

MIMEO.COM, INC.

ENVIRONMENTAL PERFORMANCE POLICY

October 29, 2019

Mimeo.com, Inc. on behalf of itself and its affiliate and subsidiary companies (“Mimeo” or “we”) seeks to establish and sustain a positive environmental legacy for Mimeo and for future generations. Mimeo is fully committed to meeting its customers’ print on demand and document distribution needs in an environmentally responsible manner that protects the public, our communities, and the earth that we all share. In keeping this belief, it is our policy to minimize our overall impact on the environment while encouraging and actively performing in environmentally responsible behavior on the part of our employees, agents, consultants, subcontracts, and subsidiaries within the United States and throughout the world.

In addition to complying with all applicable environmental laws and regulation, we commit to the following Environmental Areas of Focus:

- A. Make environmental concerns an integral part of our planning and decision making process and commit sufficient resources to implement effective environmental and sustainability programs.
- B. Engage and inspire employees, customers, vendors, and subsidiaries to make positive impacts on the environment.
- C. Provide a safe workplace and ensure that personnel are properly trained and have appropriate safety and emergency equipment.
- D. Develop, efficiently manufacture, and market goods and services that are safe for their intended use and protective of the environment.
- E. Use development and printing manufacturing processes that do not adversely affect the environment, including developing and improving operations and technologies that prevent air, water, and other types of pollution.
- F. Be an environmentally responsible neighbor in the communities where we operate, and act promptly and responsibly to correct incidents or conditions that endanger health, safety, or the environment. Report them to authorities promptly and inform affected parties as appropriate.
- G. Ensure the proper handling and disposal of all wastes, and minimize the creation while pursuing opportunities to prevent pollution and recycle and reuse waste materials.
- H. Continually improve our environmental programs.