



INDIANA ENVIRONMENTAL STEWARDSHIP PROGRAM ANNUAL PERFORMANCE REPORT

State Form 53475 (R8 / 1-22)
INDIANA DEPARTMENT OF ENVIRONMENTAL MANAGEMENT
ENVIRONMENTAL STEWARDSHIP PROGRAM

Indiana Department of Environmental Management
Office of Program Support
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Please use this form if you are a member of the Indiana Environmental Stewardship Program (ESP) to report on progress toward objectives and targets AND certify ESP requirements continue to be achieved. Indiana ESP facilities must submit an Annual Performance Report (APR) by April 1st of every year, for each calendar year in which the entity has been a member for at least three (3) full months. Membership terms are renewed every four (4) years through submitting your APR. Your APR should be reviewed and signed by a senior manager at your facility prior to submittal. Once signed, e-mail the APR to esp@idem.IN.gov. Please do not include any confidential business information in your annual performance report. Public access laws require IDEM to make the APR publicly available, which may include posting all portions of your report on the Indiana ESP Web site. If you have any questions, please contact IDEM at esp@idem.IN.gov or (800) 988-7901.

This form will also be used for ESP members who are also members of the Indiana Partners for Pollution Prevention Program to recertify their membership and reaffirm their commitment to the Partners Pledge.

SECTION A		FACILITY INFORMATION	
Name of facility Kimball International, Inc.			
Name of parent company (if applicable)			
Street address (number and street) 1600 Royal St.			
City / State / ZIP code Jasper, IN 47546			
County Dubois			
Website of facility / company KimballInternational.com			
How many employees (full time equivalents) currently work at your facility? 1092			
CONTACT INFORMATION			
Name of Primary Contact (Mr. / Mrs. / Ms. / Dr.) Mrs. Rhonda Scherer		Title Environmental Compliance Manager - Operations	
Telephone number (812) 634-3520	Mobile phone number (812) 6308417	E-mail address rhonda.scherer@kimballinternational.com	
Mailing address (if different from facility address)			
City / State / ZIP Code			
Name of Secondary Contact (Mr. / Mrs. / Ms. / Dr.) Mr. Chris Knies		Title Environmental Coordinator	
Telephone number (812-634)3650	Mobile phone number (812) 639-8603	E-mail address chris.knies@kimballinternational.com	
Mailing address (if different from facility address) 340 E 11th Avenue			
City / State / ZIP Code Jasper, IN 47546			
REPORTING PERIOD			
Reporting period dates from prior calendar year (mm/dd/yyyy – mm/dd/yyyy) 01/01/2021 - 12/31/2021			
1a. Is this the fourth ESP Annual Performance Report of your membership term? <input type="checkbox"/> Yes—If yes, answer question 1b. <input checked="" type="checkbox"/> No—If no, skip to question 2a.			
1b. Do you wish to renew your Indiana Environmental Stewardship Program membership? <input type="checkbox"/> Yes—If yes, please answer question 2a and complete all sections of this annual report. <input type="checkbox"/> No—If no, please answer question 2a and complete all sections of this annual report except for Section F.			
2a. Are you a member of the Indiana Partners for Pollution Prevention (Partners) Program? <input checked="" type="checkbox"/> Yes—If yes, answer question 2b. <input type="checkbox"/> No—If no, skip to the "Change in Information" section of this report.			

REPORTING PERIOD (CONTINUED)

- 2b. Do you wish to recertify your Partners for Pollution Prevention (Partners) Pledge?
 Yes—If yes, please complete all sections of this annual report.
 No—If no, please complete all sections of this annual report except for Section F.

CHANGE IN INFORMATION

In your ESP application and, perhaps, in previous annual performance reports, you described what your facility does or makes. Have there been any changes or additions to your facility's list of products or activities?

- Yes—If yes, please describe them:

 No

SECTION B

PUBLIC OUTREACH AND PERFORMANCE REPORTING

Why do we need this information?

IDEM needs to know how environmental information was shared with the public.

What do you need to do?

Describe how the facility has shared and plans to share environmental information.

Please briefly describe the activities that your facility conducted during this reporting period to interact with the community on environmental issues and to report publicly on its environmental performance.

