

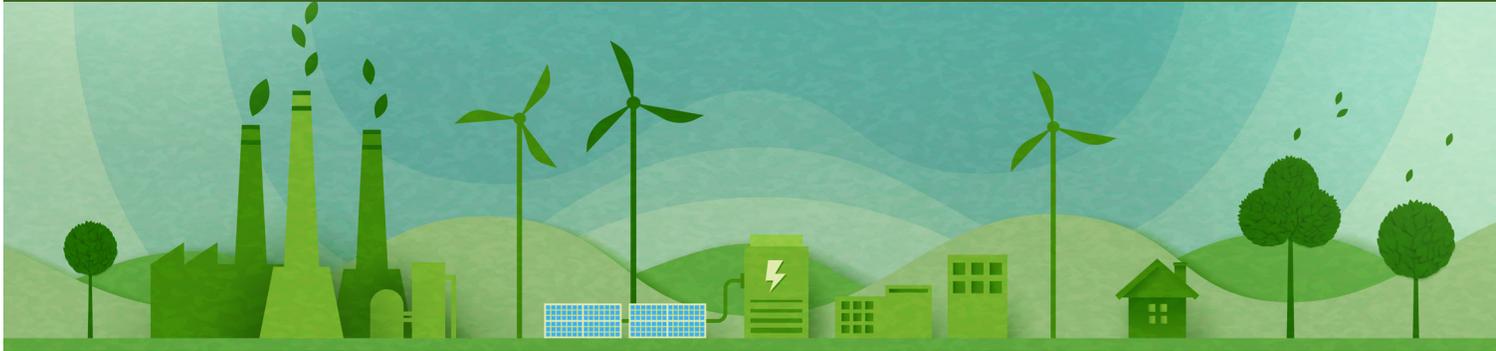


CALIFORNIA PRISON INDUSTRY AUTHORITY

SUSTAINABILITY REPORT —2024—

CALPIA

Sustainability Directive



The California Prison Industry Authority (CALPIA), is committed to implementing State of California Department of Corrections and Rehabilitation (CDCR) policies related to managing chemicals, reducing environment 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 has developed a Sustainability Roadmap and Master Plan in accordance with the California Governor's Office legislative mandate. The Sustainability Roadmap applies to central office and camp 12 buildings and includes strategies related to climate change risks, zero emission vehicles, energy consumption, water efficiency, and sustainable operations.

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 project 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.

State agencies shall first seek reutilization efforts with other state agencies when disposing of reusable Modular Systems Furniture (MSF) or conventional furniture. When state agencies are unsuccessful identifying reutilization of commercially manufactured MSF or conventional furniture prior to recycling. When state agencies are unsuccessful identifying reutilization of CALPIA MSF or conventional furniture, state agencies shall recycle surplus CALPIA MSF or conventional furniture. Reference: State of California SAM Management Memo 21-04.

If you have any questions, please contact Ann Stuart via email at Ann.Stuart@calpia.ca.gov

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Employee Health & Safety Management



SAFETY POLICY

It is the commitment of California Prison Industry Authority to implement Health and Safety policies and procedures to provide guidance to all employees to work safely and prevent injury or illnesses. We encourage open communication with all employees and conduct monthly Health and Safety Coordinator to provide training on all policies and procedures. Through training we educate our employees to take all reasonable steps to prevent accidents and never sacrifice safety for expedience. Our goal is to eliminate hazards that can cause injuries or illnesses.



“Our goal is to eliminate hazards that can cause injuries or illnesses.”





**RECENT ENHANCEMENTS
TO THE HEALTH & SAFETY PROGRAM:**

- Began utilizing Compliance Quest for training and IIPP reporting
- Created an annual H&S training program and curriculum to train all CALPIA staff
- Increased site visits from the Health & Safety Unit
- Identified IIPP components required for each enterprise

Labor & Human Rights Management

CALPIA is committed to the success of its employees, and in assisting them to advance in their careers, elevating their talents and skills at each level. After reimagining new employee orientations early in the pandemic to ensure staff continued to receive top-level security training, we have continued to broaden our scope to follow employees through their career ladder rather than onboarding them and leaving them to explore their options on their own. CALPIA has added dozens of online training through our Learning Management System (LMS) to ensure classes are available regardless of an individual's schedule. In addition, in March 2024 we implemented Stay Interviews to be utilized with staff after their initial year. The goal is, rather than conducting

an exit interview as staff leaves the agency, to conduct a non-performance related stay interview, to ask why an employee chooses to remain with CALPIA, what the agency is doing well, and also where we can improve with employee engagement. In the early developmental stages is the creation of a Values Ambassador program which will partner staff from differing program areas to mentor and coach each other through the mission, vision, and values of CALPIA and how they are put into practice in our daily activities, and to cross-educate employees on how their programs impact others within the agency, ultimately fostering cooperative and understanding working relationships agency-wide.

Welcome to the LMS

New to the LMS?
Click the button below for a walk through of how to navigate the LMS.

[Click Here](#)





Enrolled Courses

See courses you are enrolled in



Catalog

See a complete list of available courses



Transcript

View Transcript



Resources

Browse or download resources



Inbox

Your priority messages 47

- Reminder for 2024 Annual Mandatory Training - PIA OT...
- Reminder for EEO/ADA Training 2024 - Rank n File - Onli...
- Reminder for Safe Workplace Module 2024 - PIA - Onlin...
- You have completed Protection from Wildfire Smoke 20...
- You have completed EEO Sexual Harassment Preventio...



