Management and Leadership

☑ Environmental Policy Statement

_Pando Alliance is committed to reducing our negative impact on the environment. We are committed to developing green and healthy homes and communities that will help provide cost-effective housing. Our policy is reinforced and maintained by all Pando Alliance employees. We strive to:_

- Comply with all environmental rules and regulations
- Prevent pollution, whenever possible
- Recycle all recyclable materials
- Motivate employees to initiate green practices in their personal lives
- Set annual goals to improve our environmental impact
- Create new ways to measure our impact on the environment

☑ Environmental Team

_We have a nine-member team that regularly discusses ways to make our sustainability efforts more effective. Our mission is to develop healthy, energy efficient, durable, and environmentally sound homes. We pride ourselves on providing measurable utility savings in affordable housing projects. We measure our own success by the growth of sustainability within our projects and their communities._

☑ Environmentally Preferable Products and Services

_Our company provides consulting to multifamily developers and project teams on how to build energy efficient apartments that consume less energy than similar homes. We also provide investment grade energy audits of existing_
multifamily properties where we make recommendations to developers on how they can improve the energy efficiency of their property.

☑ Environmentally Preferable Purchasing

We purchase only ENERGY STAR certified electronics, including laptops, monitors, printers, and TVs. We also purchase only Forest Stewardship Council (FSC) certified paper. Our hand and dish soaps are environmentally friendly and not animal tested. Instead of using paper towels in our office, we use washable hand cloths to cut down on paper waste. We have saved approximately 12,500 paper towels annually by using hand cloths in the restroom. All the tissue and toilet paper we purchase is FSC certified only. All batteries we purchase for our test equipment are rechargeable, which has diminished our need to purchase batteries for the past few years. We have also purchased 16 plants for better indoor air quality at our office.

Whenever possible, materials selected for our office fit-out were purchased from stores such as Habitat ReStore and Loading Dock, including flooring, trim, and furniture. We purchased and installed 100% recycled blown cellulose insulation for the attic of our office, and we are the only unit in our complex with continuous insulation in the attic. We also replaced the drop ceilings in our top floor office space with a drywall ceiling to create an air barrier, which reduces air infiltration and limits the stack effect thus reducing our heating and cooling loads.

Waste

☑ Solid Waste Reduction and Reuse

We are always looking for ways to decrease the amount of trash we produce. In the kitchen, we use cloth napkins instead of paper napkins, and we use dish cloths instead of disposable sponges. We have saved approximately 6,250 paper napkins/towels annually by using cloth napkins in the lunch room. Out in the field we use reusable covers for testing duct systems instead of disposable tape whenever conditions permit. To reduce plastic waste, we use filtered water instead of water bottles. Cardboard boxes and packing material are taken to a UPS store that will accept these materials for reuse. We do not have a Keurig coffee machine because the K-cups are not reusable. Instead, we have a regular coffee machine with biodegradable coffee filters.
**Recycling**

Most of our office waste is recycled (paper, cardboard, ink cartridges). In October of 2018 our office took a trip to the local Waste Management Recycling Center. We were able to see the impact that recycling has on the environment, and learned the importance of sorting your recyclables to ensure efficient processing.

**Composting**

We have been composting food waste since 2016 and have a bin in the kitchen of our office where employees can put leftover coffee grounds and fruit/vegetable waste.

**Energy**

**Energy Efficiency**

All of the lighting in our office are LEDs to reduce electricity usage, and our refrigerator is Energy Star rated. We have an Energy Star certified smart programmable thermostat that is set at 75 in the summer and 72 in the winter only when the office is occupied, so the unit does not run as often. Our windows are operable to allow for natural ventilation and little need for heating/cooling during the fall and spring. We aim to use natural lighting as much as possible.

**Renewable Energy**

We use CleanChoice Energy, which sources 100% regional renewable energy to our office. 99% of electricity provided is sourced from wind, and 1% is sourced from solar. In a period of 12 months, our electric company emitted 0 lbs/mWh of carbon dioxide, nitrogen oxides, and sulfur dioxide, compared to 938 lbs., 0.57 lbs., and 0.71 lbs. respectively of traditional fuel source emissions. We track our energy usage and keep it in a common space of our office so that we can all see the kWh we use on a monthly basis.

**Transportation**

**Employee Commute**

Pando Alliance offers employees a flexible schedule to reduce travel during peak times. Employees are offered the option to telework to reduce the amount of car pollution we contribute.
Efficient Business Travel

Pando also encourages staff members to carpool to project sites, and, when assigning managers to projects, we schedule the project managers that would have the shortest commute to the site.

Fleet Vehicles

Six out of nine employees drive energy-efficient vehicles which have significantly reduced the amount of fuel consumption compared to our prior fuel consumption. Considering that our average employee drives almost 100 miles a day, we have saved an average of 3,200 gallons of fuel per year among those six employees.

Water

Water Conservation

Our showerhead and faucets are low flow, WaterSense-rated fixtures. We upgraded our toilets from a 3.5 gpf to a 1.1/1.6 gpf dual flush. According to the Federal Energy Management Program, this upgrading will decrease one person’s annual water use from 27,300 gallons to 12,500 gallons. There are nine employees in our office which means we save about 133,200 gallons per year. When moving into our new office we selected two-handled faucets to avoid unintentional hot water draws. Our hand cloths are taken home by an employee and washed with a full load of laundry to use less water than washing them on their own.

Environmental Certification Programs, Awards, and Other Activities

Pando Alliance maintains the following professional credentials:

RESNET HERS Rater
LEED AP, BD+C
LEED for Homes Green Rater
NGBS Green Verifier
Enterprise Green Communities Technical Assistance Provider
BPI Building Analyst
BPI Envelope Professional
BPI Multifamily Building Analyst
PHIUS+ Rater
Awards:

2018 NGBS Green Partner of Excellence
2016 and 2017 Energy Star Certified Homes Market Leader Award
2016 Rater Partner of the Year, Delmarva Power
2015 Energy Efficiency Champion, SMECO
2015 Partner of the Year, Delmarva Power
2008 Certificate of Appreciation, Rebuilding Together Baltimore

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