

## SUSTAINABILITY POLICY STATEMENT

Affinity Business and Technology Solutions, Inc. is committed to protecting the global environment through economically, socially, and environmentally responsible practices. To support this sustainability initiative, we will:

- Comply with all applicable local, state, and federal environmental regulations;
- Continually enhance business practices and services to minimize our environmental impact;
- Effectively manage the use of natural resources to conserve energy, water and other raw materials;
- Protect and support the health and safety of our employees and the surrounding communities and ecosystems.

The initiative will involve programs and policies to address the following objectives:

- Assess current usage and practices as a benchmark for improvements;
- Reduce paper and related product usage and purchase recycled/reused products when available;
- Reduce solid waste sources through recycling and reusing and follow appropriate avenues for disposal of hazardous materials and equipment;
- Reduce energy usage via energy-saving practices and purchasing;
- Implement “green” purchasing guidelines for equipment, office supplies, cleaning supplies, marketing materials, and other related business expenses;
- Train and require employee involvement in sustainability practices, with full management support;
- Work to become carbon neutral within the next two years, aided by carbon offsetting if necessary;
- Provide reuse and recycling services to local businesses for computers and related equipment;
- Collaborate with customers, suppliers, local organizations and the surrounding community on environmental issues.

Affinity Business and Technology Solutions, Inc. will create and maintain performance benchmarks, compliance checklists and other documentation to periodically measure and report our progress in realizing these commitments.

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Sarah Dean, President  
Date

Stefanie Wallace, Vice President