ESG (Environmental, Social & Governance) Reporting, and CDP (Carbon Disclosure Project (CDP) Reporting. Began planning for TCFD (Task Force on Climate Related Financial Disclosures), SASB (Sustainability Accounting Standards Board) and the United Nations Sustainable Development Goals (SDGs) to include 2021 data.

Please indicate which of the following methods your facility plans to use to make its ESP Annual Performance Report available to the public. Please check as many as appropriate.

- Web site (<http://www.kimballinternational.com>) Open house Meetings Press releases Other: Tours

SECTION C

ENVIRONMENTAL MANAGEMENT SYSTEM ASSESSMENT

Why do we need this information?

Facilities need to have implemented an EMS that meets certain criteria and use an ISO 14001 EMS Lead Auditor at least every thirty-six (36) months to assess the EMS.

What do you need to do?

Answer the following questions about your EMS.

1. What is the most recent date that an ISO 14001 EMS Lead Auditor performed an EMS assessment at your facility? April - 2021

2. Name, title, and organization of ISO 14001 EMS Lead Auditor who conducted the most recent EMS assessment:
Bruce Godshall, Lead Auditor with SAI Global

3. Is the date of the most recent EMS assessment performed by an ISO 14001 EMS Lead Auditor within the past thirty-six (36) months?

Yes—If yes, skip to Question 4.

No—If no, please have your ISO 14001 EMS Lead Auditor complete and sign the following checklist, indicating whether or not your EMS meets the listed criteria for ESP membership:

- Yes No Evidence of senior management support, commitment, and approval.
- Yes No A written environmental policy directed toward compliance, pollution prevention, and continuous improvement.
- Yes No Identification of the environmental aspects at the entity.
- Yes No Prioritization of the environmental aspects and a determination of those aspects deemed significant considering, at the minimum, environmental impacts and applicable laws and regulations.
- Yes No Established priorities, and environmental objectives and targets for continuous improvement in environmental performance and for ensuring compliance with applicable environmental laws, regulations, and permit conditions. Objectives and targets must go beyond current legal requirements and specify the environmental media, types of pollution to be prevented or reduced, implementation activities, and projected time frames.
- Yes No An established community outreach mechanism that includes identifying and responding to community concerns; informing the community of important matters that affect the community; and reporting on the EMS (including reporting to the public on the environmental policy and significant aspects).
- Yes No Incorporation of environmental and pollution prevention planning in the development of new products, processes, and services and modifications of existing processes.
- Yes No Evidence of clear responsibility for implementation, training, monitoring, EMS maintenance, taking corrective action, and ensuring compliance with applicable environmental laws, regulations, and permit conditions.
- Yes No Documentation of the implementation procedures and the results of implementation.
- Yes No Appropriate written EMS procedures.
- Yes No An annual evaluation of the EMS with written results provided to senior management and affected employees.

Signature of ISO 14001 EMS Lead Auditor

Date (month, day, year)

SECTION C

ENVIRONMENTAL MANAGEMENT SYSTEM ASSESSMENT
CONTINUED

4. Were any deficiencies found during the most recent EMS assessment?

Yes—If yes, describe any deficiencies found and the corrective action taken to address each deficiency:

No

5. What type of protocol was used to perform the independent EMS assessment?

- ISO 14001:2015 Certified audit
 ESP Independent Assessment Protocol
 Other (please specify):

6. Is the EMS certified to a recognized standard?

Yes—If yes, what standard does the EMS follow (please provide a copy of the most recent certificate)?

- ISO 14001:2015
 Responsible Care EMS
 Responsible Care 14001

No

7. When was the last Senior Management review of your EMS completed?

Month / Year: August 2021 - Metrics Reviewed Monthly

Who headed the review (name and title)? Rhonda Scherer, Environmental Compliance Manager - Operations & Wendell Sloan, VP of US Manufacturing

8. When did your facility last conduct an internal or corporate environmental compliance audit? Do not include inspections or site visits by regulatory organizations.

Audit scope included, but was not limited to multimedia compliance regulations with Air, Water, Waste, Spill Prevention & Emergency Resposno.

Scope of the compliance audit:

Month(s) / Year(s): January 2021

Who conducted the audit(s) (e.g., facility staff, corporate, third party)?

