



SUSTAINABILITY POLICY

September 2015

At dcc, we are committed to being a responsible and honest company.

We are committed to being compliant with all applicable Environmental, Health, Safety, and Labor regulations which includes providing a workplace with equal employment opportunities and business opportunities for applicants, employees, customers, and visitors. We will maintain this commitment through communication and documentation to our staff, vendors, and customers at a minimum of twice per year.

We are committed to initiating and maintaining a pollution reduction and recycling program in our manufacturing and office environments. Where feasible, we will continually work with our supply chain to supply us with materials that are derived from renewable resources or that have low environmental impact. We will continue to source companies in our supply chain that offer take-back programs.

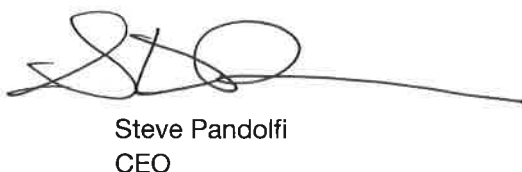
We understand it is our responsibility to continuously improve this effort by working with companies who share the same commitment to exploring new and innovative ways to become more sustainable.

We will ensure, whenever possible, that our customers make sustainable material and design choices which will have a long-term impact on the environment. We are committed to providing updates to our employees, vendors, and customers at a minimum of twice per year.

Sincerely,



Don Terwilliger
President



Steve Pandolfi
CEO