



Corporate Environmental Policy

At BI WORLDWIDE our mission is to turn inspiration into real results for our clients. We understand how to attract, engage, and retain employees, run effective sales contests and incentives, build dynamic customer loyalty programs and create impactful corporate events.

As we work to achieve these business goals, we are committed to a long-term sustainable approach to caring for and safeguarding the environment. We constantly endeavor to balance environmental considerations and social responsibility with our business goals. We strive to consistently evolve and implement our Corporate Environmental Policy in addition to complying with environmental laws and regulations.

Customers:

We will bring the most sustainable solutions to our customers and encourage their usage on all programs. We will work within our customer's own sustainability guidelines where applicable.

Contractors & Suppliers:

We will proactively promote the adoption of environmental protection goals and practices by contractors and suppliers acting on behalf of BIW and strongly encourage improvements in our contractors' and suppliers' practices to make them consistent with those of BIW.

Employees:

BIW increases employee awareness of environmental concerns, actions, and responsibilities through communication. *Our goal is to assure associates understand the various ways we can all strive to reduce our impact on the environment.*

BIW reviews our environmental performance against targets and objectives annually *and makes them available to our associates and clients in our annual CSR Report. Our KPI's include:*

- *Energy Star Score*
- *Total Energy Consumption of facility*
- *GHG emissions*

BIW reports energy and water annually through the Hennepin County Efficient Buildings Collaborative. We also submit annual data to the Carbon Disclosure Project and EcoVadis, where our progress is evaluated.

In the long-run, only a sustainable approach will benefit the customers, associates, and communities we serve by both meeting our business goals and protecting and improving the quality of the environment in which we all live.

BI WORLDWIDE recognizes that businesses can have an impact on the environment. We are committed, and enjoy, finding ways in which we can reduce the impact of our work both in the office and when work takes us away from the office.

It is our policy to:

- Recycle as much waste material as possible.
- Avoid the use of paper or printing wherever possible.
- Recycling equipment that is no longer of use to the company. For example, giving away items such as computers and printers that we no longer use.
- Keep energy usage low. For example, making use of low energy light bulbs throughout and ensuring that computers are shut down after work.
- Reuse waste paper where possible.
- Purchase products made with recycled paper. For example, paper towels, printer paper.
- Purchase products with a lower environmental impact. For example environmentally safe soaps and detergents.
- Use low impact transport for travel to and from work and travel for business whenever possible.
- Avoid unnecessary business or personal travel.

We will continue to update this policy to stay current with our employee, customer, supplier and other stakeholder input. We invite you to visit our Corporate Social Responsibility page at [Corporate Social Responsibility \(biworldwide.com\)](https://biworldwide.com)