Ron Rothgerber, Environmental Manager - Regulatory - Kimball International; Rhonda Scherer, Environmental Compliance Manager - Operations - Kimball International

9. Explain the emergencies experienced within the facility during the past year. Were the applicable emergency and contingency plans detailed in the EMS effective? What changes, if any, have been made to your facility's emergency or contingency plans?

No Emergencies Occurred.

10. Has your facility corrected all instances of potential environmental non-compliance and EMS non-conformance identified during your audits and other assessments?

Yes—If yes, briefly summarize corrective actions taken and other improvements made as a result of your EMS assessment(s) or compliance audit(s).

No—If no, please explain your plans to correct these instances.

No such instances identified.

Changes in monitoring forms with consolidating the EMS System were not fully implemented at each location. This has since been corrected and we've increased training where needed, due to employee hiring.

SECTION D

ADDITIONAL INFORMATION

Why do we need this information?

This information will help IDEM to effectively manage the Environmental Stewardship Program.

What do you need to do?

Answer the questions as completely as possible.

1. In addition to ESP, please list environmental awards received or voluntary programs participated in during the past twelve (12) months.
 VPP Star Sites and Partners for Pollution Prevention

2. Has your facility taken advantage of any ESP incentives? If so, please describe the implementation process and list additional benefits IDEM should consider.

Yes, 24 hour notification, low priority for routine inspections, and have requested the same permit writer for Permit Renewals or Modifications.

3. If your facility was not registered to the ISO 14001 standard prior to becoming an ESP member, has ESP helped you to pursue registration? If so, how
 N/A

4. Are the ESP and/or Partners group meeting your expectations? Please provide feedback or suggestions.
 Yes, it would be nice to continue online meetings along with the site meetings, to allow those with limited travel budgets to attend. This could potentially increase attendance and participation.

SECTION D ADDITIONAL INFORMATION (CONTINUED)

5. If you are a member of Partners, please reaffirm your facility's or organization's pledge to the Partners and provide additional information regarding commitment to pollution prevention (P2).

Yes	No	
<input checked="" type="checkbox"/>	<input type="checkbox"/>	1. Ensure employees are aware of the facility's commitment to P2 and understand their role in implementing P2 objectives and goals in the facility.
<input checked="" type="checkbox"/>	<input type="checkbox"/>	2. Your facility has incorporated P2 planning in the development of new products, processes, and/or services.
<input checked="" type="checkbox"/>	<input type="checkbox"/>	3. Your facility established a mechanism to monitor waste generation and identify realistic P2 goals.
<input checked="" type="checkbox"/>	<input type="checkbox"/>	4. Your facility has established a process to listen and respond to stakeholder concerns.
<input checked="" type="checkbox"/>	<input type="checkbox"/>	5. Your facility makes available your general waste reduction and P2 information to members of our community, IDEM, and the Partners, if requested?
<input checked="" type="checkbox"/>	<input type="checkbox"/>	6. Your facility has participated in or conducted outreach activities that include details of your P2 efforts; please specify: Partnered with local community to conduct paper shredding from our Corporate Recycling Center.
<input checked="" type="checkbox"/>	<input type="checkbox"/>	7. Your facility has participated in two or more Partners meetings in the last year.
<input checked="" type="checkbox"/>	<input type="checkbox"/>	8. Your facility supported the annual Pollution Prevention Conference and Trade Show. Please check all that apply: <input type="checkbox"/> Financial sponsorship <input checked="" type="checkbox"/> One or more attendees from your facility <input checked="" type="checkbox"/> Other (specify) Board Membership

SECTION E ENVIRONMENTAL IMPROVEMENT INITIATIVE RESULTS

Why do we need this information?
 Facilities need to share the results of the environmental improvement initiative that was pursued during the reporting period. IDEM needs to report cumulative program reduction results.

What do you need to do?
 Reference Section F for "Category" and "Indicator" options to complete this section. Summarize your facility's progress on achieving the initiative you identified in the application or last year's APR. For assistance, please call (800) 988-7901 or email esp@idem.in.gov.

