E TECH GROUP

Environmental Policy

Revision	Date	Description	Issued By
0	10/19/23	New Policy	Julie Price

Introduction

E Tech Group is committed to increasing its efforts towards a sustainable, low-waste future. We will strive to continue improving our environmental sustainability and waste reduction over time and to initiate additional projects and activities that will further our goal of reducing our overall impact.

Environmental Focus Areas

E Tech Group provides high-quality automation, control, and engineering services for industrial clients. As a service organization, we will focus on the Environmental areas listed below:

- Energy Consumption
- Material, Chemicals & Waste
- Environmental Services & Advocacy

E Tech Group leases space, so we must abide by building policies. However, when looking for office space, we make a point of asking about lighting options, ways to minimize energy and water consumption, and recycling programs.

Our goal is to develop and maintain an environmental management program with objectives and targets to minimize adverse environmental impacts around these focus areas. We will comply with all applicable environmental, health, and safety laws, regulations, and other requirements.

Energy Consumption

Commitment: Work to ensure that energy and water are used responsibly and conserved where possible.

Goals:

- Conserve energy usage by replacing fluorescent lighting with LED lighting, where possible.

- Conserve water by installing automatic fixtures, where possible.

- Install motion activated light switches, where possible.

Materials, Chemicals, and Waste

Commitment: Implement effective waste minimization programs to reduce, reuse, and recycle materials. Conserve paper by moving to electronic means of storage, communication, and document signatures. *Reference the General Waste Management section in the Safety Handbook.* Provide training to associates on hazardous materials that they could be exposed to and how to handle. *Reference the Hazardous Communication Plan section in the Safety Handbook.*

Goals:

- Reduce waste by providing paper and plastic recycling options in office spaces.

- Reduce waste by switching to recyclable, biodegradable consumables in breakrooms/cafeterias.

- Move all personnel records to electronic, use the company Intranet / Benefit system for communication, and use electronic signatures, where possible.

- Transition to environmentally friendly cleaning products, if available.

- Provide annual training to associates on hazardous materials.

Environmental Services & Advocacy

E Tech Group's purpose is to free people to achieve the full potential of human creativity and innovation.

Our clients are doing amazing things. We guide and enable them to advance their missions using the next generation of technology and human interaction.

Commitment: Provide our customers with environmental solutions, including energy consumption monitoring, electricity downtime control, and safe and reliable water systems.

Environmental Solutions provided to our customers:

E Tech Group's data center automation systems include energy efficient control features that include the following:

- Electrical Energy Usage – We provide data for power usage effectiveness (PUE) to our Mission Critical customers. PUE is a metric that helps data centers understand how they are expending their energy and helps them recognize any opportunity to improve this over time.
- Water Meters – In order for our Mission Critical customers to achieve a level of LEED certification, we provide water meters tied to the Building Management System specifically to provide monitoring of water usage.
- Emissions – We not only assist with monitoring of the data center's energy & water consumption, but also provide data to help them reduce their overall emissions and enable them to reach their climate targets.

Our material handling automation solutions help parcel hubs, warehouses and distribution centers maintain efficient order fulfillment. We include the following in all material handling automation systems:

- Electricity Downtime Control – We provide programming to material handling lines that will automatically shut down any line when not in use to conserve electricity.

Environmental Management System

The E Tech Group EMS Committee, will be administering and monitoring this policy and our commitments and goals. This policy will serve as the framework for setting and reviewing E Tech Group's environmental commitments, goals/targets for all E Tech Group offices in the US. The E Tech Group EMS Committee will meet on a quarterly basis to review this policy and goals to develop recommendations for improvements and updates as needed.

Communication

Our commitment to the environment extends to our associates, our customers, our business partners, and the communities in which we operate. E Tech Group will communicate our environmental commitments and goals to all associates, customers, and the community by providing a copy of this policy to all associates, sharing with customers via EcoVadis, and posting to our internal Intranet and external website.

CEO Commitment

E Tech Group and I are committed to continually improving our environmental impact and I support this policy and our goals.

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Matt Wise, CEO

Acknowledgement

I acknowledge that I have read this policy and agree to actively participate in helping E Tech Group reach their environmental goals.

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Associate Printed Name

_____   _____

Associate Signature   Date