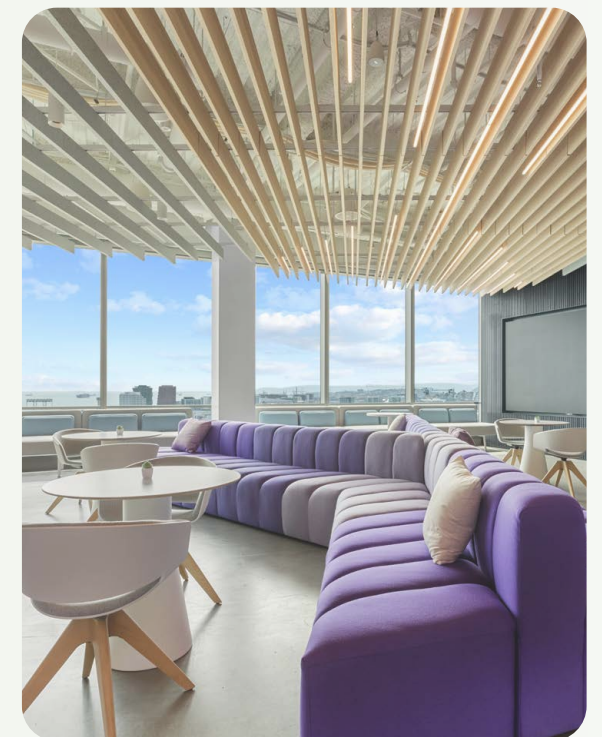
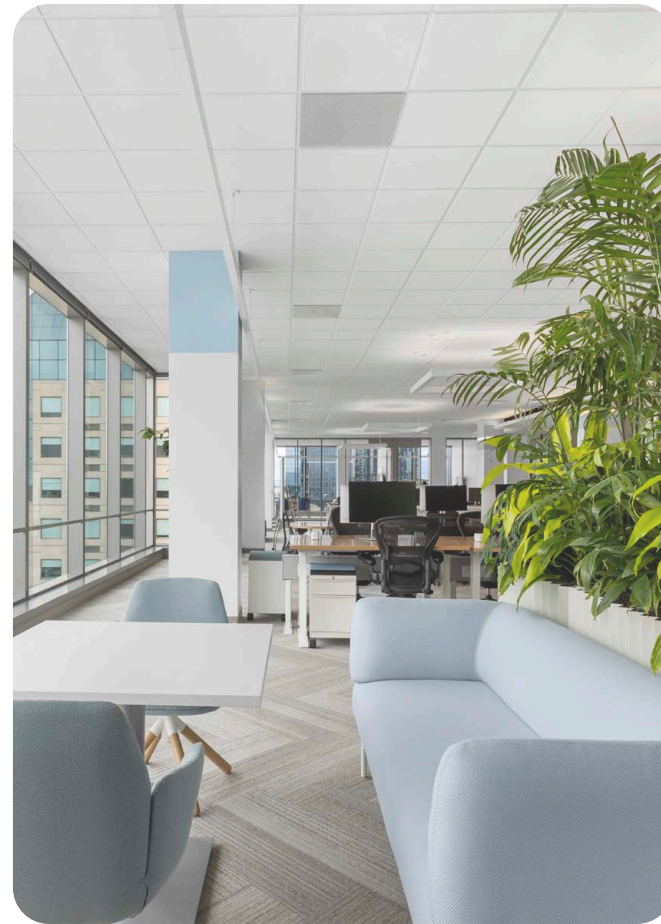


Building responsible workplaces together.

Unisource Solutions
Sustainability Commitment
2025 Annual Report





PLATFORM

A message from our CEO:

At Unisource Solutions, sustainability has been at the core of our business since 1987; starting with helping clients reuse and recycle existing furniture. Today, our commitment is stronger than ever. As climate challenges and resource demands evolve, we focus on reducing waste, supporting circular design, and helping our clients build smarter, more responsible workplaces by sourcing responsibly. Through our services, we promote reuse, offer sustainable product options, and minimize environmental impact without compromising design or performance. Sustainability isn't a trend; it's a responsibility we take seriously. We're committed to learning, improving, and working alongside our clients to make lasting, measurable progress for our communities and the planet. Together, we can shape a better, more sustainable future.



Jim Kastner, CEO



Hear directly from our team as they share how Unisource Solutions puts sustainable practices into action, from reuse and responsible sourcing to supporting clients and communities. See how our commitment comes to life across every level of the work we do.

[PLAY VIDEO >](#)





Unisource Solutions is committed to shaping a more sustainable future: reducing carbon impact, advancing circular practices, and driving collective environmental and social responsibility progress.

