



CALIFORNIA PRISON INDUSTRY AUTHORITY

SUSTAINABILITY REPORT — 2022 —

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 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.

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, state agencies may attempt to donate or sell 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





“ 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.”

Table of Contents

	Employee Health and Safety Management	1
	Labor and Human Rights Management	3
	Community Outreach and Involvement	5
	Certifications	7



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 Meetings and monthly operational meetings 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.”



CALPIA TOOK THE FOLLOWING MEASURES TO PROTECT ITS EMPLOYEES FROM COVID-19:

- All employees that were able to, began to work from home.
- All employees are required to wear a mask while on site.
- Health screenings were conducted prior to entrance into the work sites.
- Employees were tested weekly, at no cost to them.
- Workstations were adjusted to allow for social distancing in factories and administrative areas.
- Enterprises were increased and protocols were enacted for areas where a COVID positive person had been working.
- Mandatory training occurred for all staff on COVID-19 protocols and procedures specific to CALPIA.





 **BUILDING MANUFACTURING
AT FOLSOM STATE PRISON**



Labor & Human Rights Management



CALPIA EMPLOYEES

CALPIA is committed to the safety and success of its employees. Following the implementation of a security and preparedness oriented education program for new employees in 2020, CALPIA began the development of a focused Leadership Academy. This new mandatory training program will enhance the initiatives laid out in the current CALPIA Workforce and Succession Plans which were released in early 2022. CALPIA prepares mid-level managers and supervisors for their current and future leadership roles which ensures a strong, well-prepared workforce for continued success.

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.

INCARCERATED INDIVIDUAL WORKFORCE

CALPIA invests in curriculum for incarcerated individuals, offering 134 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 34 CDCR institutions, with approximately 7,000 incarcerated individual assignments in manufacturing, agricultural, consumable, service and support functions, including warehouse and administration.

To date, CALPIA's CTE program has been one of the most effective rehabilitation programs in the United States. More than 3,000 incarcerated individuals have graduated with an accreditation from a CALPIA CTE program.



INDUSTRY EMPLOYMENT PROGRAM

Through the Industry Employment Program (IEP), CALPIA incarcerated individual employees are evaluated for improvement in job skills, education, experience and work habits. IEP provides incarcerated individuals access to nationally accredited certifications, state apprenticeship certifications, and internal skill proficiency certificates. All CALPIA incarcerated individuals must earn a high school diploma or equivalent within two years of starting with CALPIA to continue participation in CALPIA programs.

During fiscal year 2020-21, there were 2,241 incarcerated individuals registered into the state apprenticeship program with 1,451 incarcerated individuals completing an apprenticeship program.

CTE PROGRAMS:

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



“ CALPIA gave me the foundation of hard work and perseverance. I got the skills and technical training I needed to make it on the outside.”

- MAYNARD WALKER

See more success stories at
www.calpia.ca.gov/success-stories/



Community Outreach & Involvement



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

CDCR incarcerated individuals who participate in CALPIA programs are giving back to various crime victims' support groups throughout the state for a total of more than \$18,000. The money comes from incarcerated individuals participating in CALPIA's Joint or Free Venture Programs at four California institutions. 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. Institutions where incarcerated individuals made donations: Central California Women's Facility, San Quentin State Prison, N.A. Chaderjian Youth Correctional Facility, and California Correctional Center.

Press Release:

<https://www.calpia.ca.gov/wp-content/uploads/calpia/news/Press-Release-12-20-2021-PIA.pdf>

Inside CDCR:

<https://www.cdcr.ca.gov/insidecdcr/2022/01/03/incarcerated-give-back-to-crime-victims-through-calpia-programs/>

AVENAL PRISON DONATES SUPPLIES TO FIREFIGHTING FIRST RESPONDERS

Money and supplies were provided by Avenal State Prison (ASP) staff to aid the first responders at the KNP and Three Rivers fires threatening the giant sequoias. This was part of a joint fundraiser which were CSP-Corcoran and the Substance Abuse Treatment Facility.

The KNP Complex Fire was estimated to have burned approximately 85,952 acres (120 square miles) and was started from a lightning strike. The ASP staff never hesitated to render aid when the surrounding communities were in need.

Inside CDCR:

<https://www.cdcr.ca.gov/insidecdcr/2021/10/14/avenal-prison-donates-supplies-to-firefighting-first-responders/>



CDCR incarcerated individuals who participate in CALPIA programs are giving back to various crime victims' support groups throughout the state for a total of more than \$18,000."



CDCR, CCHCS SPREAD HOLIDAY CHEER THROUGH ACTS OF KINDNESS

Across the state, CDCR/CCHCS programs, offices and institutions helped their communities during the holiday season. Through fundraisers, toy drives, or feeding the hungry, staff went above and beyond to help those in need.

Inside CDCR:

<https://www.cdcr.ca.gov/insidecdcr/2021/12/02/cdcr-spreads-holiday-cheer-through-acts-of-kindness>





**OUR PROMISE CHARITABLE CAMPAIGN
KICKED OFF IN SEPTEMBER 2021**

It 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
7,000 incarcerated individual work assignments work assignments, and operations in over 100 service, manufacturing, and consumable enterprises at all 34 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
No changes

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
2021
- G4-29 Date of most recent previous report, if applicable
2021
- 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 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 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 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 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



CALPIA

CALIFORNIA PRISON INDUSTRY AUTHORITY
560 E Natoma Street, Folsom, CA 95630
calpia.ca.gov

FOLLOW CALPIA
ON SOCIAL MEDIA



04272203