

## Karndean Community & Charitable Endeavors Policy Statement

Karndean Designflooring understands that donations are critical to our local charities.

The company encourages employees to participate in charitable gift giving alongside the company. The company and employees participate in numerous initiatives throughout the year, such as: Food drives to support the local food banks, Angel Tree Program, Jeans for a Cause, local disaster relief, and many more.

Employees are able to support these initiatives that are offered through the company throughout the year. Karndean also encourages employees to present their own charitable giving ideas to support our local communities and to also show their own engagement in supporting charity within our local areas.