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RE: Corporate Sustainability Philosophy and Programs

Being environmentally conscious has been part of Allen Organ Company's DNA since its inception. This began with a philosophy of building organs that would serve for decades, long after most products that utilize technology require replacement.

For a product to serve for decades it must be initially built with quality throughout. In addition, it requires a unique level of corporate support with the commitment to supply replacement parts for instruments long into the future. Allen Organ Company has invested over \$2 million in parts for supporting older instruments that has enabled the Company to support even its oldest instruments in their eighth decade. In addition, Allen supports digital organs that are over 50 years old. This level of support is unique and results in products serving customers long after others have gone to landfills.

Allen Organ Company has also instituted programs to promote its environmental responsibilities that include:

Factory Cooling

The Allen factory requires air conditioning, not only for employee comfort, but also to maintain a stable environment for wood, a substantial component of its organs. A major portion of Allen's factory is cooled through non-contact well-water that is pumped out of the ground and run through plant piping. This water is then returned to a Pennsylvania stream, as approved by the *Pennsylvania Department of Environmental Protection*. This is substantially more energy efficient than typical air conditioning and does not contain any harmful hydrofluorocarbons that are found in conventional air conditioning systems.

Lumber Cutoffs and Crating Materials

As with any wood products, there is falloff created when wood is cut to size. These cut off parts are recycled for future use. In addition, all packing materials for products received at the Company are recycled. Allen also has a scrap wood program that offers wood waste to employees for supplemental heating of their homes.

Sawdust/Wood Chips

As wood is processed, a byproduct is sawdust and wood chips. Allen has installed a dust collection system in its Wood Shop and stores this material. On a weekly basis, local farmers collect this material for animal bedding.

Reduced VOC's and Water-Based Paints

VOCs (Volatile Organic Compounds) is a byproduct of certain finishing (paint) processes. Allen has installed a *High-Volume Low Pressure* spray system (HVLV) to significantly lower VOCs. In addition, Allen has instituted processes that utilize water-based paints that do not include VOCs for certain wood components.

Extensive Recycling Programs

The Company has instituted recycling programs to limit byproducts that are not used in organ production including:

1. Recycling metal and metal chips.
2. Recycling leads and clippings from electronic components.
3. Recycling of solder dross and solder paste used in the manufacturing process.
4. Recycle cardboard and office paper throughout the Company.
5. Recycling cans and bottles throughout the Company.

ROHS (Lead Free)

For production of electronic circuit boards, Allen has implemented a sophisticated ROHS (*Restriction of Hazardous Substances*) or lead-free process. This required the purchase of new circuit assembly equipment designed to handle lead-free production. Removing lead from the manufacturing process eliminates this hazardous material from becoming part of landfills.

LED Lighting

The Company replaced thousands of incandescent and fluorescent light bulbs throughout the plant with low-power LED light bulbs and fixtures, substantially decreasing energy usage. These changes resulted in an estimated annual reduction of electricity usage of over 125,000 kWh.

New Sales Building

Allen Organ Company is constructing a new sales facility attached to its manufacturing plant. This facility will replace a 50-year-old building that will substantially lower the Company's carbon footprint.