Since 1987, we've partnered with clients to minimize waste and lower environmental footprints across all areas of business, including Platform, our in-house custom furniture division. Our mission remains clear as we face growing climate demands: increase awareness, eliminate unnecessary waste, and lead with intention. We understand the role our operations play in shaping environmental outcomes. As a local furniture dealer, manufacturer, and service provider in Los Angeles, we're focused on continuous improvement, designing smarter, working cleaner, and collaborating with our clients to build spaces that meet the demands of both people and planet.

01. High Standards

Require our service partners and the manufacturers we represent to operate at a high sustainable standard.

02. Pollution Prevention

Practice pollution prevention measures for ourselves and our clients, based on effective and efficient waste management programs.

03. Hybrid Workplace

Maintain and support a hybrid workplace model to reduce our employees emissions and pollution impact.

04. Charitable Decommissioning

Provide decommission services that support charities through donation programs.

05. Sustainable Sourcing

Source materials that are environmentally friendly and sustainable. This includes FSC-certified wood, recycled materials, and low-emission finishes.

06. Locally Made

Continue to manufacture our furniture locally in Los Angeles, supporting our local economy while reducing transportation-related emissions.

07. Packaging Refusal

Employ a refusal policy of excess cardboard in our receiving department.

08. Carbon-Conscious Design

Utilize carbon estimator tools in the design process to promote environmentally responsible practices and minimize our carbon footprint.

09. Sustainability Education

Provide LEED and other sustainable education and resources to our customers on how to care for and extend the life of their furniture, reducing the need for replacement.



Smarter Business, Greener Practices

Leveraging the Circular Economy

From the products we specify and manufacture to the services we deliver, our goal is to maximize the value of our clients' resources while minimizing environmental impact. A circular approach reduces waste, curbs excess purchasing, and keeps valuable materials in use longer. Together, we're building efficient, intentional, and better workplaces for the planet by:

- Repairing and refurbishing usable assets for reintegration into the workplace
- Operating a centralized recycling program to divert metal, paper, and pallets from landfills
- Supporting liquidation sales and large-scale donations to repurpose and extend product life.



BY THE NUMBERS



430

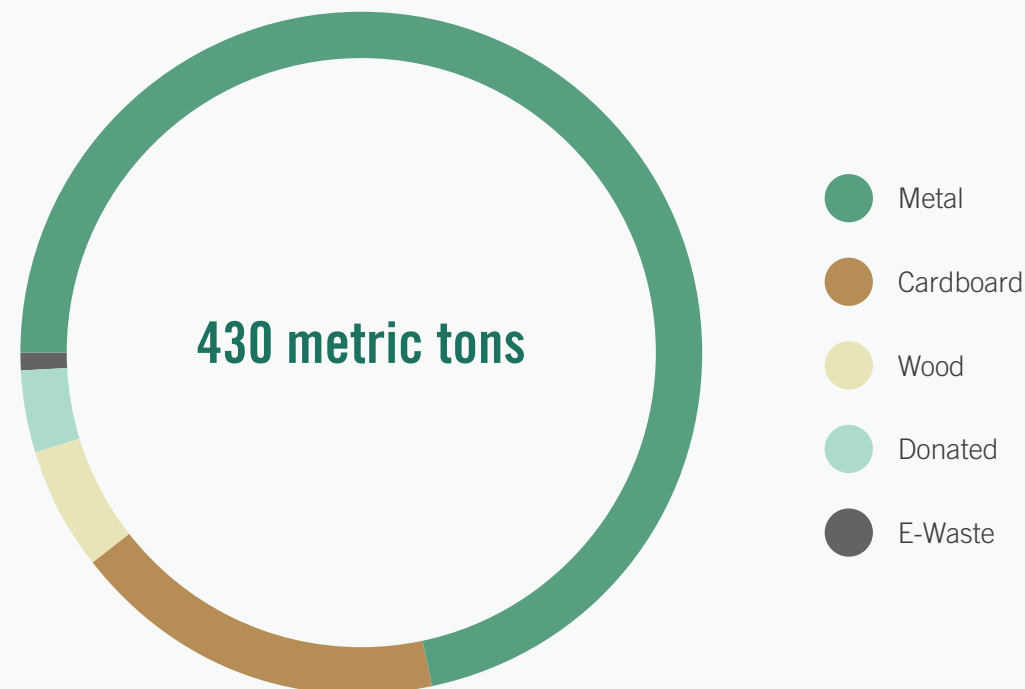
tons of reused, recycled, diverted product and materials in 2024.



\$63,000

savings to end users in 2023.

