

## Highlights 2017 Sustainability Report

We continue to meet our goals of reporting on our environmental and social impact. In addition, we continue to promote sustainable practices through education and speaking opportunities. In addition, we work with students to encourage sustainability ideals in our future generations. We also to provide volunteer opportunities and allow our employees time to pursue volunteer interests.

1. Kristina Kohl joined the faculty at the Bard MBA in Sustainability Program teaching “Employees and Organizations” focusing on embedding environmental, social, and governance standards into organizational culture.
2. Kristina Kohl was a featured author in the Author Series at The Pyramid Club, where she discussed her book “Becoming a Sustainable Organization.”
3. Presented webinars entitled “Building a More Sustainable Project Outcome” for Nokia and ITMPI project management professionals.
4. Served on the 2017 Ocean Exchange Solutions Inspiring Action Review Panel. The theme was ***Have Impact Though Sustainability— —innovations that generate economic growth and increased productivity, while reducing the use of nature’s resources and waste.*** Winners of the Neptune and WWL Orcell Awards receive \$100,000 prize each.
5. Kristina and Morris were featured guests on RT TV talk shows informing the audience about corporate social responsibility, sustainability and the impact of human capital management for driving employee engagement.
6. Served as mentor for local middle school students as part of a competition for their capstone sustainability project.
7. Participated in and contributed to the Philadelphia schools “Read to Me” program promoting early childhood literacy.
8. Served on local community and professional boards. Provided mentoring and job counseling assistance.
9. Employee Volunteer Hours-476 hours-\$167,000

10. Charitable Contributions-\$1,450

11. Total Carbon Footprint for 2017 declined to 9.4 tonnes CO2e

- a. Converted to 100% Renewable Energy in 2016
- b. Reduced air travel
- c. Continued use of hybrid vehicle
- d. Reduced car travel
- e. Included public transportation
- f. Reduced Water Usage-50%
- g. Natural Gas Usage - +13 Therms
- h. Electricity Usage Declined-157 kWh

12. Reduced Landfill Waste:

- a. Paper Recycling
- b. Ink Cartridge Recycle
- c. Reusable Water Bottles
- d. Electronics Recycling

13. Identified Additional Key Suppliers and Highlighted Sustainability Information

14. Maintained NJ Registered Sustainable Business Status

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