Frequently Asked Questions

The answers to your questions

Sorry, there are no questions at the moment.



“ To date, CALPIA’s CTE program has been one of the most effective rehabilitation programs in the United States. More than 400 incarcerated individuals have graduated with an accreditation from a CALPIA CTE program.”

CTE PROGRAMS

- Carpentry
- Commercial Diving
- Computer-Aided Design (AutoCAD)
- Computer Coding (Code.7370)
- Construction Labor
- Iron Working
- Roofing



Industry Employment Program

enhancing opportunities for successful reentry

The Industry Employment Program (IEP) enhances the ability of incarcerated individuals to obtain meaningful jobs upon release. IEP helps incarcerated individuals successfully transition from prison to the community and the workforce. The program is a vital part of CALPIA’s efforts to reduce recidivism and contribute to safer communities. Through IEP, CALPIA incarcerated employees are evaluated for improvement in job skills, education, experience and work habits. IEP provides incarcerated individuals access to nationally accredited certifications and internal skill proficiency certificates.

During FY 2022-23, there were 2,176 incarcerated individuals registered into the state apprenticeship program with 406 incarcerated individuals completing an apprenticeship program.

CALPIA invests in curriculum for incarcerated individuals, offering 128 nationally recognized accredited certifications, such as computer-aided design, computer coding, technology, food-handling, laundry, agriculture, welding, metal-stamping, industrial safety and health, electrical systems, mechanical systems, and maintenance.

CALPIA manages more than 100 manufacturing, service and consumable enterprises in all CDCR institutions, with approximately 5,700 incarcerated individuals in manufacturing, agricultural, consumable, service and support functions, including warehouse and administration.

2023-2024

Community Outreach & Engagement

INCARCERATED INDIVIDUALS GIVE BACK TO CRIME VICTIMS' GROUPS THROUGH CALPIA PROGRAMS

Crime victims' support groups throughout the State received approximately \$56,000 from incarcerated individuals participating in the California Prison Industry Authority (CALPIA) Joint and Free Venture programs. The Joint Venture Program operates at two adult California Department of Corrections and Rehabilitation (CDCR) institutions and the Free Venture Program formerly operated inside one Division of Juvenile Justice facility which is now closed. Incarcerated individuals are paid wages comparable to what they would earn if they were working in the respective field outside of prison. Incarcerated individuals initially pay for all court-ordered compensation and the remaining collected restitution is placed in a "Generic Restitution Fund" for local crime victim organizations. Here are the institutions where incarcerated individuals made donations:

- **Central California Women's Facility in Chowchilla:** Participants in the Joint Venture Program, Allwire, Inc. donated a total of \$43,535 to Mollie's House, a non-profit organization that helps victims of sex trafficking.
- **High Desert State Prison in Susanville:** Participants in the Joint Venture Program donated \$948 to Lassen County's Victim-Witness Assistance Program.
- **N.A. Chaderjian Youth Correctional Facility in Stockton:** Through Merit Partners, participants donated \$11,529 to Women's Center Youth and Family Services.

PRESS RELEASE:

<https://www.calpia.ca.gov/wp-content/uploads/calpia/news/PressRelease-2024-01-05-PIA.pdf>

INSIDE CDCR:

<https://www.cdcr.ca.gov/insidecdcr/2024/01/19/calpia-participants-donate-to-crime-victims/>



OUR PROMISE CHARITABLE CAMPAIGN

Each year, the California Prison Industry Authority (CALPIA), in conjunction with our California Department of Corrections and Rehabilitation (CDCR) and California Correctional Health Care Services (CCHCS) colleagues, participates in the annual "Our Promise: California State Employees Giving at Work" initiative. This is a statewide opportunity which allows state employees to make voluntary contributions to nonprofits of their choice, via payroll deductions. This year's campaign began on November 1, 2023, and concluded on November 30, 2023.



CALPIA HOLIDAY FOOD DRIVE

CALPIA held a Holiday Food Drive from December 1-December 21st. The Food Drive benefited the Twin Lakes Food Bank in Folsom, CA which helped the surrounding communities with donations.



AVENAL STATE PRISON ANGEL TREE

The Avenal State Prison team participated in the Angel Tree giving program in December 2023. The recycle bin that was filled by the CALPIA team was able to purchase four new children's bicycles! Collectively the ASP team granted the wishes of 30 children. Way to go team!

“I would like to take this opportunity to express my heartfelt gratitude to all of you that supported CALPIA's Angel Tree this year. Whether you bought a toy or just added to the recycle bin, I am astounded by your generosity for children in our local community that you do not know. This is what makes the ASP Team so special.”

-Jeanne Tillotson, CALPIA Superintendent II

CDCR CELEBRATES CHRISTMAS WITH COMMUNITIES

This Christmas, CDCR institutions statewide gave back to their local communities, showing their appreciation for the constant support. CALPIA employees at various institutions participated in all community supported events.

INSIDE CDCR:

<https://www.cdcr.ca.gov/insidecdcr/2024/01/05/cdcr-celebrates-christmas-with-communities/>



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
5,700 incarcerated individual work assignments, and operations in over 100 service, manufacturing, and consumable factories at all 30 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
None

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
2023
- G4-29 Date of most recent previous report, if applicable
2022
- G4-30 Reporting cycle
Biannual
- 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 incarcerated individuals 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



CALIFORNIA PRISON INDUSTRY AUTHORITY

560 E Natoma Street, Folsom, CA 95630

calpia.ca.gov

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