



# Sustainability Report

MAY 2016





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## Gentex — Vision Matters

Gentex is a leading manufacturer of proprietary electro-optical products for the automotive, fire protection and aerospace industries.

Our goal is to provide a smarter vision. Our automotive products improve the driver's ability to see, be seen, recognize, monitor and react to surroundings. Our rearview mirrors darken to protect the driver's eyes from blinding glare. Our automotive camera systems optimize forward visibility. Our signaling devices make sure drivers see and are seen by vehicles in their blind spots. Our fire protection products see smoke and activate related signals and alarms.

We make products designed to enhance your safety and well-being... because vision matters.

For more information on Gentex and its products visit: [www.gentex.com](http://www.gentex.com)





# Sustainability

**SCOTT RYAN**

*Assistant General Counsel  
and Corporate Secretary*

*Sustainability Reporting  
Coordinator*

“ Social responsibility has been the focus of our business from the start. From fire protection warning devices to automotive products and features that protect drivers and their passengers from road hazards, Gentex has always been in the business of safety. In alignment with our Board of Directors, the Company incorporates environmental, social, and corporate governance issues into our decision-making processes and our business policies, operating in accordance with all applicable laws and seeking adherence with international human rights conventions in defiance of child labor, forced labor, and human trafficking. This report, which we update as our programs continually improve, provides information on the policies and practices that guide our environmental, social, and corporate governance requirements, industry best practices and the results of our programs. ”

For the latest update of Gentex sustainability programs, visit:  
[www.gentex.com/corporate/sustainability](http://www.gentex.com/corporate/sustainability)



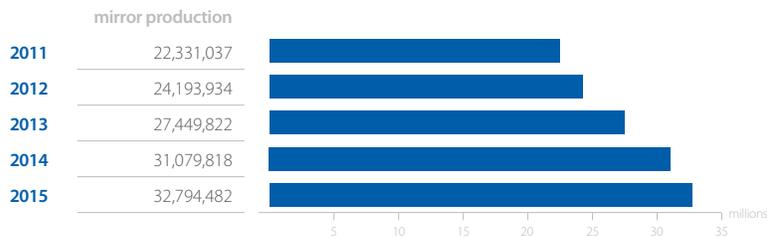
# Gentex Environmental Management System (GEMS)



In 1999, Gentex established an environmental management system based on the ISO 14001 international environmental management standard. ISO 14001 outlines a structured management system to achieve and demonstrate sound environmental performance by controlling the impact that our activities, products, or services have on the environment.

In 2002, Gentex achieved ISO 14001 registration, and has prepared an Environmental Policy that establishes the foundation for our environmental management system and environmental health and safety standards.

On the pages that follow, we provide an overview of the various metrics we track to gauge the environmental performance of our manufacturing facilities. To help qualify these figures and provide a frame of reference, most of the metrics are expressed as a measure of unit (per mirror) production.





## Energy and Climate Change



Energy sustainability and global climate change are two of the most serious and difficult environmental challenges facing society today. Gentex is committed to improving energy-efficiency where practicable. As more energy-efficient alternatives for equipment are developed, we try to utilize those alternatives for equipment replacement and for new equipment installations. We are also working to use less energy in the operation of our manufacturing plants through automated building management systems and by utilizing the most energy-efficient lights and HVAC equipment.

Gentex also participates in the local Energy Smart Program, which provides utility rebates for implementing progressive energy efficiency projects. Over the years, Gentex has received the maximum rebate possible for implementing lighting and HVAC improvements, conducting compressed air leak audits and installing new building control systems.





## Renewable Energy

Gentex purchases its energy for its Zeeland and Holland facilities from the Zeeland Board of Public Works (ZBPW), which complies with Public Act 295 and requires the company's energy portfolio to include specified levels of renewable energy. PA295 requires alternative energy sources to comprise 10 percent of the ZBPW's energy portfolio. Currently, these forms of renewable energy include wind and landfill gas.

