



GRAEBEL COMPANIES ENVIRONMENTAL POLICY

GREEN COMMITMENT

As an organization, we at Graebel Companies believe that the health of our environment and the prevention of pollution are contingent upon active participation and continual improvement, both at the enterprise level and as individuals. Graebel actively seeks to identify and mitigate the impacts of its operations, and meets or exceeds all regulatory requirements imposed upon the company. Methods of conservation have been built into our business and personal practices, and we will continue to grow these in the future.

These practices include:

BUSINESS PRACTICES

INCREASING RENEWABLE RESOURCES:

OBJECTIVE: IMPLEMENT TREE PLANTING INITIATIVE

With a targeted focus on sustainability, Graebel is making a broader positive impact on the environment by improving the environment both domestically and internationally. Every customer survey completed with Graebel will contribute to our goal of planting 5000 trees through our partnership with American Forests, culminating in massive carbon dioxide reductions over time.

REDUCING THE USE OF NON-RENEWABLE RESOURCES:

OBJECTIVE: MINIMIZE UTILITY USAGE & GROW CARPOOLING PROGRAM

Water consumption and electricity usage are tracked on a quarterly basis and a formal analysis of such is performed annually. They are compared to current objectives set forth by top management, evaluated and then help determine actions to be taken in the following year.

Graebel also has a carpooling program designed to help employees find carpooling partners and is meant to decrease the amount of fuel employees use daily. Not only does this provide financial benefit to our employees, but it also reduces our carbon footprint as a company. Graebel recognizes the value in carpooling, so carpoolers are provided with designated front row parking as a reward.

Electricity is minimized through infrastructural improvements, including room light sensors and by us making a conscious effort to turn off equipment and lights when not in use. Graebel also shuts off the HVAC system overnight and on weekends.

REUSE AND RECYCLING:

OBJECTIVE: EXPAND RECYCLING PROGRAM & CONTINUE REDUCING SOLID WASTE

Graebel has established several initiatives designed to support our commitment to reduce waste. Toxic electronic waste, such as cell phones, computer equipment and batteries, is reduced with Graebel's expanded recycling program.

The use of paper and paper supplies is decreased by the use of technology for communication and record storage, as well as the purchasing of recycled products for office use. Marketing materials use earth-friendly inks and water based processes whenever possible.

PERSONAL PRACTICES

Graebel opens the recycling program to its employees and encourages them to participate in whatever way appropriate from a logistic, sanitary, legal and cost effective viewpoint. Information about best practices, both at the office and at home, are communicated regularly to help facilitate knowledge about being green.