

2024

# CORPORATE

## RESPONSIBILITY REPORT



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# Who We Are

As a globally trusted manufacturer of matting, Mountville provides quality commercial, residential, and promotional mats for millions of homes and businesses in North America, South America, Europe, and Australia.

**Our portfolio includes the following companies:**



Commercial Matting USA



Commercial Matting Europe



Commercial Matting Canada



Promotional Matting USA



Residential Matting



Commercial Flooring USA



Promotional Matting Europe



Rubber Manufacturer USA





# Mission and Values

## Corporate Responsibility

Mountville's business philosophy prioritizes corporate responsibility through ethical and environmental practices, regulatory compliance, and customer-centric innovation. **Our values drive us to always do what's right and continually enhance our business practices.**

## Mission Statement

At Mountville, our mission is to **lead as the top global supplier of matting products** and a premier domestic producer of specialty compounds. We prioritize customer satisfaction through professionalism and continual innovation. Our commitment to honesty and ethical conduct builds and preserves trust with customers, suppliers, and employees alike.

## Our Why

**To create opportunities that elevate those we serve.** Our people, our customers, our business partners, and our environment.

## Our Just Cause

**To protect what matters.** Our people, our customers, our business partners, and our environment.

## CORE VALUES

- ***Do the right thing***
- ***Do what is best for the customer***
- ***Drive improvements and innovation***



# Strategic Objectives

## Financial

- Sustainable and consistent organic growth.
- Maximizing return on capital investments.
- Maintaining a strong and conservative financial position.
- Improving operational efficiency.
- Strategic acquisitions.

## Non-Financial

- We have a moral obligation to keep our employees safe.
- Hire, train, and, develop a diverse range of talent within our business.
- Environmental stewardship.
- Leadership in technological innovation.
- Provide the highest level of professionalism and satisfaction.

## Drive Improvements and Innovation

At Mountville, **we value innovation and continuous improvement.** With a strong commitment to our people and technology, we foster leadership through our Management Trainee program spanning two decades. Our dedication to efficiency includes minimizing waste and ensuring rapid shipping, backed by ongoing investments in state-of-the-art machinery across all our facilities. We strive for a sustainable culture that delivers innovative products and utmost customer satisfaction.



# Corporate Responsibility Focus 1: Customers

*With a core value of prioritizing the customer, we are deeply committed to their success. By continuously seeking innovative ways to lower costs, increase profits, and surpass expectations, we ensure mutual success.*

# Corporate Responsibility

## Focus 1 : Customers

### 100% Customer Satisfaction

We stand behind our products with an **unconditional lifetime guarantee**. If our customers are ever less than completely satisfied, we will replace the goods or refund their money, no questions asked.

### Product Training

Our customer service agents and sales representatives are fully trained to educate your team on our entire product range. Through our Route Building program, our representatives collaborate directly with your sales force to optimize mat application opportunities, **driving revenue and profit growth**.

### Innovations

In today's fast-paced technological landscape, we prioritize continuous innovation to enhance product quality and streamline customer interactions. **Our ongoing investments in product development aim to deliver top-performing mats and advanced floor coverings**. We also value customer convenience, offering self-service tools like online quoting and artwork creation for ease of use. These tools complement our traditional communication channels, ensuring personalized service options remain available for those who prefer them.





# Corporate Responsibility Focus 2 : Employees

*Mountville values its diverse and skilled workforce as the foundation of our organization. We prioritize a corporate culture where employees share our commitment to exceptional products and service. Fostering a sustainable workforce, we create an environment that offers diverse opportunities across departments, ensuring employees thrive in roles that match their passion and skills. Our goal is to provide a safe, enjoyable, and growth-oriented work environment for all.*

# Corporate Responsibility

## Focus 2 : Employees

### Health and Safety

Ensuring a safe and healthy workplace is our moral imperative. **Safety is our top priority**, and we diligently ensure every department maintains high standards through regular safety audits and collaboration with external consultants.

### Equal Opportunities

**Mountville is dedicated to fostering diversity and equality in our workforce.** We provide equal opportunities to all qualified individuals and do not discriminate based on race, color, sex, sexual orientation, religion, national origin, marital status, age, disability, or veteran status in any aspect of employment practices, including recruitment, training, promotion, and discipline.

