

Environmental Policy

Humantech is committed to protecting human health and natural resources, promoting environmental stewardship, and implementing innovative environmental technologies and practices. Through management leadership, employee participation, and professional environmental support, Humantech is committed to:

- Comply with applicable legal requirements and other requirements to which Humantech subscribes which relate to its environmental aspects.
- Prevent pollution, reduce waste and minimize the consumption of resources.
- Educate, train and motivate employees to carry out tasks in an environmentally responsible manner.
- Encourage environmental protection among suppliers and subcontractors.

Humantech is committed to continual improvement of environmental performance. This Policy will be communicated to all staff, contractors and suppliers, and be available for the public.

Humantech Office Recycling Policy

The purpose of this policy is to provide and systematize cost-effective and environmentally sound ways of managing office waste by:

- Reducing the amount of waste generated by 25% by 2020
- Reducing printed material of all types by 50% by 2020.
- Maximizing the life of products by re-using where possible
- Recycling all acceptable materials
- Disposing only what's necessary
- Encouraging purchase of recycled products as a standard purchasing priority

Humantech is committed to being an example to its staff and families in recycling and waste reduction efforts. Humantech is committed to the practice and support of this policy.

Responsibility

- Each manager/director is responsible for the active participation of their direct reports.
- Each member of staff is expected to adhere to agreed best practices.
- This policy should be easily accessible on company website at https://www.humantech.com/wp-content/uploads/2018/04/Humantech-Sustainability-Initiative_2018.pdf

Energy Conservation Policy

The purpose of this policy is to actively pursue energy initiatives to become carbon neutral organization through cost-effective and environmentally sound ways reduce our company's energy consumption.

Use ENERGY STAR and FEMP-designated Energy Efficient Products, where available. [U.S. Environmental Protection Agency, ENERGY STAR, "ENERGY STAR Qualified Products"](#)

Our primary goal is to reduce our energy consumption in year 2018 by 5%. Our long-term goal is reduce overall energy consumption by 20 percent by 2020. Adopting and following best practices for energy conservation is the responsibility of all Humantechers. We have the potential for making the most significant impact on our energy demand.

Humantech is a member of the Energy Star® Small Business Network. We track our consumption and progress to goals monthly and report annually using Energy Star® PortfolioManager®.

Humantech's goals for Energy consumption, potable Water consumption, and Green House Gas Emissions are based on maintaining top quartile performance (median plus 25%) as compared with 60,848 PortfolioManager® office properties across the country.

Metric	Baseline 12/31/2013	Current 12/31/2017	Target*	Median Property*
ENERGY STAR score (1-100)	78	89	74	50
Source EUI(kBtu/ft ²)	130.2	113.2	150.1	200.2
Site EUI(kBtu/ft ²)	66.3	63.5	84.3	112.4
Source Energy Use(kBtu)	1,627,990.0	141,4459.2	1,876,604.8	2,502,139.8
Site Energy Use(kBtu)	828,441.4	794,274.2	1,053,787.0	1,405,049.3
Potable Water Use (kgal)	96.3	74.8	NA	NA
Total GHG Emissions (Metric Tons CO ₂ e)	99.1	84.4	112.0	149.3

- To compute the metrics at the target and median levels of performance, we use the fuel mix associated with our property's current energy use

We are pleased to discuss our progress with clients, business partners and other interested parties at anytime. Email: Humantech.energystar@humantech.com