

ENVIRONMENTAL, HEALTH AND SAFETY POLICY

It is the policy of Courier Corporation to protect the health and safety of our employees, customers, and the public, and to conduct all activities in an environmentally responsible manner. We commit to this policy as an integral part of being one of America's leading book manufacturers and specialty publishers.

The Nominating and Corporate Governance Committee of the Board of Directors has approved this Environmental, Health and Safety (EHS) policy as of the date written above and may modify it in the future.

Senior management shall ensure alignment of Courier's business strategy and operations with this EHS policy and confirm the commitment of Courier to:

- Conduct global operations in accordance with all applicable laws, regulations, and other requirements, anticipate EHS issues and promote appropriate voluntary initiatives that support this policy;
- Seek to provide a safe and healthful workplace and proper training and equipment for employees and to motivate employees to conduct their activities in a safe and environmentally responsible manner.
- Strive for an injury free workplace through high employee involvement and a strong health and safety program;
- Be an environmentally responsible neighbor by working to minimize the EHS impact to our employees, facilities, and communities in which we do business.
- Strive to continuously improve global EHS performance by utilizing practices that protect employees and the environment, including reducing the quantity of emissions and waste, developing opportunities for recycling and pollution prevention and using paper, energy, and other resources more efficiently;
- Develop appropriate environmental management systems for our significant operations; and
- Review the EHS performance of our global operations on a periodic basis and seek opportunities for continuous improvement.