Initiative #1

Category 1: <small>Water Use</small>	Baseline	Current	Cost Savings
Indicator 1: <small>Total Water Use</small>	(indicate measurement unit)	(indicate measurement unit)	
Calendar year	2020	2021	
Actual quantity (per year)	9,578,000 Gallons	9,861,000 Gallons	
Production unit (select one)	Earned Labor Hours ^X	Production units	Production lbs.
	Other -- specify (e.g. Gallons, length, etc.)		
Production Quantity	3613936	3104562	NA
Normalization factor (Current year production + Baseline year production) .86			
Normalized quantity (Actual current year quantity - Actual baseline quantity) x Normalization factor 243390			

Briefly describe how you achieved improvements for environmental initiative #1 or, if relevant, any circumstances that delayed progress.
 The achievement was not met due to metering changes within our Salem location at the end of the year 2020. Current meter reads flow more exact and indicated an increase of 1,596,000 gallons. With out this change we would have had an estimated normalized factor of -1129180.

Initiative #2

Category 2: <small>Non-Hazardous Waste</small>	Baseline	Current	Cost Savings
Indicator 2: <small>Landfill</small>	(indicate measurement unit)	(indicate measurement unit)	
Calendar year	2020	2021	
Actual quantity (per year)	1174 Tons	948 Tons	

Production unit (select one)	Earned Labor Hours ^x Other -- specify (e.g. Gallons, length, etc.)	Production units	Production lbs.
Production Quantity	3613936	3104562	NA
Normalization factor (Current year production + Baseline year production) ^{.85}			
Normalized quantity (Actual current year quantity - Actual baseline quantity) x Normalization factor -194.36			
Briefly describe how you achieved improvements for environmental initiative #2 or, if relevant, any circumstances that delayed progress. Several Facility Optimization Events occurred in 2021 at each of our Kimball International locations, improving our efficiencies and reducing waste.			

Initiative #3			
Category 3: Hazardous Waste Indicator 3: Reduction	Baseline (indicate measurement unit)	Current (indicate measurement unit)	Cost Savings
Calendar year	2020	2021	
Actual quantity (per year)	18.06 Tons	15.19 Tons	
Production unit (select one)	Earned Labor Hours ^x Other -- specify (e.g. Gallons, length, etc.)	Production units	Production lbs.
Production Quantity	3613936	3104562	NA
Normalization factor (Current year production + Baseline year production) ^{.86}			
Normalized quantity (Actual current year quantity - Actual baseline quantity) x Normalization factor -2.47			
Briefly describe how you achieved improvements for environmental initiative #3 or, if relevant, any circumstances that delayed progress. Several Facility Optimization Events occurred in 2021 at each of our Kimball International locations, improving our efficiencies and reducing waste.			

SECTION E ENVIRONMENTAL IMPROVEMENT INITIATIVE RESULTS CONTINUED

- Briefly describe the impacts or wastes eliminated resulting from the environmental initiative(s). If multiple initiatives, please indicate which specifically.
Facility and Utility optimizations in 2021 allowed us to utilize our production facilities more efficiently and reduce overall environmental impacts, such as landfill waste, increased recycling efforts, hazardous waste and air emissions.
- Are there other best management practices (BMPs) you can share correlating to your initiative(s)?
- If the objectives and targets associated with the environmental improvement initiative(s) were not attained, please verify continued progress toward the environmental initiative(s). If multiple initiatives, please indicate which specifically.
- Please provide a narrative summary of progress made toward qualitative, significant EMS objectives and targets, if any.
- Please list any state, U.S. EPA, or other partnership programs to which you are reporting this data (e.g., Energy Star, DOE Energy Performance, state award application).
N/A
- Would your facility be willing to share the environmental improvement initiative(s) and its best management practices (BMPs) at the ESP Annual Meeting and/or a Partners for Pollution Prevention quarterly meeting or conference? Yes No

SECTION F

FUTURE YEAR ENVIRONMENTAL IMPROVEMENT INITIATIVE

Why do we need this information?

Facilities need to show they are committed to improving their environmental performance.

What do you need to do?

Refer to the Environmental Performance Table and answer the following questions.

1 Select the appropriate boxes in the following table to indicate the category and indicator(s) that represents the future environmental improvement initiative selected by your facility. For the category and indicator selected, list the baseline year (e.g., 2022) and the future year (e.g., 2023). Next, list the baseline annual quantity (e.g., 5 tons) and future annual quantity (e.g., 2 tons) you are committing to achieve by the end of the future year.

