



Maryland Green Registry MEMBER

The Maryland Green Registry promotes and recognizes sustainable practices at organizations of all types and sizes. Members agree to share at least five environmental practices and one measurable result while striving to continually improve their environmental performance.

JBS International, Inc.



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Consulting Services
Member since January 2012

Management and Leadership

Environmental Policy Statement

JBS is committed to promoting environmental responsibility in its work and its workplace. We fulfill this mission by:

- *Engaging in and adopting socially responsible and environmentally safe practices*
- *Incorporating environmental responsibility into JBS corporate values for social responsibility*
- *Promoting sustainable business practices by striving to:*
 - *Buy and use environmentally friendly products*
 - *Partner with and support vendors and businesses that adopt sustainability*

A healthy environment goes hand-in-hand with well-being and benefits everyone. Our commitment to sustainable practices is long term.

Environmental Team

JBS's Green Team is a group of employees from various departments who leads the company in developing policies and procedures to make JBS more efficient and environmentally friendly. The Green Team meets periodically throughout the year to plan activities. Projects are ongoing, requiring coordination with staff throughout the company.

The Green Team works to promote JBS’s green messages and to ensure all employees are aware of the company’s green policies and activities. All JBS employees receive the Green Team—New Employee Handout during their company orientation. The handout describes JBS’s efforts to be green, provides information encouraging employees to follow sustainable practices at work, and invites employees to join the Green Team.

The Green Team hosts brown-bag lunch presentations with green experts, presents at companywide managers’ meetings, and participates in JBS’s annual Health & Wellness Fair. JBS posts local green events and tips on the JBS Insider, the company’s internal online community. The Green Team reviews company practices, identifies more sustainable options, and recommends policy and practice changes to executive leadership. The following initiatives have been instituted by members of the Green Team over the past 3 years:

- ***Adopt-A-Road Program began in July 2012***—Staff volunteers pick up trash and litter along a 1.5-mile stretch of a local road every 2 months. Trash is weighed, and the number of gallons picked up is reported to Montgomery County. Since July 2012, JBS volunteers have collected more than 500 gallons of trash from our section of road, diverting it from our waterways and sewage systems.
- ***Semiannual Green Employee Award began in 2012***—Awardees are nominated by their peers, with final awardees selected by the Green Team. We look at what nominees do both at work and at home to promote a green environment. The winner is posted on the JBS Insider, along with a description of his or her environmental stewardship activities. The winner receives a \$50 gift card.

Environmentally Preferable Products and Services

JBS provides meeting/conference services and publication services to its clients. In these roles, JBS applies green practices and demonstrates to its client how these practices conserve resources and reduce costs. For example, JBS meeting planners encourage limiting hard copies to those that are necessary for the successful outcome of the conference/meeting, and use double-sided printing and other techniques to reduce waste. Documents are posted on Web sites in place of printing whenever possible.

Environmentally Preferable Purchasing

Whenever possible, JBS works with other local green-minded companies. For example, JBS uses Windows Catering Company, which is green certified by the Green Restaurant Association. We include sustainability practices in our review criteria for selecting meeting sites.

JBS joined the Amicus Green Building Center, a green hardware and cleaning supply store. We purchase environmentally friendly cleaning products for our kitchens from Amicus. The company offers free membership and discounts to JBS employees.

JBS purchases coffee from Chesapeake Bay Roasting Company, which produces USDA Organic, Fair Trade Certified coffee. The company is 100% wind powered and pledges 2% of every can of coffee to support the Watershed Preservation Fund, which helps keep the Chesapeake Bay clean.

JBS also uses Forest Stewardship Council-Certified paper, and our restrooms are supplied with recycled paper products.

Waste

Solid Waste Reduction and Reuse

JBS supplies its office kitchens with reusable mugs and cutlery, as well as wooden coffee stirrers. We have discontinued using paper cups and plastic utensils and stirrers. We also encourage reuse of products by offering equipment to employees at bargain prices before disposing of it.

JBS encourages staff to minimize printing out documents and emails and keeps its office printers and copiers set to double-sided copying.

Scanning and electronic filing of documents are encouraged. The IT department works with employees to post project and user materials to internal SharePoint sites and to reduce hardcopy printing as much as possible.

Recycling

If old computers, equipment, and furniture are determined to be too old for reuse or does not work properly, it is recycled through an appropriate authority. Recycling days are held in the lobby of the building with pick up by an e-cycling program such as BFI. We recycle toner cartridges, and staff members are encouraged to recycle used water filters by dropping them off either in a box maintained by a Green Team member or directly at the Whole Foods Market, which is located next to our North Bethesda office. Staff members are also encouraged to drop off cork from wine bottles at the Whole Foods Market.

