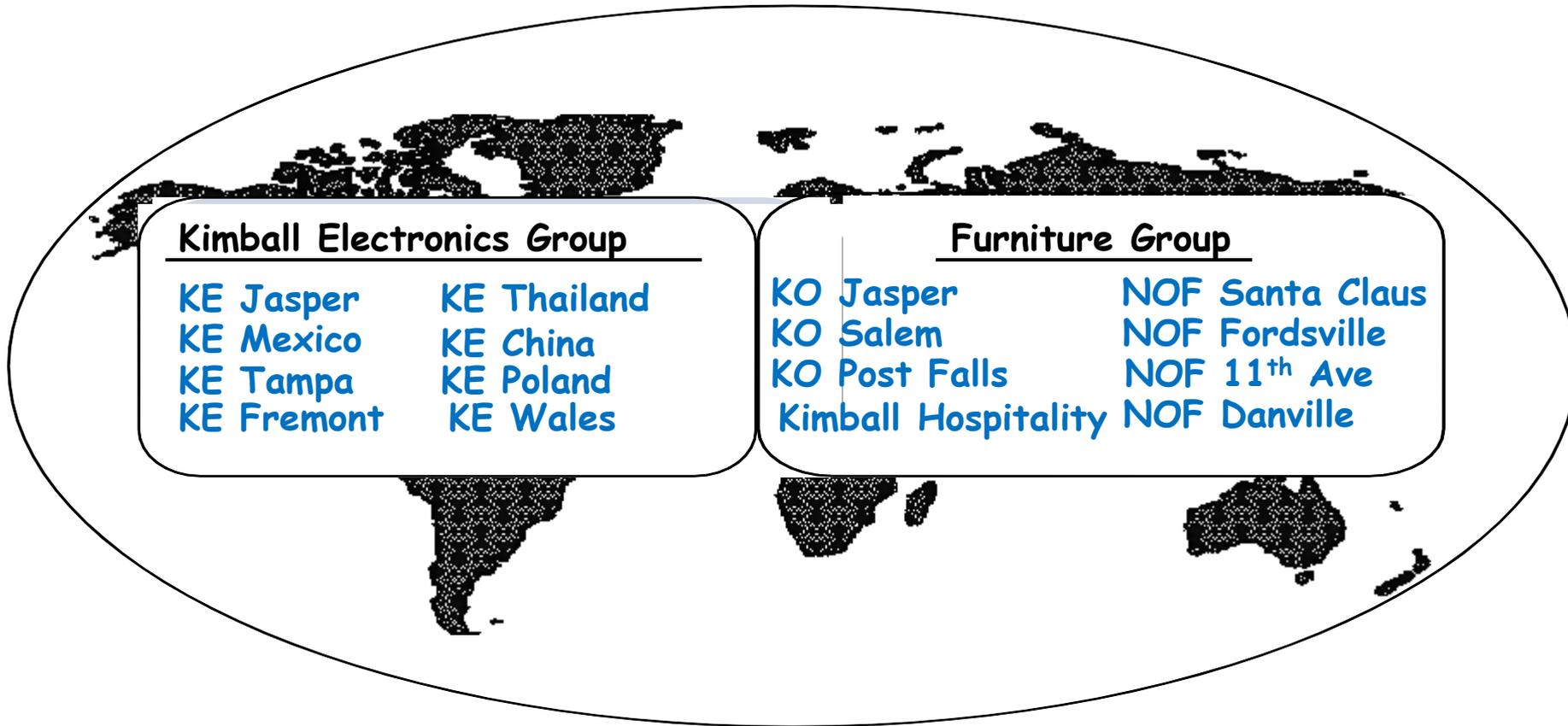


Kimball International , Inc.



Kimball Electronics Group

KE Jasper KE Thailand
KE Mexico KE China
KE Tampa KE Poland
KE Fremont KE Wales

Furniture Group

KO Jasper NOF Santa Claus
KO Salem NOF Fordsville
KO Post Falls NOF 11th Ave
Kimball Hospitality NOF Danville

Development of 14001 Environmental Management Systems

- **Corporate Directive to develop an Environmental Management System Template**

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- **Decision by Corporate and the Management Teams at Kimball Electronics & Furniture Groups to pattern the EMS Template after the ISO 14001:2004 standard**
- **A team of 16 Environmental Managers was formed & ISO 14001 training conducted by Purdue.**

Development of 14001 Environmental Management Systems (cont)

- **Divided the main team into 2 teams to take on separate Sections of the ISO 14001 standard and create language for the EMS.**

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- **Draft language of these Sections was presented to the entire team, revised and approved.**
- **Once the EMS Template was completed Work Instructions and Environmental Aspects were drafted. These were based on a facility having the most Impacts to the Environment; boiler, dust collection, metal painting, metal cleaning, wood working, and gluing processes.**

Development of 14001 Environmental Management Systems (cont)

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- **Implementation of the Template was then conducted at 9 locations during a 1 year time table.**

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- **Implementation of the Template was then conducted at 9 locations during a 1 year time table.**
- **Marketing and Sales directed that third party ISO 14001 registration be completed. This was accomplished within 4 months.**

Development of 14001 Environmental Management Systems (cont)

- **Implementation of the EMS Template was conducted at the same facility to surface all issues.**
- **Implementation of the Template was then conducted at 9 locations during a 1 year time table.**
- **Marketing and Sales directed that third party ISO 14001 registration be completed. This was accomplished within 4 months.**
- **The EMS Template has been implemented at Kimball's China, Poland, and Mexico locations and ISO 14001 registration achieved.**

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- **Improvements made in decreasing Energy Use, reducing Landfill Use, reducing VOC Emissions, reducing Hazardous Waste, reducing Employee Exposures, reducing future Liabilities, etc.**
- **Total Annual Cost Savings realized was \$495,000**

Significant Environmental Aspects Drive Sustainability Events

- **Currently for fiscal year 2010 Kimball locations are working on 45 Significant Environmental Aspect Programs.**