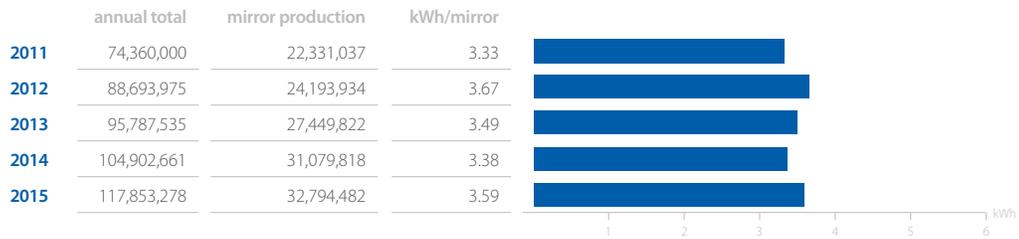
Additional information can be found at: <http://www.bpw.zeeland.mi.us>.





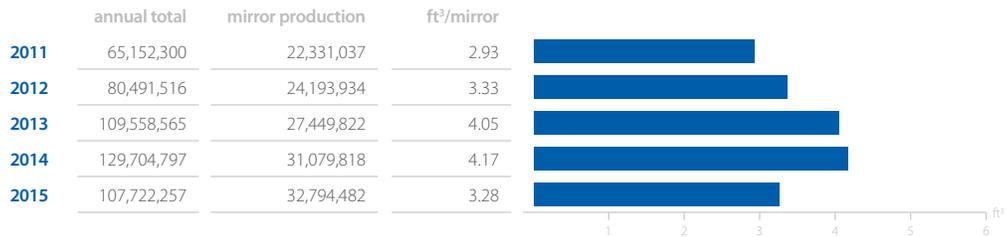
## Electric Use

Electricity consumed to operate Gentex's manufacturing facilities, machinery and equipment.



## Natural Gas Use

Natural gas consumed to heat facilities.



Notes:

- ▶ Usage figures on this page are expressed as a measure of unit (per mirror) production.
- ▶ Electric use is directly related to facilities cooling, and fluctuates depending on seasonal cooling requirements. Facility expansions also increase usage.
- ▶ Natural gas usage is directly related to facilities heating, and fluctuates depending on seasonal heating requirements and the severity of winter. Facility expansions also increase usage.



## Greenhouse Gas Emissions

There are two primary types of greenhouse gas emissions:

### Scope 1 Emissions

These are emissions that Gentex directly controls (combustion of natural gas for boilers/heating, gas consumed in company vehicles, and losses in cooling refrigerants).

### Scope 2 Emissions

Emissions from electricity we purchase.

