



CALIFORNIA PRISON INDUSTRY AUTHORITY

SUSTAINABILITY REPORT —2021—





Sustainability Directive

The California Prison Industry Authority, hereinafter referred to as CALPIA, is committed to implementing State of California and California Department of Corrections and Rehabilitation (CDCR) policies related to managing chemicals, reducing environmental risk and implementing systems to manage environmental impacts.

CALPIA, a state agency, commits to going above and beyond these policies; pursuing sustainable manufacturing practices, environmentally preferable purchasing standards, a zero manufacturing waste to landfill goal, and end-of-life considerations applicable to CALPIA's office furniture products.

CALPIA is committed to the prevention of pollution, continuous improvement, and compliance with applicable regulations and obligations. We fully subscribe to all federal and state environmental regulatory requirements at all CALPIA facilities.

CALPIA complies with State of California and CDCR chemical risk management policies. Chemicals are assessed for human and ecosystem health impacts by the CALPIA facility Health & Safety Coordinator as a standard routine practice at all CALPIA facilities. CALPIA will also take additional steps to identify, reduce, and eliminate chemicals of concern in its office furniture products.

CALPIA incorporates life-cycle thinking into its procedures via our Design for Environment (DFE) Program. The DFE process examines the use of renewable, recycled, recyclable and biodegradable materials in the design of the product; water management and energy efficiency during the manufacture of the product; and product end of life management.

To optimize end-of life management, CALPIA's office furniture products are designed and manufactured to have a long, useful life. Products employ standardized parts and components to enable maintenance, servicing, and reassembly so that they are able to withstand repeated service, repair, and handling. CALPIA supports the State of California's Property Reuse Program which requires that surplus, state-owned office furniture is inventoried and ready for take back and refurbishment for multiple uses, by CALPIA. The State and Federal Property Reuse Program Office facilitates and ensures recycling of used office furniture that is still sound and, therefore, reusable, thus reducing waste sent to landfill and expenditures for new furniture, as well as conservation of raw materials used in the manufacture of CALPIA office furniture.





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Employee Health & Safety Management



SAFETY POLICY

It is the commitment of California Prison Industry Authority to implement Health & Safety policies and procedures to direct all employees to work safely and prevent injury, to themselves and others. We believe that incidents and injuries are preventable, and that a job is only well done if it is done safely. All employees must take all reasonable steps to prevent accidents and never sacrifice safety for expedience. Our goal is to eliminate hazards that can cause accidents or illness.





+ WELDING AT FOLSOM STATE PRISON

Labor & Human Rights Management



CALPIA EMPLOYEES

CALPIA redesigned its New Employee Orientation to better prepare employees to work within correctional settings safely and effectively. By moving towards the new model of staff safety, CALPIA will be able to better educate civil service staff on working inside correctional institutions. Implementation of this program started FY 2020-21.

SUPPLIER CODE OF CONDUCT

CALPIA is committed to working in partnership with our suppliers to follow a code of conduct in the areas of employee labor conditions, health & safety, environmental management, business ethics, and corporate social responsibility. We have updated our policies to simplify communications about CALPIA's values and how they extend to our supply chain partners. The adopted supplier code of conduct explicitly communicates our corporate social responsibility expectations to our suppliers.



INMATE WORKFORCE

CALPIA invests in curriculum for offenders, offering 127 nationally recognized accredited certifications that include dental technology, food handling, laundry, agriculture, welding, metal stamping, industrial safety and health, electrical systems, mechanical systems and maintenance. CALPIA offenders may also earn certificates of proficiency in occupational disciplines. In FY 2017-18, 556 CALPIA participants received a certificate of proficiency and Standards Occupational Code Proficiency certification, and 7,677 participants successfully completed an accredited certification program.



STEPHEN SMITH, A CALPIA SUCCESS STORY

Community Outreach & Involvement



CALPIA DONATES TO FAIR OAKS AND ORANGEVALE FOOD BANK

To help in light of COVID-19, thousands of people around the world and especially our community need help! CALPIA was happy to help support the local food bank, Fair Oaks and Orangevale Food Bank. CALPIA employees dropped off 175 pounds of non-perishable food on June 15, 2020.

