



## Shrinking our Footprint

TrueBlue is dedicated to understanding and managing its environmental impact and risks. As a staffing, workforce management, and human resource outsourcing organization, TrueBlue's business operations produce limited carbon emissions and consume limited amounts of energy. Nevertheless, TrueBlue remains committed to managing our environmental impact, including carbon and energy emissions, water usage and hazardous waste, as well as finding areas to utilize sustainable and renewable product and energy sources.

TrueBlue has a relatively low ecological footprint translates into minimal energy emissions. However, we have taken steps in our business that further limit our contribution to global climate change and the shared risk it presents to every individual, every business, and every community. We leverage technology to minimize environmental impact. Rather than asking our associates to drive to one of our branches for assignment before driving to the jobsite, and back at the end of the day before heading home, we gave them control over their lives and cut the miles they drive, each day. Additionally, we pay most of our associates via electronic pay cards, which cuts more miles, reduces paper usage, and gives them more control over their finances.

Similarly, we have taken steps at our corporate offices in Tacoma, Washington, and Chicago, Illinois, to limit our energy consumption, including: using smart thermostats and Energy Star compliance computers; retrofitting fluorescent lightbulbs to a more efficient LED system; landscaping with plants that do not require additional watering, pesticides, or fertilizer; and reclaiming energy from our data centers and elevators to provide supplemental heat for the building.

We continually search for opportunities to use sustainable, recycled, and non-toxic products in our facilities. We requested that our janitors use EPA-certified green and non-toxic cleaning products. Our paper products contain a minimum of 30% recycled and FSC Certified paper, and we encourage staff to think twice before printing as we aim towards a paperless office. All used fluorescent lightbulbs are shipped to recycling centers. Finally, we try give office equipment and electronics a second life by donating them to non-profit organizations. Any that are beyond second use, we recycle, including batteries, and provide recycling services to employees for their own computers and home electronics.

TrueBlue, with already-limited energy emissions and ecological footprint, is dedicated to continuing to understand, identify, manage, and improve upon our environmental practices by identifying areas of improvement in energy and carbon emissions and continued use of renewable and/or sustainable products and energy sources.