### 2011 Greenhouse Gas (METRIC TONS)

#### SCOPE 1 EMISSIONS

Stationary Combustion – 3,555

Company Vehicles – 94

Refrigerants – 23

#### SCOPE 2 EMISSIONS

Purchased Electricity – 48,056

### 2012 Greenhouse Gas (METRIC TONS)

#### SCOPE 1 EMISSIONS

Stationary Combustion – 4,391

Company Vehicles – 112

Refrigerant – 4

#### SCOPE 2 EMISSIONS

Purchased Electricity – 57,319

### 2013 Greenhouse Gas (METRIC TONS)

#### SCOPE 1 EMISSIONS

Stationary Combustion – 6,070

Company Vehicles – 130

Refrigerant – 15

#### SCOPE 2 EMISSIONS

Purchased Electricity – 62,640

### 2014 Greenhouse Gas (METRIC TONS)

#### SCOPE 1 EMISSIONS

Stationary Combustion – 7,081

Company Vehicles – 109

Refrigerant – 4.8

#### SCOPE 2 EMISSIONS

Purchased Electricity – 67,844

### 2015 Greenhouse Gas (METRIC TONS)

#### SCOPE 1 EMISSIONS

Stationary Combustion – 5,877

Company Vehicles – 111

Refrigerant – 12.6

#### SCOPE 2 EMISSIONS

Purchased Electricity – 76,164

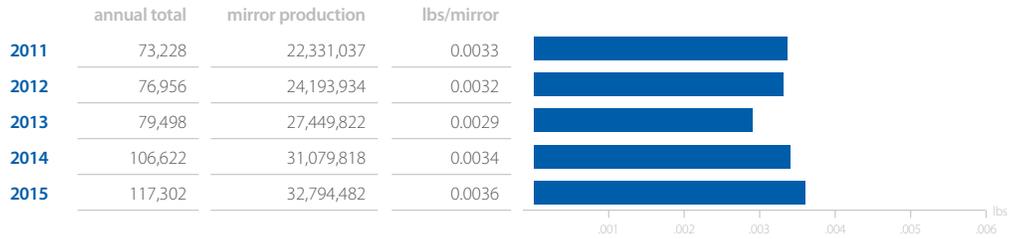
Note:

- ▶ Gentex remains below federal reporting thresholds for Scope 1 Emissions.



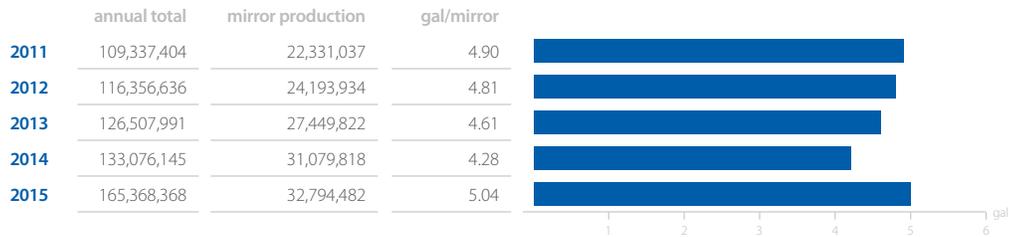
## VOC Air Emissions

Volatile organic compounds used in Gentex operations include solvents, adhesives and chemical compounds used in the formulation of chemical subassemblies.



## Process Water Use

Process water use consists of the water used during mirror production, primarily in glass washing operations.



Note:

- ▶ Emissions/usage figures on this page are expressed as a measure of unit (per mirror) production.



## Waste and Recycling

Recycling is a key component of sustainability and plays a major role in reducing waste in our manufacturing plants. Gentex has a robust recycling strategy in place to prevent scrap commodities from ending up in the landfill. We have invested substantial time and money into developing our manufacturing process to monitor and minimize waste while promoting recycling.





## Solid Waste to Landfill

Solid waste sent to the landfill comes primarily from general manufacturing and office trash.



## Solid Waste Recycled

Gentex attempts to recycle as much solid waste as possible, which consists primarily of glass, plastic, cardboard and paper scraps from manufacturing operations and general office use.



Gentex is currently recycling more solid waste than it sends to the landfill.

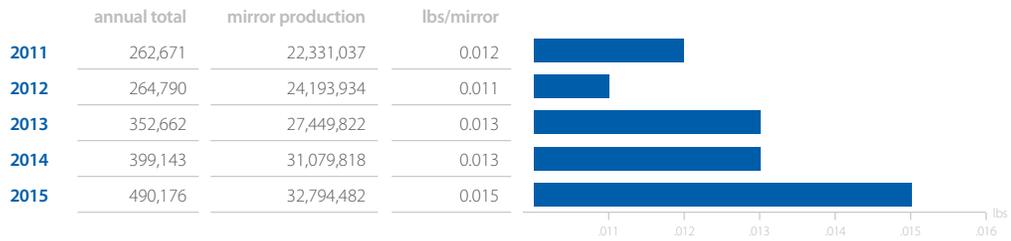
Note:

- ▶ Waste and recycling figures on this page are expressed as a measure of unit (per mirror) production.
- ▶ 2015 increase in solid waste to landfill is primarily the result of waste generated from the construction of the company's new North Riley facility.



## Regulated Waste

Regulated waste consists primarily of hazardous materials, including liquid industrial waste, used oil and universal waste.



Notes:

- ▶ All of these waste materials are handled and disposed of by the appropriate treatment storage and disposal facility.
- ▶ Waste figures on this page are expressed as a measure of unit (per mirror) production.



## Gentex Sustainability Initiatives

Additional facility-related sustainability initiatives.



