Management and Leadership

☑️ **Environmental Policy Statement**

It is within the Posh Home Improvements (Posh) Corporate Sustainability and Social Responsibility Policy that all materials and products used for home improvement projects shall not:

a. Cause damage to the natural environment or consume disproportionate amounts of resources during use or disposal;

b. Cause unnecessary waste of energy, water or materials due to short life, poor design, inefficiency, or less than ideal installation or operating procedures;

c. Create dependence on high impact transport systems with their associated pollution;

d. Endanger the health of home occupants, or other parties through exposure to pollutants, the use of toxic materials or providing host environments to harmful organisms; or

e. Further endanger threatened species or environments.

☑️ **Annual Environmental Goals**

a. Posh strives to regularly recycle nearly 80% of used materials at local recycle centers each year.

b. Posh strives to host bi-annual “Clean the Community” events!
c. Our goal for 2022 is to have at least 65% of projects completed to utilize either green building materials, zero VOC coatings, energy efficient appliances, environmentally friendly electric and/or environmentally friendly plumbing fixtures.

Environmentally Preferable Products and Services

Posh promotes the installation and use of green building materials and products, super-energy efficient appliances, and environmentally friendly fixtures. Such products include but are not limited to:

- Shiplap
- Greenguard certified cabinets and vanities
- IceStone, PaperStone, QuartzStone, & Durat counter and vanity tops
- Bamboo, Cork, Marmoleum, Reclaimed Leather, Upcycled local wood flooring, Reclaimed wood, Eco-wood, and formaldehyde-free flooring-adhesive materials
- Eco-friendly paints
- Energy efficient light fixtures
- Water conserving plumbing fixtures such as low gallon-per-minute (1.8 or less GPM) plumbing fixtures and waterless plumbing fixtures. These fixtures, which include faucets, toilets, and shower heads, often carry the WaterSense label.

Posh has also established a small business partnership with ENERGY STAR, a U.S. Environmental Protection Agency (EPA) voluntary program that helps businesses and individuals save money and protect the climate through superior energy efficiency by reducing greenhouse gas emissions.

- Posh promotes the installation and use of super-energy efficient appliances (appliances that are at least 40% more efficient than the federal standard).

- Posh also promotes the use of energy efficient electrical and plumbing fixtures (e.g. LED lighting, ceiling fans, autosense, WaterSense labeled plumbing fixtures such as faucets, toilets, shower heads, and waterless systems, etc.).

- To educate and inform customers and potential customers about the importance of energy efficiency and taking efforts to actively reduce greenhouse gasses, an ENERGY STAR widget is embedded on the “About” webpage on the Posh website.
To educate and inform customers and potential customers about the importance of sustainable water use practices, a WaterSense widget is embedded on the “About” webpage on the Posh website.

Out of 48 projects, 26 utilized either green building materials, zero VOC coatings, energy efficient appliances, environmentally friendly electric and/or environmentally friendly plumbing fixtures, totaling 54% of projects completed between 9/1/2020 - 9/1/2021.

Environmentally Preferable Purchasing

Posh prefers to obtain project materials and products that are manufactured and stored no more than 50 miles of a project site.

Environmental Restoration or Community Environmental Projects

Earth Day is Every Day. Our mission is to clean, reduce, and/or prevent litter in public spaces such as streets, lots, and parks throughout Baltimore County and Baltimore City. We host annual “Clean the Community” events where our team members volunteer to clean various communities in Baltimore County and Baltimore City.

Waste

Solid Waste Reduction and Reuse

Posh utilizes mobile devices, tablets and laptops, etc., which help to reduce our paper usage. Posh has a preference to communicate electronically with our customers. Our utilization of DocuSign enables customers to acknowledge documents and make changes electronically. DocuSign is an electronic software that sends and manages documents anytime, anywhere, on any device, with confidence and security. Recycled paper is used for customers who prefer printed documents and for marketing outreach efforts.

Recycling

Posh recycles demoed kitchen appliances, cabinets, countertops, bathroom vanities and vanity tops for our qualifying home spruce-up projects.
Transportation

☑️ Fleet Vehicles

POSH operates Flex Fuel (Gas/E85) and B-20 capable Diesel Fuel vehicles. Our diesel fuel vehicles utilize Diesel Particulate Filters, Diesel Exhaust Fluid and capable of running on B-20. Our Flex Fuel vehicles capable of running on E85. Posh is highly conscious in minimizing our environmental footprint.

Profile Updated September 2021