REUSED / RECYCLED PRODUCT IN 2024



OUR APPROACH TO WASTE MANAGEMENT

We follow an industry-standard waste hierarchy that prioritizes the most sustainable options first — from reuse to recycling — and moves down to less preferred methods. This framework helps us reduce landfill waste by guiding decisions that favor recovery and reuse whenever possible.

- Prevent**
 We always strive to improve our processes for packaging, inventory management, materials sourcing, and resource use to prevent waste from the start.
- Reduce**
 We pursue avenues such as sourcing materials that are environmentally friendly and sustainable.
- Reuse**
 We repair, repurpose, and donate usable items where possible.
- Recycle**
 We recycle to recover raw materials where possible.
- Responsibly Processed Waste**
 Landfill disposal is strictly used as a last resort for waste that is either ineligible for or cannot be diverted to better recovery pathways.



Responsible Decommissioning

Responsible Transitions for a Sustainable Future

Unisource Solutions offers innovative, sustainable workplace strategies, including responsible office decommissioning and net-zero aligned solutions. Our warehouse network helps clients store, track, and manage furniture assets with precision. Using an advanced inventory system, we repair, refurbish, and repurpose assets wherever they are. When it's time to reconfigure or launch a new workspace, we access what's on hand and redeploy it with intention, minimizing waste, extending asset life, and maximizing value at every turn.

OUR ECO-CONSCIOUS PROCESSES

01. Your Office, Rebuilt Responsibly

When our clients wish to reconfigure or set up a new office, we access their inventory and redeploy it as required, minimizing waste and maximizing efficiency.

03. Efficient Moves, Minimal Impact

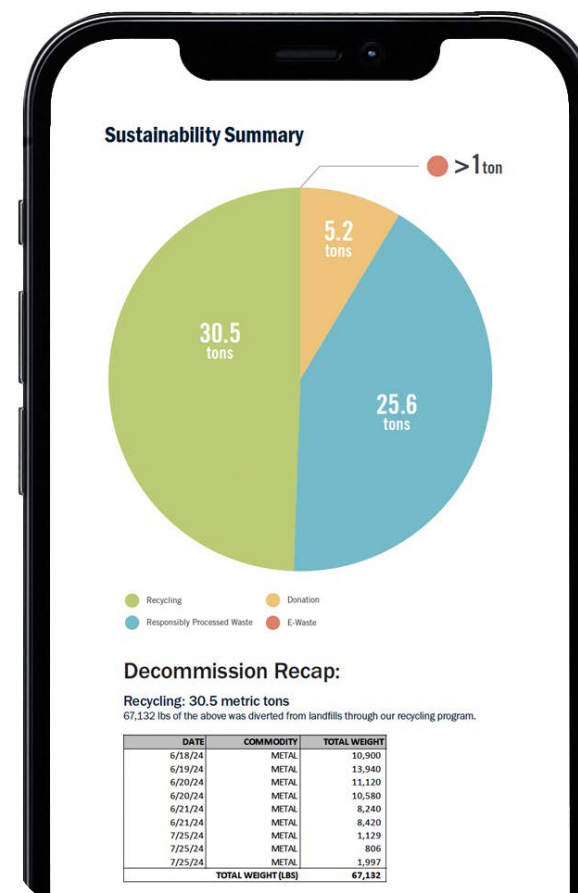
Our furniture removal services are powered by hybrid trucks to reduce environmental impact and cover a wide range of items, including workstations, private office, conference rooms, reception and common areas, storage and seating.

02. Full Circle Reporting

After your office decommissioning, we will provide a full report showing you how your items were diverted and/or donated, detailing weights and percentages of total tonnage.

04. Fast and Efficient

As workplace trends evolve, many companies are shifting the structure and size of their office spaces. Your project will always be completed on time, on budget while maintaining environmental responsibility.



PNC BANK

Unisource Solutions was assigned the task of decommissioning outdated locations while strategically redesigning each space to align with PNC's business objectives. To date, we've decommissioned eleven branches including their Irvine headquarters, with the decommissioning of eight additional branches in still to come.

[SEE MORE >](#)

Harbor-UCLA MEDICAL CENTER

Unisource Solutions was tapped by Harbor-UCLA to relocate workspaces and teams into a temporary building. Focused on employee comfort and well-being, the goal was to create an inspiring, high-functioning, low-environmental impact workplace until the campus remake is completed.

[SEE MORE >](#)



Giving Back with Purpose

Supporting Our Communities Through Sustainable Furniture Donation

In 2024, Unisource Solutions donated a wide range of quality office furniture to the Boys & Girls Club of Conejo Valley, outfitting multiple departments and shared spaces with functional, welcoming solutions. This contribution eased financial strain, enabling the organization to allocate more resources toward youth programs. By extending the life of valuable assets through donation, we support our local communities and our planet. It's one of many ways we turn sustainability into action, advancing our commitment to reuse, reduce waste, and make a meaningful difference where it counts most.