- ▶ A new Gentex manufacturing facility expansion utilizes an underground storm water retention system to reduce storm water discharge into the county drain system.
- ▶ Our irrigation software control system monitors the weather and climate conditions to optimize watering schedules, reducing irrigation water consumption by approximately 25%.
- ▶ Gentex maintains four electric-vehicle charging stations on its corporate campus, which helps save hundreds of gallons of gasoline each quarter. We plan to add 10 more stations in 2016.
- ▶ To promote alternative transportation, Gentex provides indoor bicycle racks and shower/locker facilities.
- ▶ All new and replacement facility roofs utilize white materials to reflect sunlight and reduce the air conditioning energy consumption by approximately 20%.
- ▶ Gentex utilizes software-managed and occupancy-sensor-controlled lighting throughout all our facilities.
- ▶ In May of 2016, Gentex was recognized by Subaru for its 2015 performance in the areas of Environmental Sustainability and Environmental Stewardship.



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## Gentex Sustainability Initiatives *(continued)*

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- ▶ Gentex participates in the EnergySmart Commercial and Industrial Incentive Programs offered by the ZBPW and SEMCO. These programs encourage participants to save energy, lower energy costs and earn incentives.
- ▶ A centralized water chiller plant provides chilled water to all of our facilities from one location, allowing us to decrease overall energy usage.
- ▶ VFDs (variable frequency drives) are installed on all motors and pumps.
- ▶ Air economizers and energy recovery units are integrated on our HVAC systems.
- ▶ Energy-efficient fluorescent lights are utilized in all areas. New and renovated areas are moving to LED technology.
- ▶ All Gentex utility and HVAC systems are managed by computer-controlled software, allowing for improved performance and energy reduction.
- ▶ Gentex captures the excess heat from the compressed air system and uses it to pre-heat/temper the water used in the production process, thus eliminating the need for auxiliary heaters in the water basins.
- ▶ Excess warm water from the production process is used to temper the boiler/snowmelt water, reducing boiler energy consumption.



Water chiller plant



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## Gentex Sustainability Initiatives *(continued)*

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- ▶ Low-flow faucets are used within the facilities.
- ▶ Facility carpets have 30-50% recycled content and are 100% recyclable.
- ▶ Gentex maintains a bicycle fleet, with individual bikes (called G-Cycles), positioned at strategic locations around its corporate campus. Employees can use these bikes instead of gas-powered vehicles when traveling to different Gentex facilities. Additional bikes and bike stations were added in 2015.
- ▶ Gentex facilities utilize an insulated metal panel system for the exterior walls in order to improve energy efficiency.
- ▶ All concrete removed during remodeling/renovations is saved and crushed onsite, then reused as base material for new parking lots and driveways.
- ▶ Gentex's water recovery system collects water used in the production lines, sanitizes it, and sends it back for use in a secondary manufacturing process, which helps reduce overall water usage.



## Gentex Sustainability Initiatives *(continued)*



- ▶ Gentex is working to recycle over 50 tons/year of spent abrasive media from sandblastings.
- ▶ Gentex is working to eliminate styrofoam inserts from glass crates by using recyclable cardboard.
- ▶ Gentex maintains a bus shelter for the Macatawa Area Express (MAX) Transportation Authority, in order to promote bus ridership among employees and the community in general. The shelter is located near our Riley Street Facility and serves multiple area businesses. The shelter, which the company also cleans and maintains, is designed to protect users during inclement weather.
- ▶ Gentex has “adopted” a local stretch of road as part of Michigan’s “Adopt-A-Highway” program, which sees local organizations participate in highway cleaning and beautification efforts. Michigan’s program dates back to 1990 and currently removes more than 70,000 bags of trash annually.
- ▶ Gentex is integrating a “green roof” into its new North Riley Street facility, which is currently under construction.



