



Verego Sustainability Policy

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INTRODUCTION

Verego exists to serve the needs of organizations wanting to responsibly and sustainably strengthen their operations and the operations of their Suppliers. Offering several services designed to assess, evaluate, and monitor performance, Verego also guides continuous improvement of Buyer and Supplier performance based on industry best practices in the AREAs of: Leadership, Ethics, Labor, Community, and Environment. Please see the Verego SRS Standard for more information on the five AREAs of assessment.

PURPOSE

Verego's vision is "Uniting the World Economy to Embrace the Responsibility Movement." In order to achieve this vision, we must also embrace the responsibility movement in the way we operate. Verego uses best practices to shape our Sustainability and Responsibility Policy. The following Sustainability Statements outline Verego's approach to embracing the Responsibility Movement within its own operations. The overarching purposes of this policy are to 1.) Identify areas of focus, 2.) Analyze respective areas and discern which actions can enhance positive impacts while minimizing any negative impacts, 3.) Incorporate knowledge of CSR and Sustainability best practices to address these actions, and 4.) Continuously review and improve upon current approaches to sustainable and responsible business operations.

LEADERSHIP

1. Executive Commitment to Sustainability Standards

- Verego's focus on the five AREAs of Leadership, Ethics, People, Community, and Environment are reflected in its approach to sustainability at all levels of operation, including the executive level.

2. Commitment to Corporate Responsibility

- As part of Verego's commitment to Corporate Responsibility, all levels of operations from leadership to assessments to stakeholder engagement promote this commitment to social responsibility.

3. Stakeholder Transparency

- Verego will be transparent about all approaches to business sustainability and responsibility, engaging stakeholders to inform them of existing approaches as well as a means of gaining additional insight into the improvement of these or new approaches.

ETHICS

1. Conflicts of Interest

- Verego has established a structured approach to monitor potential Conflicts of Interest both within Verego and with any associated organizations.

2. Privacy and Protection of Information

- Verego operates under the assumption that all client information gained during an assessment or evaluation is confidential, unless available to all stakeholders (i.e. online).
- The results of any assessment or evaluations are only shared with the applicable Buyer and/or Supplier(s) with Publication Rights defined for each process and client-facing deliverable.
- Employee information is secured via a third party digital HR company.

3. Responsible Purchasing in the Supply Chain

- Verego seeks to minimize the social and environmental impact of any purchases by evaluating Suppliers accordingly. Since the majority of Verego's Supply Chain is composed of electronics, the following are taken into consideration:
 - Recyclability – purchasing items from recycled materials and the ability to recycle those products at the end of their use phase
 - Reusability – identifying alternative uses for items that would normally be disposed of or looking for features that promote reusability (e.g. rechargeable batteries, etc.)
 - Takeback programs – selecting Suppliers that offer takeback programs to recycle used products in the creation of new products
 - Renewable energy – giving preference to Suppliers that promote renewable energy sources (e.g. the hosting services for Verego's website)

PEOPLE

1. Work-Life Balance

- Employee happiness is important for a thriving and responsible business. Verego employees are able to have a flexible schedule with time to visit family and friends and pursue hobbies. Verego allows for the opportunity to work from home and encourages the practice when possible. This limits commuting time and increases flexibility of working hours.
- Verego employees are encouraged to stay active and exercise as well as use ergonomically designed equipment for daily use to reduce work related injury.

2. Labor and Employment

- Verego is an equal opportunity employer and understands a diverse group allows for a more diverse mindset with greater adaptability and problem solving skills.
- Remunerations and compensation is commensurate with experience while remaining competitive within the market and equal between genders.

3. Human Rights

- Verego respects the Human Rights of its employees and stakeholders by requiring the due diligence to avoid any infringement of Human Rights.
- Verego supports the protection and fulfillment of Human Rights, not only through its assessments and evaluations, but also through the promotion of Human Rights best practices.

COMMUNITY

1. Investment

- Verego leadership and employees are encouraged to reach out within their local communities by investing the skills they gain at Verego to foster positive and impactful relationships with organizations and stakeholders.
 - Partnerships with local NGOs can help drive strategy development, website design, program evaluation, and operations improvement.
- Each Verego employee is given 20 paid hours per year for skill-based Community Investment volunteerism.

2. Engagement

- Verego urges all employees to engage in their local community by having a direct connection to the lives and environments that they impact, such as by:
 - Rebuilding damaged properties after natural disasters
 - Helping establish parks and other recreational centers
 - Cleaning up rivers, parks, or other natural habitats
 - Tutoring children and adults in computer skills, science, business, etc.
- Each Verego employee is given 12 paid hours per year for Community Engagement volunteerism.

ENVIRONMENT

1. Pollution

- Verego aims to reduce its pollution on a daily basis.
- Verego encourages employees to work remotely which limits pollution related to transportation and traveling.
- Employees become educated on ways to reduce pollution thanks to identified best practices, here are some examples:
 - Responsible disposal of hazardous electric devices and equipment (i.e. batteries and cell phones)
 - Finding efficient means of travel to limit air and noise pollution

2. Resource Use

- The biggest use of resources at Verego are personal electronic devices and paper products.
 - Electronic devices are properly recycled and bought from retailers that receive their goods from responsible sourcing supply chains
 - 100% of paper products can be recycled or reused
 - All other forms of waste will be disposed in a responsible manner
- All employees are encouraged to responsibly use energy in their daily lives: efficient power use, shutting off lights or installing sensor lights, and keeping appliances on lowest energy use levels.
- Employees naturally become educated on ways to reduce resource use thanks to identified best practices, here are some examples:
 - Limiting use of devices manufactured with conflict materials
 - Using recycled materials and recycling programs
 - Being conscientious of water use and where it is sourced

3. Climate

- Verego encourages remote work, which effectively eliminates emissions from travel.
 - When travel is needed, Verego employees should seek the lowest emitting form of transportation possible. Firstly, through mass transit, secondly through car sharing services, and then through efficient vehicle use.
- Scope 2 emissions are produced via natural gas and electricity use from purchased sources. As such, all employees are encouraged to responsibly use

energy in their daily lives: efficient power use, shutting off lights or installing sensor lights, and keeping appliances on lowest energy use levels will lessen Scope 2 emissions.

- Employees become educated on ways to lessen the impact to our climate thanks to identified best practices, here are some examples:
 - Giving preference to energy-efficient materials
 - Choosing public transportation when possible
 - Creating energy-efficient living and work spaces

4. Habitat

- Verego encourages employees to work remotely, keeping required office space and disrupted habitats minimal.
- Office space leased or purchased seeks to minimize its Habitat impact through a set of criteria based on brownfield development, land-use, and biodiversity impacts.
- Verego encourages employees to seek opportunities to aid in habitat protection, such as volunteer clean-up, habitat restoration, or other ways in which Verego can improve local ecology and habitat health.
- Employees become educated on ways to lessen the impact to habitats thanks to identified best practices, here are some examples:
 - Taking part in conservation measures to ensure bio-diversity
 - Promoting the health of nearby habitats directly from volunteer work
 - Partnerships with conservation organizations