### Recruiting and Hiring

We prioritize a disciplined recruiting process to identify future leaders. **Mountville adheres to strict hiring guidelines to attract the best and most qualified candidates** who will effectively serve our customers.

### Management Trainee and Internship Programs

The Management Trainee program consists of 24 weeks during which trainees become experts in our processes and products, preparing them to take on management roles within Mountville. The Internship Program spans 10 weeks during which interns gain experience in customer service, production, and travel with the sales team. The program aims to provide insight into our business, our operations within the matting industry, and to prepare participants to fulfill business responsibilities effectively.



# Corporate Responsibility Focus 3 : Suppliers

*Mountville prioritizes sustainable relationships with both customers and suppliers, holding our vendors to the same high standards we set for ourselves. Mountville responsibly sources goods, services, and utilities to create value for customers, the organization, and the environment. Our commitment includes making a positive societal and economic impact while minimizing environmental footprint. Environmental improvement is integral to our business strategy and operations. Below are the key elements of our sustainable procurement policy.*

# Corporate Responsibility

## Focus 3 : Suppliers

We conduct audits on all our suppliers to assess their adherence to specific criteria across various critical areas: certified quality systems, internal audit procedures, certified environmental management systems, compliance with local environmental regulations, and adherence to OSHA regulations. These evaluations ensure that our suppliers meet rigorous standards and maintain a commitment to quality, environmental responsibility, and workplace safety.

### Economic Impact of Sustainability Including:

- Continuous innovation
- Responsible financial management
- Ethical trade
- Long-term business view

### Environmental Impact of Sustainability Including:

- Recycle all waste into new products when possible.
- Develop new products with a high level of recycled content and recyclability.
- Optimization of manufacturing processes to minimize resource consumption.
- Offer a fully recyclable product to minimize fossil fuels.
- Certification: REACH compliance, Oeko-Tex compliant.

### Social Impact of Sustainability Including:

- Responsible global citizen
- Human rights
- Safety and health at work
- Diversity

### Use of Best Practices

Mountville ensures that its products are REACH compliant where applicable, collects and reports data on the environmental attributes of products from suppliers, and assigns purchasing personnel the responsibilities of educating suppliers. Mountville is committed to collaborating to develop eco-friendly and recyclable products, working with marketing and sales to inform end users about the environmental impact of their choices, compiling data on product environmental attributes, and conducting ongoing reviews of internal processes and suppliers.



# Corporate Responsibility Focus 4 : Our Industry

*At Mountville, we strive to be an integral part of the industry and actively engage with government regulations and standards. It is crucial for our industry as a whole to advocate for the future of our businesses and the families affected by our employment.*



# Corporate Responsibility Focus 4 : Our Industry

	<p><b>Textile Rental Services</b></p>	<p>M+A Matting has been a member of TRSA since 1980, with team members serving on various committees and former CEO David Hart on the Board of Directors.</p>
	<p><b>National Floor Safety Institute</b></p>	<p>We have achieved NFSI certification for over 85% of our product line to enhance safety. Additionally, our sales staff includes Certified Walkway Auditors who educate customers on traction and floor safety.</p>
	<p><b>American National Standards Institute</b></p>	<p>We have supported NFSI in developing ANSI standard B101.6 for slip, trip, and fall prevention, providing clear guidelines to enhance floor safety awareness across all facilities.</p>
	<p><b>ISO 9001 Certification</b></p>	<p>Mountville Rubber is an ISO 9001 certified company, ensuring that our processes meet the quality and consistency demanded by ourselves and our industry.</p>
	<p><b>Americans with Disabilities Act</b></p>	<p>We take pride in our ADA compliance, ensuring that our products maintain integrity and do not obstruct accessibility options for individuals with disabilities.</p>



# Corporate Responsibility Focus 5 : Innovation

*With a strong commitment to our people and technology, Mountville fosters leadership through our Management Trainee program spanning two decades. Our dedication to efficiency includes minimizing waste and ensuring rapid shipping, backed by ongoing investments in state-of-the-art machinery across all our facilities. We strive for a sustainable culture that delivers innovative products and utmost customer satisfaction.*



# Corporate Responsibility Focus 5 : Innovation

## Product Training

With such an **emphasis on innovation**, Mountville has a specific division dedicated to the research and development of new products, raw materials, and processes.

