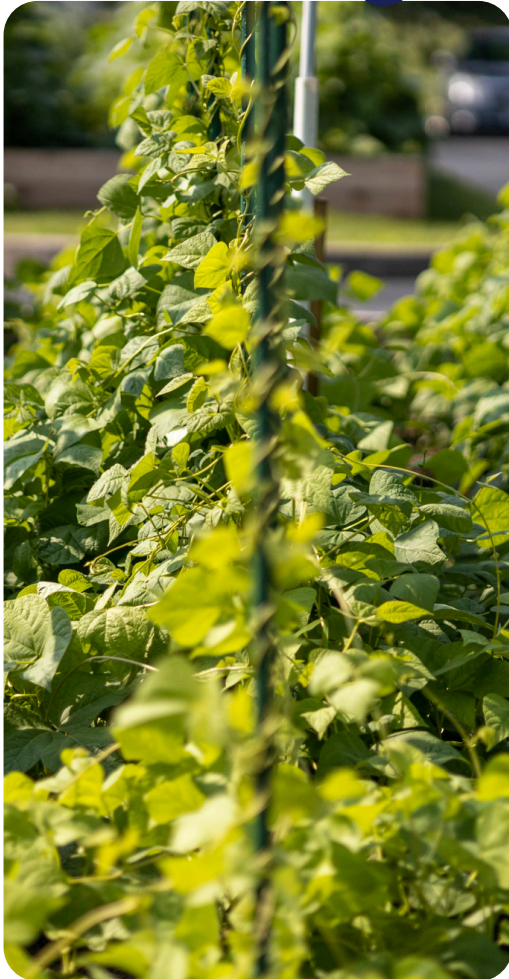


OUR SUSTAINABILITY *Commitment*



SOWING KINDNESS

We launched the Sowing Kindness initiative to address food insecurity by supporting and cultivating fresh, locally grown produce. At our Syracuse, NY HQ, we transformed 500 square feet of parking lot space into thriving raised-bed gardens, producing 1,750 pounds of fresh produce for donation to a local organization.

ORGANIZATION

As a paperless organization, we reduce waste through digital processes. Our HQ uses energy-efficient systems like climate control and motion-sensor lighting. We've installed water bottle filling stations to support reusable options. Company-wide hybrid work helps lower our carbon footprint by reducing commuting emissions.

TREE PLANTING

As part of our environmental efforts, we plant 1,000 trees annually. In 2025, we began planting fruit trees in communities to provide nutritious food to children that may experience food insecurity during summer months.