## GEMS Annual Goals

As an engineering company, continuous process improvement is something we've long been committed to practicing. We are constantly looking for new ways to increase the efficiency of our production and distribution process while also enhancing the effectiveness of our end products. Each year, as part of our GEMS, we develop new initiatives to reduce, reuse and recycle. These goals are set annually and are designed, in part, to engage team members in the effort to support continual improvement in our environmental performance and to seek out smarter ways to minimize waste and prevent pollution.

### 2015 Goals

Reduce the use and disposal of Styrofoam cups

**TARGET REALIZATION** 182,000 cups (1,200 lbs.)

Ensure continued adherence to REACH regulations

**TARGET REALIZATION** No SVHC > 0.1% in any Gentex product

Reduce vacuum tray use in our manufacturing operations

**TARGET REALIZATION** 250,000 vacuum trays (13,760 lbs.)

Ensure continued adherence to wastewater standards

**TARGET REALIZATION** No instances of nonconformance

Develop new packaging methods and designs that reduce packaging waste on products shipped to OEM customers

**TARGET REALIZATION** Reduced diesel fuel consumption 1,495 gallons and greenhouse gas emissions 15 metric tons

Increase usage of new electric vehicle charging stations

**TARGET REALIZATION** Increased usage 22%

### 2016 Goals

Switch some key manufacturing components from electrical heating to natural gas, with the goal of cutting electrical use by 19%.

Recycle abrasive materials from sandblasting operations, with the goal of recycling 50 tons.

Switch from Styrofoam to recyclable cardboard glass crate inserts, with the goal of reducing Styrofoam usage by just over 44,000 pounds.



## Corporate Wetlands Mitigation Program

As part of the construction of the company's North Riley Campus, Gentex worked with the Michigan Department of Environmental Quality on a wetlands mitigation project. We constructed three distinct wetlands and wildlife habitat areas totaling 3.25 acres, which we now monitor closely. Since their creation, these wetland areas have become home to a wide variety of wildlife species, including frogs, toads, butterflies, dragonflies, Goldfinches, songbirds, ducks, cranes, woodpeckers, herons and deer, among other animals. The wetlands are a beautiful addition to our campus and the local community.



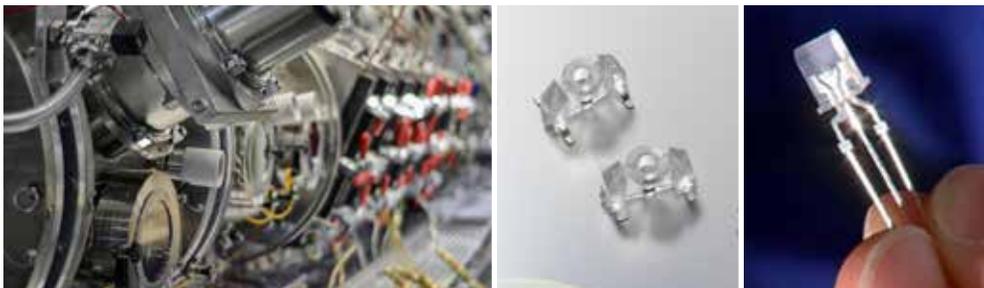


## Substances of Concern (SoC) and End-of-Life Vehicles

Automobile manufacturers and government agencies have established standards that prohibit or limit the use of substances of concern (SoC) within vehicles. Tracking and verification of SoC content is done through the International Material Data System (IMDS), a web-based system that provides automotive suppliers a common format to report the percentage of SoC contained within manufactured parts. This provides automobile manufacturers with the necessary information to certify they are compliant with national and international standards, laws and regulations.

Gentex is committed to SoC compliance both domestically and abroad. Our SoC strategy requires that we work across functions, customers and countries to ensure product adherence to customer specifications and government regulations such as the End-of-Life Vehicle (ELV) Directive; Registration, Evaluation, Authorization and Restriction of Chemicals (REACH); and other standards and laws that restrict or prohibit SoC.

We strive for aggressive, proactive compliance whenever possible. For instance, in the early 2000s, Gentex launched a “green mirror” initiative that coincided with the European Union’s introductory End of Life Vehicle (ELV) measures, and is designed to remove certain heavy metals from our mirrors and production methods. As a result, we developed all-new, cadmium-free digital light sensors, new lead-free reflective coatings, and lead-free wire harnesses and soldering methods.





