

HERServices Environmental Stewardship and Sustainability

HERServices has long recognized that operating more efficiently and reducing the consumption of energy and natural resources in every aspect of our business is the right thing to do. HERServices is committed to continually improve the environmental sustainability and social performance of its operations and to become a leader in Southern Nevada in adopting and implementing sustainable practices.

HERServices Environmental Approach and Policy Statement

HERServices's team of experts will comply with relevant legislation and regulations that best fit our policy for green living, environmental sustainability, and reducing the consumption of natural resources and the carbon footprint from our operations.

Diane Hale has been appointed as the Sustainability Coordinator, who has the responsibility for ensuring ongoing environmental performance, identification of environmental risks, recording and monitoring of impacts and implementing environmental and social sustainability measures.

Special consideration will be given to employing and empowering the staff to select (wherever efficient) environmentally sustainable, products and services that achieve the highest possible reclaimed or recycled content of materials. Staff will be encouraged to continually improve and upgrade water efficiency, energy utilization and waste management within the facility to reduce waste and conserve our natural resources to the highest extent possible. HERServices will conduct a regular financial analysis of business practices to assess the potential benefits of using or implementing more efficient equipment and practices at our facility.

We encourage staff to share our commitment to environmental and social sustainability by meeting EPA's Energy Star and USGBC's LEED certification standards to our suppliers, contractors, agents and manufacturers.

HERServices Will Implement the following Sustainability Practices

Natural Resource and Waste Reduction

- Minimize our use of paper and other office consumables
- Promote recycling to the maximum extent possible
- Promote the selection of products that contain recyclable materials and/or reduce the waste in landfills and are compostable.

Water Utilization and Conservation

- Minimize water usage by landscaping with conservation-oriented plants (native, drought tolerant) and installing highly efficient watering system with timers to reduce water runoff and direct water to the base of the plants.
- Design and develop rainwater collection systems to allow the reuse of rain water on

the grounds and roof of the building for landscape watering at facility.

Energy Conservation

- Use ENERGYSTAR and WATERSENSE products and equipment
- Take advantage of the utility company's audit and incentive programs to implement cost-effective measures
- Utilize solar energy to reduce the use of carbon fuel derived energy sources
- Utilize occupancy-based lighting control systems with appropriate zoning and daylight linking to reduce energy consumption
- Reduce the energy consumption of office equipment by purchasing energy efficient equipment and good housekeeping.

Purchase of equipment and consumption of resources

- Minimize our use of paper and other office consumables, for example by double-siding all paper used, and identifying opportunities to reduce waste.
- As far as possible arrange for the reuse or recycling of office waste, including paper, computer supplies and redundant equipment.
- Reduce the energy consumption of office equipment by purchasing energy efficient equipment and good housekeeping.
- Seek to purchase electricity from a supplier committed to renewable energy. Seek to maximize the proportion from renewable energy sources, whilst also supporting investment in new renewable energy schemes.
- Ensure that timber furniture, flooring, and any other timber products, are from recycled sources or from well-managed, sustainable sources and are Forest Stewardship Council (FSC) certified.
- Select Low or no VOC materials in the construction of the office and work environment to seek better indoor air quality and reduce hazardous air pollutants in the workplace.

Working practices and advice to clients

- Undertake voluntary work with the local community and / or environmental organizations and make donations to seek to offset carbon emissions from our activities.
- Ensure that any associates that we employ take account of sustainability issues in their advice to clients.
- Minimize toxic emissions through the selection and use of its fleet and the source of its power requirement.
- Actively promote recycling both internally and amongst its customers and suppliers.
- Source and promote a product range to minimize the environmental impact of both production and distribution.
- Include a copy of our Sustainability Policy in all our proposals to clients.

Approved May 7, 2012 by Diane K. Hale Owner of HERServices