Category	Indicator	Baseline Year 2018	Future Year 2022	Unit
<input type="checkbox"/> Material Procurement	<input type="checkbox"/> Recycled content			<input type="checkbox"/> Pounds, <input type="checkbox"/> tons <input type="checkbox"/> gallons
	<input type="checkbox"/> Hazardous/toxic components			<input type="checkbox"/> Pounds, <input type="checkbox"/> tons <input type="checkbox"/> gallons
<input type="checkbox"/> Suppliers' Environmental Performance	<input type="checkbox"/> Specify indicator:			As specified for the particular indicator
<input type="checkbox"/> Material Use	<input type="checkbox"/> Materials used			<input type="checkbox"/> Pounds, <input type="checkbox"/> tons <input type="checkbox"/> gallons
	<input type="checkbox"/> Hazardous materials used			<input type="checkbox"/> Pounds, <input type="checkbox"/> tons <input type="checkbox"/> gallons
	<input type="checkbox"/> Ozone depleting substances used			CFC-11 equivalent pounds
	<input type="checkbox"/> Total packaging materials used			<input type="checkbox"/> Pounds, <input type="checkbox"/> tons
<input type="checkbox"/> Water Use	<input type="checkbox"/> Total water used			Gallons
<input type="checkbox"/> Energy Use	<input type="checkbox"/> Electricity			<input type="checkbox"/> kWh, <input type="checkbox"/> MWh
	<input type="checkbox"/> Steam			<input type="checkbox"/> kWh, <input type="checkbox"/> MWh, <input type="checkbox"/> gallons, <input type="checkbox"/> ft ³
	<input type="checkbox"/> Natural gas			<input type="checkbox"/> Btu, <input type="checkbox"/> MMBtu
	<input type="checkbox"/> Diesel			Gallons
	<input type="checkbox"/> Propane / LPG			<input type="checkbox"/> Btu, <input type="checkbox"/> MMBtu, <input type="checkbox"/> gallons
	<input type="checkbox"/> Gasoline			Gallons
	<input type="checkbox"/> Solar			<input type="checkbox"/> kWh, <input type="checkbox"/> MWh
	<input type="checkbox"/> Wind			<input type="checkbox"/> kWh, <input type="checkbox"/> MWh
	<input type="checkbox"/> Landfill gas			<input type="checkbox"/> Btu, <input type="checkbox"/> MMBtu
	<input type="checkbox"/> Combined heat and power			<input type="checkbox"/> kWh, <input type="checkbox"/> MWh, <input type="checkbox"/> Btu, <input type="checkbox"/> MMBtu
<input type="checkbox"/> Other:				
<input type="checkbox"/> Land and Habitat	<input type="checkbox"/> Land and habitat conservation			<input type="checkbox"/> Square feet, <input type="checkbox"/> acres
	<input type="checkbox"/> Community land revitalization			<input type="checkbox"/> Square feet, <input type="checkbox"/> acres
<input checked="" type="checkbox"/> Air Emissions	<input checked="" type="checkbox"/> Total GHGs	51925.6	40129.1	MTCO2E
	<input type="checkbox"/> VOCs			<input type="checkbox"/> Pounds, <input type="checkbox"/> tons
	<input type="checkbox"/> NOx, SOx, PM _{2.5} , PM ₁₀ , or CO			<input type="checkbox"/> Pounds, <input type="checkbox"/> tons
	<input type="checkbox"/> Air toxics			<input type="checkbox"/> Pounds, <input type="checkbox"/> tons
	<input type="checkbox"/> Odor			European Odour Units
	<input type="checkbox"/> Radiation			<input type="checkbox"/> Curies, <input type="checkbox"/> Becquerels
	<input type="checkbox"/> Dust			<input type="checkbox"/> Pounds, <input type="checkbox"/> tons
<input type="checkbox"/> Discharges to Water	<input type="checkbox"/> COD or BOD			<input type="checkbox"/> Pounds, <input type="checkbox"/> tons
	<input type="checkbox"/> Toxics			<input type="checkbox"/> Pounds, <input type="checkbox"/> tons
	<input type="checkbox"/> Total suspended solids			<input type="checkbox"/> Pounds, <input type="checkbox"/> tons
	<input type="checkbox"/> Nutrients			<input type="checkbox"/> Pounds, <input type="checkbox"/> tons of <input type="checkbox"/> N or <input type="checkbox"/> P
	<input type="checkbox"/> Sediment from runoff			<input type="checkbox"/> Pounds, <input type="checkbox"/> tons
	<input type="checkbox"/> Pathogens			<input type="checkbox"/> MPN/ml, <input type="checkbox"/> CFU/ml

