader to its customers and partners.

## Transportation with a Reduced Carbon Footprint

VOXX International is continually reviewing transportation concepts that can reduce our carbon footprint further. Today we use ocean carriers that plan to conduct slow-steaming operations which reduce nitrous oxide exhaust and the carbon footprint.

We also use ports that operate with biodiesel in their yard tractors and mobile container-handling equipment. This reduces particulate-matter emissions by approximately 80 percent.

## Environmental Compliance: Recycling

Recycling is an important component in our overall approach to sustainability, and VOXX International encourages the recycling of electronic product. Several states in the U.S. have legal requirements regarding electronics recycling and take-back services offered by electronics manufacturers. VOXX International is working with industry leaders to ensure we are 100% compliant with all state and federal programs.

We currently are operating electronics recycling initiatives in the following states:

Connecticut, Hawaii, Illinois, Indiana, Maine, Maryland, Michigan, Minnesota, New Hampshire, New Jersey, New York, North Carolina, Oregon, Pennsylvania, Rhode Island, Texas, Washington

By uncovering new ways to create sustainable products, VOXX International looks forward to playing a responsible role in creating a greener future.

## RoHS Compliance

RoHS compliance is a priority for VOXX International. The [Restriction of Hazardous Substances \(RoHS\)](#) directive aims to restrict certain dangerous substances commonly used in electronics and electronic equipment. RoHS compliant products are tested for the presence of the following:

- Lead (Pb)
- Cadmium (Cd)
- Mercury (Hg)
- Hexavalent Chromium (Hex-Cr)
- Polybrominated biphenyls (PBB)
- Polybrominated diphenyl ethers (PBDE)

Since 2007, we are proud to report that all RCA products have been RoHS compliant. Our goal is to ensure that all of our products continue to be RoHS compliant in the future, and we are in the process of applying the same RoHS standards to our other brands.

## Supplier Compliance

Supplier compliance is a vital part of our overall sustainability initiative, and VOXX International is working to ensure we go 'beyond compliance' to satisfy the information needs for major retailers looking to gain transparency throughout their supply chains.



## Greenhouse Gas Inventory

In 2010, VOXX International, in conjunction with [Renewable Choice Energy](#), developed a corporate greenhouse gas (GHG) inventory providing greenhouse gas emissions data for the baseline year of 2009.

The following was measured in accordance with the methods set forth by the [World Resources Institute GHG Protocol](#):

- Scope 1: stationary and mobile combustion
- Scope 2: purchased electricity
- Scope 3: shipping and product transport, waste to landfill and paper consumption

Our GHG inventory provides Audiovox with valuable data we can use to understand and reduce our GHG emissions. Our goals moving forward include:

- Demonstrating emissions reductions and footprint improvements to our stakeholders
- Continuing to address Scope-3 emissions sourced from product transport
- Gaining insights into the relationship between improving efficiency and reducing emissions and costs
- Development of a management strategy and preparation for the potential impact of new regulations

## Carbon Disclosure Project

VOXX International has chosen to disclose our 2009 baseline GHG emissions data and climate-change strategy to the [Carbon Disclosure Project](#) in order to demonstrate that we are aware of and addressing climate-change risks and reviewing opportunities to continue product innovation measures and reduce costs.

## Sustainable Supply Chain Guidelines

A company is only as sustainable as its supply chain, and VOXX International takes the performance of its suppliers seriously. We select suppliers based on various environmental-performance criteria, such as:

- Materials used
- Wastewater initiatives
- [ISO 14001 certification](#)

We will continue to select suppliers based on environmental criteria and in accordance with our sustainability purchasing guidelines and social compliance evaluations and policies.

We also recognize that there are many opportunities on the road to developing a sustainable organization. Therefore, we are committed to pursuing the following:

- Reviewing the ability for our products to obtain additional third party certifications
- Measuring and managing our water footprint
- Continuing to innovate regarding impact minimization
- As part of its commitment to the community at large, VOXX International is actively engaged in a number of community-based programs for our employees, our constituents in the market and a number of charitable organizations.
- **Community — Employee**
- VOXX International is dedicated to improving the health, well-being and safety of its employees. We offer free training in First Aid, AED use and CPR to any interested employees and host the [National Safety Council's](#) Defensive Driving Course on our premises for the convenience of our employees and their families and friends. In addition, VOXX International is environmentally friendly with a structured Environmental



Management System.

We are ISO 14001 certified and do everything possible to prevent pollution and recycle materials whenever feasible.

- We have a Safety Committee with representatives from various departments of the company. They conduct periodic self-inspections of all areas of the building (to check for safety, environmental and housekeeping issues). The committee also meets every other month to review any incident investigations (accidents/injuries) and to discuss the merits of any employee suggestions that have been submitted. Employee suggestions that get implemented are given a nominal monetary award and are in an annual \$500 drawing for "Suggestion Box Winner of the Year."
- As part of our wellness philosophy, VOXX International encourages our employees to improve their health through wellness programs, which have included Healthy Lunch Club programs, Lunch and Learns, Stop Smoking Sessions, Stress in the Workplace sessions and Weight Watchers at Work. In addition, the company arranges annual flu vaccines right on the premises (for a nominal fee) and an annual Health Fair with biometric screenings.
- **Community — Charity**
- Our employees have a strong history of social contribution and regularly conduct charity drives and participate in blood drives, walk-a-thons and a host of other charity events. VOXX International supports a variety of charities nationwide, many in concert with our major customers. We encourage our employees to participate in [Long Island Cares](#) food drives and in the [American Cancer Society's](#) American Cancer Society's Daffodil Days. VOXX International strongly supports the coalition against domestic violence and we host blood drives at work several times a year. To support employees who actively participate in a wide variety of sanctioned charities, we've run Jeans Day Fundraisers with raffles, where all the funds raised go to the employee's specific charity.
- Each year starting around Thanksgiving, we have an annual holiday toy and gift drive with the proceeds going to [SCO Family of Services](#) in Glen Cove, N.Y.; [Mercy First](#) in Syosset, N.Y. and [Pride of Judea](#) in Douglaston, N.Y.
- **Industry Partnerships:**
- VOXX International is a proud member or affiliate of several business and trade organizations, with many of our employees filling key positions on the boards. We work to guide market initiatives, business policies and sustainability practices in the markets within which we trade.
- **Community Partnerships:**
- We are committed to supporting community organizations which enhance the social and environmental quality of the world in which we conduct business.