

Phonic Ear, Inc's FrontRow Division is committed to conducting its business in an ethical, socially responsible and environmentally sustainable manner. Our "green" commitment is consistent with our corporate objectives and is essential to continued business success. Our Environmental and Social Responsibility Policy (ESR) is that our company will act in an environmentally responsible manner in regard to our research and design, operation practices, products and services. Since July 1, 2006 all FrontRow products have been manufactured compliant to European Union Restriction of the Use of Certain Hazardous Substances in Electrical and Electronic Equipment 2002/95/EC and are free of lead, mercury, cadmium, hexavalent chromium, Polybrominated biphenyls (PBB), Polybrominated diphenyl ether (PBDE). PBB and PBDE are known hazardous flame retardants used in several plastics. FrontRow informs all manufacturers and suppliers of our Environmental and Social Responsibility Policy and requires them to adopt similar practices aligned with these expectations. FrontRow aims to minimize the environmental impact of our products at the end-of-lifecycle and we are committed to conforming with all applicable regulations related to the Restriction of Hazardous Substances in Products.

FrontRow is a United States Green Building Council member and Energy Star partner and takes great pride in offering products that are energy efficient, are safe for the environment, and for use in our children's educational classroom environments. FrontRow management and employees support this policy in accordance with their roles and responsibilities within the organization and has implemented a comprehensive recycling program for all e-waste and batteries through our Service Department.