



2017 Environmental Responsibility and Sustainability Report



At Inoventures, we strive to create products and services that are the best they can be in every way. Our passion for innovation is also reflected in how we think about environmental responsibility. Our goal is to provide not just the best service, but the best innovative solutions that are environmentally responsible for all customers. Inoventures' 2017 Sustainability Report, covering fiscal year 2017, highlights the progress we've made toward that goal. We have set three priorities for our work where we believe Inoventures can make the most impact going forward: • Reduce our impact on climate change by using renewable energy sources and driving energy efficiency in our processes whenever possible. • Proactively use greener materials in our processes. • Conserve precious resources so we all can thrive. This report details how we are approaching each of these priorities, and highlights the progress we have made to date.

Corporate Culture

At Inoventures, our strategy is focused on enabling our customers' success through the development and delivery of innovative solutions that help them anticipate and prepare for unexpected changes in their respective markets. We know that our success relies on the way our employees work with our customers, partners and each other. Our company's Brand and Values are integral to our behaviors and shape who we are as a company. We believe that the progress we make on our strategy is critical to our success, but the way we achieve our goals is equally as important. Our environmental initiatives work is led by the Vice President of Operations, who reports directly to the CEO/President. The VP of Operations works with teams across Inoventures to set strategy, engage stakeholders, and communicate progress. Our integrated approach means that decisions about environmental issues are reviewed at the highest levels of the company. But we know we have a long way to go, and a lot of work ahead of us. And we are committed to increasing openness in our sustainability work.

Sustainability and our Business

Inoventures is committed to distinguishing our company as a leader in the area of sustainability. We aim to achieve this by leveraging our knowledge and expertise and through collaborating and sharing ideas with our employees, customers and industry partners.

Our Strategy for Sustainability

Our strategy for sustainability focuses on embedding the five elements of our sustainability program into our corporate culture. The five elements are employee sustainability, environmental sustainability, material stewardship, sustainable solutions and sustainable communities. In

In addition, we are committed to focusing on the areas where we can make a positive impact in our industry and drive the most significant improvements.

Employee Sustainability	Environmental Sustainability	Material Stewardship	Sustainable Solutions	Sustainable Communities
Foster a positive and engaged workforce that drives innovation and empowers people to make a difference.	Reduce our impact on the environment resulting from energy and water consumption.	Reduce, reuse and recycle products and materials at end-of-life and generate value from the waste.	Understand the environmental footprint of our customers' products, and proactively help our customers to "green" their processes.	Leverage our collective expertise to drive positive change in the communities in which we operate.

Work Environment

Facilities

An energy-efficient facility is good, and a 100 percent renewable energy facility is better. The cleanest energy is the energy you never use, so we obtain office space in buildings that use as little electricity as possible.

Technology

Inoventures takes pride in our innovative practices and shares EPA's passion in practicing environmentally preferred procedures. We make every effort to follow EPA's Environmentally Preferable Program (EPP) guidelines as much as possible especially when it comes to technology utilization and purchasing. We have created internal cloud based systems to communicate with our teams across the nation and implemented smart but secure cloud based file storage systems to manage all our important documents so we avoid paper waste and take saving the environment seriously. Our environment-friendly systems are, however, completely secure and we are happy to pass along the innovative systems to the government. If we are required to buy hardware on behalf of the customer, we evaluate it to be environmentally effective and safe. Additionally, when applicable, we make suggestions on cloud storage and technologies to help save on energy costs.

Recycling

Keeping recycling local.

At all Team Inoventures office locations, we participate in recycling programs and purchase environmentally preferred products and supplies that are recyclable in support of all our projects. The vast majority of our recycling is handled in-region keeping our transportation-related greenhouse gas emissions low.

Our commitment to recycling.

If not recycled properly, electronic waste can be a serious health and environmental issue. It's often dumped in countries where dangerous recovery techniques leach toxins from electronics that can affect people and the environment. That's why we're committed to recycling responsibly.

Reducing Carbon Footprint

Since 2008 we have become increasingly aware of the importance of reducing consumption across our organization. We've looked at everything from air miles flown to paper used; computers bought to miles driven. By certifying as an ISO 9001 and CMMI level 3 company and by enhancing our information technology systems, we're reducing manual processes and shrinking our paperwork burden.