## Conflict Minerals

Gentex operates with a formal Conflict Minerals Policy. Conflict minerals are those mined, primarily in the Democratic Republic of the Congo, to finance armed conflict and human rights abuses. If the sources of these minerals are not traced and audited, they can find their way into the supply chain, as they are essential to the manufacture of automotive and consumer electronics. Gentex's Purchasing Department manages to this policy in order to comply with the Dodd-Frank conflict minerals regulation and customer requirements while demonstrating socially responsible supply chain practices.

Gentex is a member of the Conflict Free Sourcing Initiative (CFSI).

For more information on Gentex's Conflict Minerals Policy, visit:  
[www.gentex.com/Conflict-Minerals-Policy.pdf](http://www.gentex.com/Conflict-Minerals-Policy.pdf)





## Human Rights

Social responsibility has been the focus of our business from the start. From fire protection warning and notification devices to automotive products and features that protect drivers and their passengers from road hazards, Gentex has always been in the business of safety. In alignment with our Board of Directors, operating in accordance with all applicable laws is expected, as is seeking adherence with international human rights conventions in defiance of child labor, forced labor and human trafficking, always in a sustainable manner.

Gentex is committed to conduct business in accordance with the letter and the spirit of all applicable laws, rules and regulations as set forth in our Code Of Business Conduct and Ethics. Gentex respects all applicable laws prohibiting the use of child labor, forced labor and human trafficking, and we manage our business in a manner consistent with fundamental human rights. We work to apply these principles in those with whom we do business.

Gentex's Code of Business Conduct and Ethics can be found at:  
[www.gentex.com/Code-of-Ethics.pdf](http://www.gentex.com/Code-of-Ethics.pdf)





## Diversity

Gentex is committed to supporting diversity in all facets of its business. We operate with formal Hiring and Supplier Diversity Policies. In addition, Gentex must comply with the specific diversity programs developed and administered by all of our customers.

Over the years, Gentex has been recognized by multiple OEM customers for actively developing and using minority- and woman-owned Tier II suppliers. In 2015, and for three years in a row, Gentex was recognized by Toyota Motor Engineering & Manufacturing North America, Inc. for our ongoing efforts to increase supplier relationships with local minority business enterprises.



Gentex is a member of the Michigan Minority Supplier Development Council and the Women's Business Enterprise Council – Great Lakes Region.



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## Gentex Hiring Diversity/EEO Policy

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Gentex supports an environment of equal employment opportunities and will maintain and conduct all practices relating to recruitment, hiring promotion, discipline and other terms and conditions of employment in a manner which does not discriminate on the basis of race, color, religion, national origin, age, sex, sexual orientation, handicap, marital status, military service, height or weight.

Gentex's EEO Policy and careers information can be found at:

[www.gentex.com/careers](http://www.gentex.com/careers)

[www.gentex.com/careers/working\\_with\\_us.html](http://www.gentex.com/careers/working_with_us.html)

[www.facebook.com/GentexCareers/info](https://www.facebook.com/GentexCareers/info)





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## Gentex Supplier Diversity

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Joe Matthews, Gentex Vice President of Purchasing, recently accepted on the company's behalf, an award recognizing Gentex's outstanding performance in sourcing to minority and women-owned businesses.

It is the policy of Gentex Corporation to increase the business opportunities for certified minority and woman-owned businesses. Our commitment is to maximize their participation through the development of mutually beneficial business relationships, which will ensure that quality materials and services are provided to the corporation in a timely and cost-effective manner.

Gentex, at its discretion, will develop mentoring relationships with key minority and woman-owned business suppliers to help develop business systems and encourage them with new technologies and future growth. We understand that the commitment to these businesses not only benefits the supplier, but it also benefits the greater business community.