## Quality Control Labs

Mountville maintains three quality control labs across its Georgia facilities to ensure that not only our raw materials, but also our finished products, meet the required standards. **Each manufacturing facility has an extensive quality control process that tests incoming raw materials and finished goods.**



# Environmental Policy

Mountville and its subsidiaries are dedicated to minimizing our environmental footprint and enhancing our environmental performance as a core aspect of our business strategy and operations.

*At Mountville, our environmental policy is rooted in a commitment to surpassing current legislation requirements. We prioritize minimizing waste through extensive recycling and reuse efforts, and strive to conserve energy and water across our operations to preserve natural resources. Continuous improvement principles guide us in reducing air, water, noise, and light pollution, ensuring minimal impact on the environment and local community. We advocate for purchasing products and services that are environmentally responsible and assess the ecological impact of new processes or products beforehand. Our employees are well-versed in and adhere to our rigorous environmental standards. Any breaches of our Environmental Policy are promptly addressed to the satisfaction of all parties involved. Annually, we collaborate with our staff, associates, and customers to update our Environmental Policy, reflecting our ongoing commitment to sustainability.*

## CONSERVATION THROUGH INNOVATION

- Our SBR rubber compound contains up to 20% recycled rubber from car tires.
- Several of our mats are made with PET (polyethylene terephthalate), a type of polyester yarn that features 100% recycled content from reclaimed plastic.



## Post-Industrial Recycling

Mountville’s manufacturing facilities collect scrap materials that are created in the production process. These scrap materials are then melted down to create reworkable materials, which are repurposed in the creation of new products.

**MANUFACTURED  
MATERIALS**



**RECYCLED  
MATERIALS**



**REPURPOSED  
MATERIALS**

## Carbon Emission Scopes

The emission scopes are a way of categorizing the different types of greenhouse gas emissions created by a company, its suppliers, and its customers. In general, Scope 1 emissions are generated by a company’s processes that use energy, while Scope 2 emissions are created by the energy powering those processes.

### Scope 1 : Direct Emissions

From owned buildings, onsite energy consumption, and manufacturing equipment.

#### **Total Scope 1:**

**5353.626**

(All US plants combined)



### Scope 2 : Indirect Emissions

From purchased electricity, heating, and cooling for own use.

#### **Total Scope 2:**

**5995.116**

(All US plants combined)





## CONSERVATION THROUGH INNOVATION

### Digital Workflow

Through digital workflow advancements, we optimize our material cutting process to **significantly reduce scrap and trim waste**, leading to decreased raw material purchases and a more efficient waste management system.

### Reduce | Reuse | Recycle

- We recycled nearly **2 million pounds** of yarn and other synthetic materials, and approximately 250,000 pounds of paper and cardboard in 2022 and 2023.
- Mountville Rubber Company recycles approximately **1.6 million pounds** of rubber annually.

### Mat Recycling Program

Mountville subsidiaries offer customers the ability to recycle all obsolete or worn-out rubber and rubber-backed mats through our mat recycling program. We certify that **none of the mats returned will be sent to a landfill**. Instead, the obsolete mats are ground up and converted for use as boiler fuel.

## **Code of Business Conduct**

*Mountville and its subsidiaries, directors, officers, and employees are dedicated to conducting business with the highest ethical standards across all divisions. This code mandates integrity and compliance with applicable laws and regulations. It applies universally within Mountville, including all subsidiaries and divisions. Non-acknowledgment does not exempt anyone from their obligation to adhere to this code, laws, regulations, and company policies relevant to their role. This code underscores Mountville's commitment to ethical business conduct and regulatory adherence, outlining guiding principles and policies that complement existing procedures without replacing them. It serves as a foundational document, offering guidelines for ethical and legal obligations in various contexts.*

## **Resolution Process**

Our values and integrity typically steer us toward the right decisions. However, it's crucial to consider how our actions impact our organization's credibility. Therefore, our business ethics must align with the standards outlined in this code. Ethical considerations can be nuanced; while some violations like stealing and cheating are clear-cut, others require careful judgment.

