



ENVIRONMENTAL MANAGEMENT SYSTEM

CORPORATE DIRECTIVE

Morley is committed to operating its business with integrity, care for communities and respect for the environment. Through our sustainability efforts, we endeavor to be a responsible corporate steward of the environment and, as appropriate, to engage our clients, our company and our family of associates in eco-friendly practices.

We have created the Morley Environmental Management System (MEMS) and established a team of key individuals representing a cross-section of our organization to help manage this system. This team helps establish corporate goals regarding our social and environmental impact, and reviews related items such as legal compliance, waste management and recycling, greenhouse effects, and associate training.

MEMS OBJECTIVES

- › Establish energy usage reduction goals
- › Establish and maintain Scope 1 and Scope 2 greenhouse gas effect goals
- › Maintain waste and recycling programs
- › Evaluate and monitor legal compliance
- › Measure and report on corporate goals
- › Review and measure operating group goals

MEMS TEAM

- › Vice President & CFO
- › Director, Enterprise Systems
- › Director, Marketing & Communications
- › Director, Exhibits & Displays
- › Director, Human Resources
- › Senior Facilities Manager
- › Senior Program Manager

ANNUAL MEETING CADENCE

- › Annual performance audit of MEMS
- › Executive management review of audit results
- › Report on:
 - Annual energy usage measurement
 - Annual greenhouse gas effect inventory
 - Annual waste management and recycling
- › Solicit operating group voluntary goals
- › Review operating group voluntary feedback forms

CORPORATE TRAINING

- › Address goals to all new leadership team members during new leadership boot camp
- › New hire training orientation
- › Associate Handbook

CORPORATE WEBSITE UPDATES (PUBLIC DISCLOSURES)

- › Energy usage reduction goals and results
- › Annual greenhouse gas effect goals and results
- › Waste management and recycling goals and results
- › Legal compliance initiatives and regulatory issues
- › Local environmental initiatives for which Morley associates have volunteered