Category	Indicator	Baseline Year 20____	Future Year 20____	Unit
<input type="checkbox"/> Non-hazardous Waste <input type="checkbox"/> Hazardous Waste	<input type="checkbox"/> Landfill			<input type="checkbox"/> Pounds, <input type="checkbox"/> tons
	<input type="checkbox"/> Incineration			<input type="checkbox"/> Pounds, <input type="checkbox"/> tons
	<input type="checkbox"/> Reused/recycled off-site			<input type="checkbox"/> Pounds, <input type="checkbox"/> tons, <input type="checkbox"/> gallons
	<input type="checkbox"/> Other:			<input type="checkbox"/> Pounds, <input type="checkbox"/> tons, <input type="checkbox"/> gallons
<input type="checkbox"/> Noise	<input type="checkbox"/> Noise			dBA
<input type="checkbox"/> Vibration	<input type="checkbox"/> Vibration			Inches per second
<input type="checkbox"/> Products	<input type="checkbox"/> Expected lifetime energy use			<input type="checkbox"/> kWh, <input type="checkbox"/> MWh, <input type="checkbox"/> Btu, <input type="checkbox"/> MMBtu,
	<input type="checkbox"/> Expected lifetime water use			Gallons
	<input type="checkbox"/> Expected lifetime waste to air, water, or land from product use			<input type="checkbox"/> Pounds, <input type="checkbox"/> tons
	<input type="checkbox"/> Waste to air, water, or land from disposal or recovery			<input type="checkbox"/> Pounds, <input type="checkbox"/> tons

If you need assistance filling out the form, please contact the ESP program manager at either esp@idem.in.gov or 1-(800) 988-7901.

SECTION F FUTURE YEAR ENVIRONMENTAL IMPROVEMENT INITIATIVE
CONTINUED

1. If the future environmental improvement initiative(s) will be *qualitative* in nature, please describe.
N/A

2. What activities or process changes do you plan to undertake at your facility to accomplish your future initiative (e.g., technology changes in a particular process line, employee training)?
N/A *Kimball International continues to work on facility optimization as well as evaluating partnerships with local green power programs.*

3. Does this future initiative address a significant aspect in your EMS?
 Yes
 No—If no, please explain why you believe this indicator should be included as an environmental improvement initiative:

CERTIFICATION AND PLEDGE

On behalf of (name of facility) Kimball International, Inc

I certify that the information contained in this Annual Performance Report and attachments is accurate to the best of my knowledge and that this facility is, to the best of my knowledge and based on reasonable inquiry, currently in compliance with all applicable federal, state, and local environmental requirements, or has a corrective action program in place to attain compliance.

We, Kimball International, Inc., commit to maintaining the principles and goals outlined in our Environmental Management System for our facility's Indiana Environmental Stewardship Program status. We agree to strive for full compliance with all regulations promulgated by the U.S. EPA, state, or local jurisdictions. We agree to promote the Indiana Environmental Stewardship Program and to share our success stories with other facilities. We understand that we must meet the requirement of implementing one (1) new, independent environmental improvement initiative each year of membership (for a total of four (4) initiatives), that the Annual Performance Report must be submitted to IDEM by April 1st of each year, and that we must reapply to the Indiana Environmental Stewardship Program every four (4) years.

I understand that the information provided in this Annual Performance Report will be public record. I am the senior facility manager or authorized facility signatory, and fully authorized to execute this statement on behalf of the corporation or other legal entity whose facility is submitting this Annual Performance Report.

Signature: *[Handwritten Signature]* Date (month, day, year): *3/29/2022*

Printed signature: *WENDY H. STORIS JR.* Title: VP of US Manufacturing