BY THE NUMBERS



34,000

lbs of product donated to non-profit organizations and charities in 2024.



60+

non-profit organizations and charities have received furniture through our donation program.

DECOMMISSIONING WITH IMPACT



State Fund turned during their transition to a hybrid work model. First, the focus was on re-homing items - reusing office furniture/equipment in other locations, while recycling or donating unneeded items to a third party. Second, on sustainably deconstructing pieces - dismantling items by their parts, such as metal and wood as recyclable resources.

[SEE MORE >](#)



We helped Union Bank with a decommissioning project and were able to support over 50 charities. Ultimately, reducing their storage inventory by 70%, resulting in 38,769 total cubic ft of donated product with a value of \$1.5M. Some of the non-profit organizations who received donated furniture included American Red Cross, Toys for Tots and Shelter's Right Hand.

[SEE MORE >](#)



Building Better, Together

Unisource Solutions has been advancing sustainable business practices since 1987 by partnering with clients who work alongside us to reduce environmental impact. Our mission remains clear: raise awareness, minimize waste, and work collaboratively to lower carbon footprints across the workplace lifecycle. In 2025, we continue to lead with purpose, helping organizations make impactful choices that support people, planet, and performance.



PLATFORM by Unisource Solutions

Our custom division, Platform by Unisource Solutions only partners with local manufacturers who perform with high awareness of environmental impact. From lean manufacturing techniques throughout the process, using 100% pre-consumer recycled wood fiber particle board, as well as shipping materials that are 100% recyclable, we strive to lower energy and waste together.

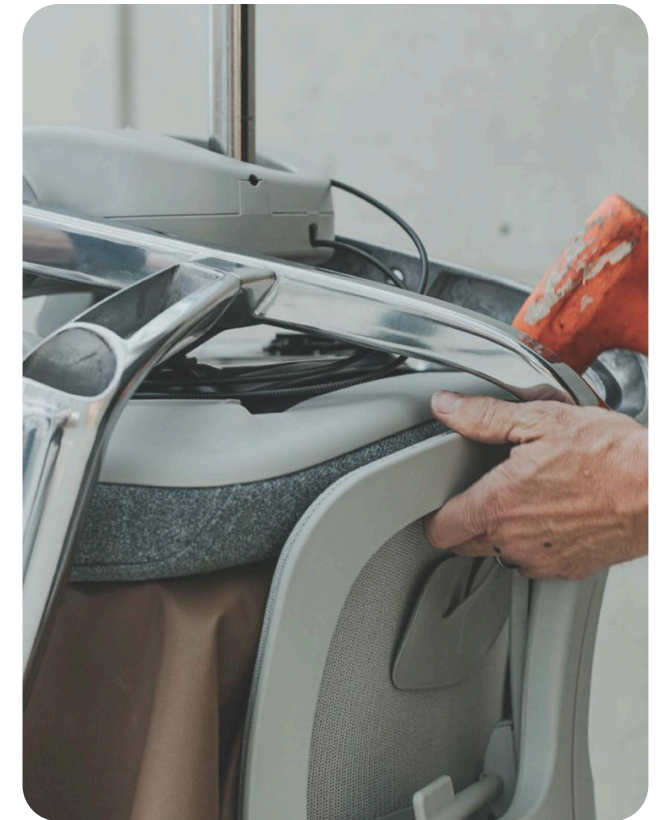
[SEE MORE >](#)



HAWORTH

Unisource Solutions takes great pride in being a **Best-In-Class Haworth dealer**. Together we are deeply committed to people and planet, and strive to foster a sustainable mindset across both companies. As partners, we are able to develop and actualize creative, sustainable solutions that protect and restore the environment, support communities, and promote well-being, both now and in the future.

[SEE MORE >](#)



Humanscale

Unisource Solutions is a closer partner with Humanscale who have also adopted a circular model where waste and pollution are removed from the manufacturing process and materials are kept in use longer. Instead of being discarded, old products become the raw material for new products to be made. Utilizing recycled materials cuts down on energy consumption and greenhouse gas emissions. It also minimizes the extraction of natural resources, preserving ecosystems and reducing the need for harmful mining activities.



BY THE NUMBERS

Over the last 4 years Unisource Solutions and Humanscale have the accumulated net positive impact together:



63,404

kg of CO2e



162,850

gallons of water



199,994

kWh of energy

WE HELP WORKPLACES THRIVE.

[UNISOURCEIT.COM/SUSTAINABILITY](https://unisourceit.com/sustainability) >