

MATERIALS

Within our operations, we strive to reduce, reuse, and recycle whenever feasible. Marketing samples, engineering test products, and all returned Invacare products worldwide that cannot be serviced or restocked are demanufactured, to not only optimize the recycled components, but also to ensure these medical devices are properly destroyed and not reused in a potentially unsafe condition. We also recycle scrap byproducts from our manufacturing operations, including foam, powder coatings, metals, aerosol cans, spent pallets, and lead acid batteries. Whenever possible, surplus industrial equipment is sold and put into reuse rather than disposal to landfill. Our headquarters campus facilitates recycling programs for batteries, scrap toner, electronics, light bulbs, shredded paper, and a mixed stream recycle program for plastics, glass, paper, and cans.

In 2016, we replaced desktop printers with multi-function units shared amongst our associates. To help conserve paper and toner, the printers default setting is to print in black & white and double-sided. In addition to recognizing cost savings by not supplying and servicing personal machines, the transition has substantially reduced ink toner and paper waste.

ENERGY

Beginning in 2017, Invacare set up a Power Purchase Agreement for 100% of our electricity for the headquarters campus to be allocated from renewable energy sources.

We also advocate energy conservation through technology upgrades and improved operation and maintenance of existing resources. We consolidated and updated the architecture within the Elyria, Ohio, data center, reducing power consumption while making improvements to our IT recovery abilities. Lighting efficiency upgrades at our Sanford, Florida, facility and headquarters facilities lowered the overall electricity footprint while increasing lighting quality. Not only did these lighting changes reduce our energy use, but they also provided health benefits; the updated ballasts are void of PCBs (a harmful carcinogen) and the lamps contain lower mercury levels and produce better color rendering for increased visual clarity. We also keep our parking lot lighting on timers to conserve energy during hours when associates are at home, and encourage associates to turn off lights and computers when not in use.

ASSOCIATE AWARENESS

To protect the health of our associates and our community, all associates at our headquarters campus attend general environmental and safety training during their new hire orientation. Within manufacturing, we provide annual job-specific training for safety and environmental policies within individual job roles, including, but not limited to, procedures for managing hazardous waste, universal waste, regulated medical waste, hazardous materials transportation, storm water pollution prevention, chemical authorization, and air emission sources. To ensure continuous education, manufacturing associates also attend monthly refresher training for safety hazards specific to the manufacturing environment.