*To help in light of COVID-19...
**CALPIA employees dropped off
175 pounds of non-perishable
food on June 15, 2020***

GIVING BACK TO CRIME VICTIMS' GROUPS THROUGH CALPIA'S JOINT AND FREE VENTURE PROGRAMS

CDCR inmates who participate in CALPIA programs are giving back to various crime victims' support groups throughout the state for a total of more than \$74,000. The money comes from offenders participating in CALPIA's Joint or Free Venture Programs at five California institutions. Offenders initially pay for all court-ordered compensation and the remaining collected restitution is placed in a "Generic Restitution Fund" for local crime victim organizations. Institution's where offenders made donations: Central California Women's Facility, San Quentin State Prison, N.A. Chaderjian Youth Correctional Facility, California State Prison, Solano and California Correctional Center all participated in Inside CDCR: <https://www.cdcr.ca.gov/insidecdcr/2019/12/17/offenders-give-back-to-crime-victimsgroups-through-calpias-joint-and-free-venture-programs/>

BRIGHTENING HOLIDAYS AT AVENAL STATE PRISON

Avenal State Prison and volunteers from the Veterans of Foreign Wars visited the Veterans Affairs Hospital and Community Living Center on Dec. 21. It was a great success as the incarcerated veteran's group at Avenal reached beyond the wall to help bring joy to fellow veterans and the community. Cards created by artistically inclined veteran inmates were signed and distributed to the veterans at the hospital. The cards brought many smiles and even a few tears. Inmates signed the cards as well with the message, "thank you for your service." The prison education staff also worked to help keep kids warm for the winter. Along with the education staff of Golden Hills Adult School, they donated \$300 as well as 35 coats to Coats for Kids of Huron/Coalinga for Operation Warm. At the event, 72 new winter coats were given away. Operation Warm is a national nonprofit that creates brand new, high-quality coats for children in need. The organization's volunteers believe a brand-new coat is more than a coat, promoting self-esteem, school attendance and outdoor play. Learn more about Operation Warm.

Inside CDCR: <https://www.cdcr.ca.gov/insidecdcr/2019/12/27/cdcr-staff-inmates-brighten-holidays-forthose-in-need-part-2/>

FOLSOM WOMEN'S FACILITY RESOURCE FAIR

CALPIA was proud to be a part of the CDCR event which was organized by Division of Adult Parole Operations and Division of Adult Institutions. Women were able to connect with a variety of resource providers including information about housing, employment, job training, education, substance abuse treatment, and other services. CALPIA is proud to be a part of the equation to ensure a smooth transition from prison to employment.

ALL STAFF MEETING — CORCORAN STATE PRISON



OUR PROMISE CHARITABLE CAMPAIGN

Our Promise Charitable Campaign kicked off in October 2019, that provided all employees with the opportunity to donate to their favorite nonprofit organizations. There are thousands of nonprofit organizations represented in Our Promise to care for communities and causes.

Certifications



LEVEL®

Level® has been created to deliver the most open and transparent means of evaluating and communicating the environmental and social impacts of furniture products in the built environment. It is the third-party certification program for the furniture industry's multi-attribute, sustainability standard.



INDOOR ADVANTAGE GOLD

Indoor Advantage Gold certification is SCS Global Services' highest level of indoor air quality performance for furniture. The certification assures that furniture products support a healthy indoor environment by meeting strict chemical emission limits for volatile organic compounds (VOCs). To be certified, products must be tested by independent labs for compliance with the ANSI/BIFMA X7.1, and either ANSI/BIFMA e.3 or CDPH/EHLB Standard Method V1-1 for VOC emissions of concerns.



GRI Index

I. GENERAL STANDARD DISCLOSURES

1. STRATEGY AND ANALYSIS

G4-1 Statement from the most senior decision-maker of the organization
Sustainability Directive in Sustainability Report and on Website

2. ORGANIZATIONAL PROFILE

G4-3 Name of the organization
CALPIA

G4-4 Primary brands, products, and services
*Available on website catalog:
catalog.calpia.ca.gov/*

G4-5 Location of the organization's headquarters
Folsom, CA

G4-6 Number of countries where the organization operates
One

G4-7 Nature of ownership and legal form
CALPIA was created by Chapter 1549, Statutes of 1982 as a semiautonomous state agency to operate California's prison industries in a manner similar to private industry

G4-8 Markets served
State and federal agencies; city, county and local districts; primarily state of CA

G4-9 Scale of the organization
7,500 offender work assignments, and operations in over 100 service, manufacturing, and consumable factories at all 35 prisons throughout California

G4-11 Percentage of employees covered by collective bargaining agreements
CALPIA Furniture does not have any collective bargaining agreements

3. IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES

G4-18 Process for defining the report content and the Aspect Boundaries
Collected content from various departments within CALPIA

G4-19 Material Aspects identified in the process for defining report content
Health & Safety, Labor & Human Rights, and Community Outreach

G4-23 Significant changes from previous reporting periods in the Scope and Aspect Boundaries
First Report

4. STAKEHOLDER ENGAGEMENT

G4-24 List of stakeholder groups engaged by the organization
Board Members, Employees, Suppliers, Customers & End Users.