In March 2013, JBS launched a battery recycling program and since then has recycled nearly 2,000 batteries and delivered them to local recycling programs.

Months	Number of batteries recycled
<i>March to May 2013</i>	<i>458</i>
<i>May to December 2013</i>	<i>427</i>

<i>December 2013 to May 2014</i>	<i>380</i>
<i>May to July 2014</i>	<i>203</i>
<i>July to September 2014</i>	<i>257</i>
<i>September to December 2014</i>	<i>366</i>

Composting

JBS replaced its office and kitchen trash bins with individual receptacles for composting, recycling, and landfills. Signs next to the bins list what items are compostable and recyclable and encourage disposal in the correct bin. JBS has added compostable bins to its restrooms to allow for composting of paper towels. As a result, from September 2012 to January 2015, JBS diverted more than 51 tons of compostable waste from landfills.

Below are the numbers for 2014–2015:

Month	Tons of compostable materials collected
<i>May 2014</i>	<i>3.37</i>
<i>June 2014</i>	<i>3.37</i>
<i>July 2014</i>	<i>3.37</i>
<i>August 2014</i>	<i>3.37</i>
<i>September 2014</i>	<i>3.64</i>
<i>October 2014</i>	<i>3.63</i>
<i>November 2014</i>	<i>3.11</i>
<i>December 2014</i>	<i>3.63</i>
<i>January 2015</i>	<i>3.37</i>

Energy

Energy Efficiency

JBS uses Energy Star multifunction networked copiers as printers to reduce the number of printers in the office, and we are actively looking into purchasing EPEAT green electronics as current equipment needs to be replaced.

The JBS IT department has a policy of setting desktop/laptop configurations to default power settings that emphasize energy efficiency (e.g., monitor goes to sleep with 10 minutes of inactivity, computer goes to sleep with 30 minutes of inactivity).

The company is undergoing an upgrade to Microsoft Office 2010. For this upgrade, the IT department is working with the Green Team to determine additional energy-saving standards for settings when staff members are away from their desks and when they leave for the day. These standards will be implemented company wide.

The IT department encourages substituting desktop computers with laptops for staff who work offsite at least half time because laptops consume less power.

JBS individual staff offices have occupancy sensors that automatically turn lights on or off, further reducing energy use. All lighting is compact florescent efficient lighting. Conference room lights are on multiple switches so that staff can turn on just what is necessary for a meeting.

Transportation

Employee Commute

JBS used accessibility to public transportation as a major criterion when deciding on a new location for its headquarters in 2008. The chosen location (JBS's current North Bethesda office) is blocks from the White Flint Metro station. JBS supports part- and full-time teleworking and flexible schedules.

JBS participates in the Metro Smart Benefits Plan, which uses pretax income to pay for commuting on Metrorail and Metrobus to encourage the use of mass transit.

Efficient Business Travel

JBS conducts meetings through Web conferencing when appropriate to support efficient business travel.

For large conferences/meetings, JBS uses shuttle buses to take meeting participants to airports at the conclusion of an event, rather than rely on numerous individual taxicabs.

JBS established a partnership with Sun Cabs, a company with a large hybrid vehicle fleet.

Fleet Vehicles

JBS delivery trucks and couriers operate as efficiently as possible. Engines are turned off when loading and unloading at the warehouse. Careful scheduling logistics are applied to minimize the number of trips and vehicles used.

Other

JBS participates in a community-supported agriculture program.

JBS is an industry member of the Convene Green Alliance, a grassroots initiative spearheaded by several high-profile associations that promote positive

environmental practices through national, regional, and local outreach and education. The Alliance provides comprehensive information and support to associations seeking to create green policies and reduce the environmental footprints of their organizations and events.

In 2014, JBS received two awards from the Alliance for Workplace Excellence—the AWE Workplace Excellence Seal of Approval and Health & Wellness Seal of Approval. These awards highlight businesses that promote professional fulfillment and personal wellness at work, at home, and in the community, including commitment to corporate, social, and civic responsibility.

In 2012, JBS was named a Washington Business Journal’s Greater Washington’s Top 50 Healthiest Employer. The award honors local companies that are leading the way in workplace wellness and have initiatives that promote health and well-being for employees.

JBS received the 2012 EcoLeadership Award from the Alliance for Workplace Excellence, which recognizes visionary employers that are paving the way for environmentally sustainable workplaces.

Also in 2012, JBS received the Bethesda Magazine Green Award for businesses that have significantly incorporated green practices into their culture and operations.

Profile Updated March 2015



Help build a greener, more sustainable Maryland through voluntary practices that reduce environmental impacts and save money.

Learn more at www.green.maryland.gov/registry