More information on Gentex's supplier programs and supplier diversity policy can be found at: <http://www.gentex.com/sites/default/files/Supplier-Manual--Master-May-2015.pdf>



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## Minority Sourcing Awards

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In March of 2015, Gentex once again received a Supplier Diversity Special Recognition Award for MBE Improvement from Toyota Motor Engineering & Manufacturing North America, Inc. The award recognizes our commitment to developing mutually beneficial Tier II supplier relationships with local MBEs.

In May 2014, Gentex was recognized by Ford Motor Company at its 2014 Supplier Diversity Development

CEO Breakfast as an “overachiever in the Tier II process of utilizing diverse suppliers within its supply chain.” An award was accepted by Joe Matthews, Gentex’s Vice President of Purchasing.

*“... overachiever in the Tier II process of utilizing diverse suppliers within its supply chain.”*





## Suppliers

### JOE MATTHEWS

*Vice President  
of Purchasing*

“ As a global company, Gentex is keenly aware of its roles and responsibilities as it relates to sustainability and business ethics. We’re continuously seeking ways to improve our proficiency in meeting and exceeding our long-established standards for environmental stewardship and social responsibility. It has always been our priority to operate sustainably, and, consequently, we’re committed to environmental, social and regulatory best practices. This commitment extends to our supply base. We expect our suppliers to work with us to support the Gentex sustainability initiatives defined throughout this report in their own operations. By working in concert with our business partners we’re better able to implement holistic supply chain standards. ”

[www.gentex.com/sites/default/files/SupplierManual-MasterJanuary2013\\_0.pdf](http://www.gentex.com/sites/default/files/SupplierManual-MasterJanuary2013_0.pdf)





# Quality

At Gentex, quality is our highest priority. In fact, our policy is to be our customers' reference point for quality and service. We're committed to maintaining leadership roles in the automotive, fire protection and aerospace industries through innovative technology and superior products and services. Our framework to meet this commitment includes providing a safe and professional work environment, fostering a culture of continuous improvement and proactive problem solving, offering vigorous training programs, empowering employees, and developing partnerships with our customers and suppliers. As in all areas of the business, we believe quality is enhanced through the strict adherence to our larger sustainability initiatives, and as a global supplier, we strive to protect the environment through our ISO 14001 programs and certification.

## OUR QUALITY POLICY

To be our customers' reference point for quality and service. Quality is Gentex's highest priority.

In 2015, some quality highlights included a Certificate of Quality Achievement from Toyota Motor Engineering & Manufacturing North America, Inc., a Quality and Delivery Award from Subaru, and both the Supplier of the Year and inaugural Innovation Award from General Motors.





## Health and Well-Being

As part of our commitment to sustainability and corporate responsibility, Gentex strives to look out for the health and well-being of our employees. The benefits, services and facilities we provide not only encourage employees to “own” their health, but also remove any potential financial barriers to leading a healthier lifestyle.





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## Health Services

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Gentex administers a number of health-related programs, including but not limited to maternity management services, a diabetes management program, and “The Right Stuff,” a program with 70% employee participation that provides reduced health plan premiums for achieving a variety of wellness management measures.

Gentex also supports 100% preventative care, physicals, and health assessments while maintaining on-site health care facilities for team members.





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## Gentex Facilities

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To promote physical health, Gentex operates its own wellness center outfitted with aerobic exercise machines and weight equipment. We also provide company-subsidized fitness classes and access to local walking, running and biking paths adjacent to our corporate campus. An on-site health clinic affords employees the opportunity to receive high-quality healthcare right at the workplace with no out-of-pocket co-pay.

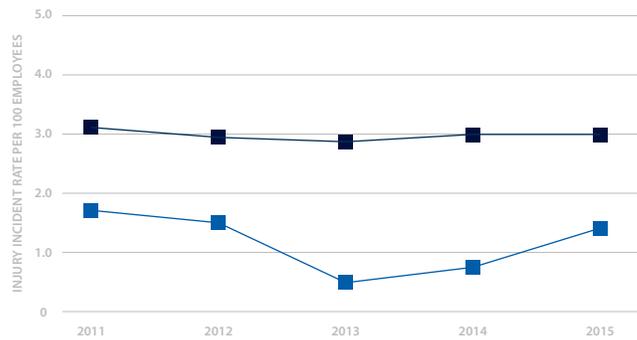




## Injury Prevention

Gentex is extremely proud of its workplace injury prevention programs, which have achieved workplace injury rates well below the industry average.