G4-25 Basis for identification and selection of stakeholders with whom to engage
CALPIA stakeholders are identified as individuals and entities who may directly affect, or be directly affected by the information contained within the sustainability report

5. REPORT PROFILE

- G4-28 Reporting period for information provided
2018
- G4-29 Date of most recent previous report, if applicable
N/A
- G4-30 Reporting cycle
Every 3 years
- G4-31 Contact information for questions regarding the report or its contents
ann.stuart@calpia.ca.gov

6. ETHICS AND INTEGRITY

- G4-56 Organization's values, principles, standards and norms of behavior
CALPIA is a self-supporting, customer-focused business that reduces recidivism, increases prison safety, and enhances public safety by providing offenders productive work and training opportunities

II. ENVIRONMENT**1. ENERGY & EMISSIONS**

- G4-EN3 Energy consumption within the organization
- G4-EN15 Direct greenhouse gas (GHG) emissions (scope 1)
- G4-EN16 Energy indirect greenhouse gas (GHG) emissions (Scope 2)
*Energy and Total GHG Emissions Available online:
www.green.ca.gov/buildings/department/CALPIA#chartanchor*

2. COMPLIANCE

- G4-EN29 Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations
During the reporting period, there were no known violations or incidents of non-compliance with environmental laws/regulations for CALPIA Furniture

3. ENVIRONMENTAL GRIEVANCE MECHANISMS

- G4-EN34 Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms
There were no grievances about environmental impacts for CALPIA Furniture

III. SOCIAL**1. HUMAN RIGHTS****Non-discrimination**

- G4-HR3 Total number of incidents of discrimination and corrective actions taken
During the reporting period, there were no incidents of discrimination for CALPIA Furniture

Supplier Human Rights Assessment

- G4-HR10 Percentage of new suppliers that were screened using human rights criteria
80%

Occupational Health and Safety

- G4-LA6 Total of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender
Our goal is zero accidents & injuries. We report accident & injury data to OSHA. We continually review the information to improve workplace safety
- G4-LA7 Workers with high incidence or high risk of diseases related to their occupation
N/A

2. LABOR PRACTICES & DECENT WORK

Diversity and Equal Opportunity

G4-LA12 Composition of governance bodies and breakdown of employees category according to gender, age group, minority group membership, and other indicators of diversity

The State of California is an equal opportunity employer to all, regardless of age, ancestry, color, disability (mental and physical), exercising the right to family care and medical leave, gender, gender expression, gender identity, genetic information, marital status, medical condition, military or veteran status, national origin, political affiliation, race, religious creed, sex (includes pregnancy, childbirth, breastfeeding and related medical conditions), and sexual orientation

Supplier Assessment for Labor Practices

G4-LA14 Percentage of new suppliers that were screened using labor practices criteria
80%

Labor Practices Grievance Mechanisms

G4-LA16 Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms

There were no grievances about labor practices for CALPIA Furniture

3. SOCIETY

Local Communities

G4-SO1 Percentage of operations with implemented local community engagement, impact assessments, and development programs

CALPIA seeks out activities such as volunteerism and donations to support the communities in which we operate

Compliance

G4-SO8 Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with laws and regulations

During the reporting period, there were no significant fines for non-compliance with CALPIA Furniture

Supplier Assessment for Impacts on Society

G4-SO9 Percentage of new suppliers that were screened using criteria for impacts on society
80%

4. PRODUCT RESPONSIBILITY

Customer Health and Safety

G4-PR1 Percentage of significant product and service categories for which health and safety impacts are assessed for improvement

In order to constantly improve the health & safety of our products, CALPIA is committed to going above and beyond standard policies; pursuing sustainable manufacturing practices, environmentally preferable purchasing standards, a zero manufacturing waste to landfill goal, and end-of-life considerations applicable to CALPIA's office furniture products

G4-PR2 Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life

During the reporting period, there were no incidents of non-compliance of Health and Safety regulations and voluntary codes for CALPIA furniture

Marketing Communications

G4-PR7 Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes

There were no known incidents of non-compliance concerning Marketing Communications during the reporting period

Compliance

G4-PR9 Monetary value of significant fines for noncompliance with laws and regulations concerning the provision and use of products and services

CALPIA Furniture complies with all laws and regulations concerning the provision and use of CALPIA products and services. There were no significant fines regarding this for CALPIA Furniture



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560 E Natoma Street, Folsom, CA 95630

calpia.ca.gov

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ON SOCIAL MEDIA**

