

Corporate Social Responsibility Report

"Kitchens, I feel, have a strong emotional impact on a family's life. They afford a type of living experience, which helps keep families together and helps make houses happy homes. Here is where cooking should be a form of self-expression and inner pleasure. And this is why so much care should be taken in planning a kitchen. This is why a kitchen must reflect your values and the way of life you have chosen for your family."

Vilas Schertz, Founder Grabill

Organizational Profile

In 1946 life was much simpler. Vilas Schertz, founder and former president of Grabill, worked on the farm where he was born. On the farm in a little shed, he crafted simple wooden cabinets to hold the dishes belonging to his friends and neighbors in the small rural community of Grabill, Indiana. He painted the cabinets inside an old chicken coop.

Vilas took great pride in creating cabinetry that he knew would stand the test of time, and his commitment to customer satisfaction was evident as he knew that one day, he would be found visiting those friends and neighbors in their homes and his handiwork would be spoken for there.

Although he wasn't sure that his dream would keep even himself employed full-time, he took a gamble. Vilas was given the first loan ever made by Grabill Bank and thus beginning the legacy of Grabill Cabinets.

Today, the greatest asset of Grabill Cabinets continues to be its employees. This has been true since Grabill was first started. Not only has Grabill grown because of the skill and craftsmanship possessed by its employees, but also by their ability to work side by side, each at his or her individual jobs, to produce gorgeous custom cabinetry.

Environmental Responsibility

As a leading manufacturer of high-end cabinetry, Grabill Cabinets is committed to conducting business in a manner that both protects the environment and safeguards public health and safety. To achieve this, the company has implemented an environmentally responsible program that proactively identifies potential environmental risks and monitors compliance with appropriate federal, state, local and internal standards.

Grabill Cabinets works with all suppliers to encourage sustainable forestry practices. Wood doors, drawer fronts, and cabinet front frames are made from 100% hardwoods. Particle board and plywood are purchased from suppliers that meet either the Composite Panel Association requirements for Environmentally Preferred Products or the Composite Panel Associations Eco-Certified Composite Standards.

Grabill Cabinets uses leading edge technologies to limit both hazardous and non-hazardous emissions, byproducts and waste. On-going, formal programs identify opportunities for recycling and reusing materials. When waste ultimately requires disposal, steps are taken to minimize the environmental impact.

Employees

- Equal Opportunities Employer as per the Human Rights Act 2010.
- Written Policies and Procedures for Health and Safety
 - Infection Control and Prevention Plan
 - Accident and Injury Prevention Program
 - Plant Evacuation and Emergency Plan
- Staff training, appraisals and personal development
- All employees receive training per OSHA requirements
- Open Door Policy for all employees to discuss issues that arise
- Positive Reinforcement at all levels of the organization

Protecting the Environment

Grabill Cabinets commits to reducing the environment impact in the following ways:

- Reducing cardboard waste by implementing a Packsize machine to make boxes
- Continue to monitor VOC's through our Air Permits
- Continue to monitor the Storm Water through our Storm Water Permit
- Encouraging greener transport by doing the following:
 - Any company vehicles (such as delivery vehicles, plant/machinery, or company cars) should be as energy efficient as possible