# Code of Business Conduct

## No Retaliation

Mountville handles all inquiries discreetly and strives to protect the confidentiality of those reporting questionable behavior or violations, within legal limits. We strictly prohibit retaliation against employees who raise business conduct or ethical concerns or report policy or legal violations.

## Standards of Business Conduct and Social Responsibility

We are committed to interacting with our customers, employees, competitors, coworkers, shareholders, vendors, government and regulatory agencies, and the communities in which we operate in a respectful, ethical manner and in full compliance with all regulatory requirements.

## Compliance with Laws, Rules, and Regulations

We are committed to interacting with our customers, employees, competitors, coworkers, shareholders, vendors, government and regulatory agencies, and the communities in which we operate in a respectful, ethical manner and in full compliance with all regulatory requirements.

## Employment Practices and Expectations

Mountville values and respects all employees, providing competitive pay and benefits aligned with individual performance and industry standards. We embrace diversity, recognizing the contributions of individuals from diverse backgrounds. We are committed to equal employment opportunity, prohibiting discrimination based on race, color, sex, sexual orientation, religion, national origin, marital status, age, disability, or veteran status in all personnel practices. Harassment in any form, including sexual harassment, is strictly prohibited, and we address all allegations seriously. Mountville adheres to legal requirements and industry standards for employee leave, holidays, and age requirements, ensuring compliance with labor laws and prohibiting the use of forced labor.



# Code of Business Conduct

## Safety, Health, and Environment

A safe and clean work environment is important to the well-being of all employees. Mountville endeavors to comply with applicable safety and health regulations and appropriate practices and to comply with all environmental laws, regulations, and policies in order to be a responsible steward of natural resources.

## Workplace Violence

Mountville strictly prohibits threats, intimidation, aggression, physical harm, or any form of violence. Employees must not possess any weapons, whether licensed or not, on company premises. Immediate contact with your supervisor, manager, or HR representative is required if safety concerns arise.

## Drugs and Alcohol

Mountville enforces a drug-free workplace policy to ensure safety. The use or possession of drugs, alcohol, or tobacco on company premises, including parking areas, is strictly prohibited. Violations will result in disciplinary action, up to and including termination.

## Summary

Mountville is committed to high standards of ethics on issues of business conduct, business ethics, and social responsibility. Mountville and its subsidiaries seek to conduct business in an ethical and moral manner in all countries in which we have the privilege to work.



# Management



**Tyler Fowler** | CEO |  
Mountville



**Mike Coffing** | COO |  
Mountville



**Frieda Liles** | CFO |  
Mountville



**Kirk Boster** | M+A Director |  
M+A Matting Europe



**Brandon Bennett** | VP of HR |  
Mountville



**Lauren Glass** | President |  
Matterly



**Anthony D'Angelo** | President |  
MatWorks



**Miles Wadsworth** | President |  
Logo Mats



**Darrin Layton** | President |  
Mountville Rubber



**Andrew Buchheit** | President |  
M+A Matting USA



# Manufacturing Locations



**Plant 1**  
**Mat Manufacturing Facility**  
 LaGrange, Georgia, USA  
 250,000 square feet

**Plant 2**  
**Mat Manufacturing Facility**  
 LaGrange, Georgia, USA  
 185,000 square feet

**Plant 3**  
**Rubber Manufacturing Facility**  
 LaGrange, Georgia, USA  
 32,000 square feet

**Plant 4**  
**Rubber Manufacturing Facility**  
 LaGrange, Georgia, USA  
 84,000 square feet

**Plant 5**  
**Mat Manufacturing Facility**  
 Dalton, Georgia, USA  
 175,000 square feet

**Plant 6**  
**Mat Manufacturing Facility**  
 Ronse, Belgium  
 66,000 square feet

**Plant 7**  
**Bar Mat & Dye Sublimation Facility**  
 Caerphilly, United Kingdom  
 25,000 square feet

**Plant 8**  
**Mat Manufacturing Facility**  
 Fleurus, Belgium  
 40,000 square feet

**Plant 9**  
**Rubber & Mat Manufacturing Facility**  
 Middleton, United Kingdom  
 160,000 square feet

**Plant 12**  
**Mat Manufacturing Facility**  
 LaGrange, Georgia, USA

**M+A Canada**  
**Distribution Center**  
 Toronto, Ontario, Canada  
 10,240 square feet