Industry Average    Gentex's Rate



## Gentex Safety

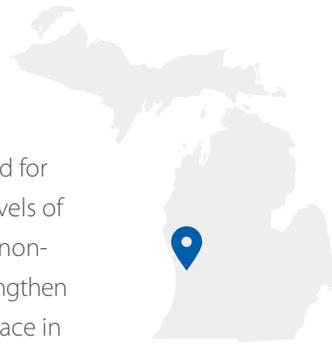
Safety is an integral part of each employee's job and plays a vital role in preserving the resources our employees provide. For all Gentex team members, safe work practices are essential to ensure the well being of all employees, visitors and customers, in addition to the operation of a profitable and quality oriented organization.

Gentex enjoys an outstanding reputation as a leader in the automotive, fire protection and aerospace industries created by our commitment to safety, quality, and overall product excellence. Through firm adherence to established safety policies and procedures together we can continue the tradition of excellence known as Gentex.



## Community Service

Gentex's headquarters is located in Zeeland, Michigan, just minutes from the beautiful shores of Lake Michigan and the exciting metropolitan city of Grand Rapids. The West Michigan community is known for its philanthropic nature and for a unique culture of cooperation that yields unprecedented levels of public and private sector collaboration. Together, businesses, non-profits, government entities and the like work to continually strengthen the West Michigan economy while making the area a great place in which to live, work and raise a family.



In 2015, Gentex Corporation financially supported a wide variety of local community organizations, including:

- ▶ Addiction support programs
- ▶ Community Arts programs
- ▶ Community health care
- ▶ Programs supporting those with disabilities
- ▶ Local diversity events supporting African American and Hispanic initiatives
- ▶ Police and Fire rescue programs
- ▶ Local homeless shelters and foodbanks
- ▶ Minority job fairs and local diversity recruiting efforts
- ▶ Abuse victim support programs
- ▶ Housing support programs
- ▶ Support of community programs focused on the elderly





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## Community Share

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Gentex and its team members are at the forefront of efforts to continually strengthen our community. That's why in addition to our corporate gifting program, Gentex operates "Community Share," an employee-run community service and financial support program that over the years has benefited women's centers, organizations for children with special needs, health clinics, housing stabilization services for the homeless, education assistance and addiction recovery programs.



Community Share solicits grant proposals from local organizations and then develops unique fundraising events and service opportunities in which Gentex team members can participate. Gentex employees can also contribute financially directly to Community Share through payroll deduction, and a generous corporate matching program boosts the overall yearly gifting amount.

In 2015, Community Share financially supported over 15 different community organizations, including children's camps, recovery services, homeless initiatives and hospice care, among others.





## A Great Place to Work

Our ongoing efforts to “look out” for others and create an innovative, healthy, productive work culture have been recognized, most notably, by our own employees. For six years running, Gentex has received a regional “Top Workplaces Award,” which is administered and sponsored by Workplace Dynamics in conjunction with the Detroit Free Press. The award is based on the results of employee surveys conducted anonymously that evaluate critical workplace measures such as organizational health, corporate direction, values and ethics, employee job satisfaction and engagement. In the 2014 awards program, Gentex was ranked 5th in the state among large companies.

In 2015, Gentex was ranked 7th among large companies and 1st in the manufacturing category. As a result of our continued strong performance, Gentex was recognized as one of the 13 very best places to work in Michigan.

<http://www.freep.com/story/money/business/top-work-places/2015/11/21/13-very-best-places-work-michigan/76078730/>





## Legal Compliance and Code of Business Conduct and Ethics

In compliance with local, state and federal laws and regulations, Gentex takes part in ongoing and thorough audits of our facilities and manufacturing process to ensure continued excellence.

Gentex is committed to conduct business in accordance with the letter and the spirit of all applicable laws, rules and regulations as set forth in our Code Of Business Conduct and Ethics.

