

CORPORATE SOCIAL RESPONSIBILITY POLICY





Foreword:

It is with great pleasure that I present PlanB's Corporate Social Responsibility (CSR) policy. At PlanB we believe that corporate success and social and environmental stewardship are interdependent, and that our responsibility goes beyond mere regulatory compliance. We believe that a healthy, educated workforce and sustainable resources are crucial to creating the shared value that is needed for our society to thrive. Conducting our business in an ethical way, taking into account our impact economically, social and environmentally – this is the ethos we bring to our practice and our CSR policy.

Ian Burns

A handwritten signature in black ink, appearing to read 'Ian Burns', with a long horizontal stroke extending to the right.

Managing Partner
PlanB Consultancy
iburns@planbconsult.net

Our Employees

Our employees are our most valuable resource. We provide a healthy and safe environment which affords our staff and their families the opportunity to develop in order to maximize their potential.

Equal Employment Opportunity and Affirmative Action Plan

PlanB is an equal opportunity employer. Our firm is committed to a policy of equal employment opportunity without regard to race, color, religion, gender, national origin, age, mental or physical disability, veteran status, sexual persuasion, or any other classification protected by federal, state, or local law. Equal Employment Opportunity applies to all personnel practices, including (but not limited to) recruitment, hiring, training, promotion, termination, leaves of absence, compensation, discipline, evaluation, benefits, transfers, educational assistance, and social and recreational activities.

Our goal is to establish and maintain a work environment free from discrimination, coercion, and harassment. While the firm will not hire or promote any person who is not qualified for a job, we wish for our firm to be known as one that welcomes women, minority, disabled, and veteran applicants at all job levels and encourage their hire and promotion.



Our Commitment to the Community

PlanB believes in contributing to the well-being of the local community. The following is a partial list of organizations that **PlanB** is proud to have supported:

National Alliance of Mental Health Clackamas - NAMI Clackamas is a grassroots organization dedicated to improving the quality of life for everyone impacted by mental health issues through support, education, and advocacy.

American Heart Association (AHA) – Fosters appropriate cardiac care in an effort to reduce disability and deaths caused by cardiovascular disease and stroke.

Captain Joseph House – A one-of-a-kind non-profit corporation created to lend support to the Gold Star Families of our military's Fallen Heroes. The Foundation provides a relief for Gold Star Veteran Families on the journey from grieving victim to empowered survivor; from familiar military community to civilian life.

Better People - Better People offers four basic services for individuals who have legal histories: cognitive behavioral therapy, using Moral Recognition Therapy; job readiness classes; assistance in gaining permanent employment; and, once employed, job retention services.

Oregon Food Bank – Oregon Food Bank provides emergency food to people who are hungry through a cooperative statewide network of hunger-relief agencies, helping 1 in 5 households fend off hunger. OFB also leads statewide efforts to increase resources for hungry families and to eliminate the root causes of hunger by advocating for fair public policies, strengthening community food systems and providing nutrition and garden education to help people become more self-sufficient and resourceful.

Oregon Association of Vocational Special Needs Personnel - OAVSNP members represent professionals who work with young adults with disabilities. Many of them are special educators, transition specialists and vocational counselors. OAVSNP members represent specialists who assist young adults make the transition from the school setting to adult life.

My Little Waiting Room, St Vincent Medical Center – Designed to reduce the stress of hospital visits for patients and visitors, My Little Waiting Room cares for infants through 10-year-olds at no cost, supported entirely by donations.

Toys for Tots – A program run by the United States Marine Corps Reserve which distributes toys to children

whose parents cannot afford to buy gifts for Christmas. The program was founded in 1947 by reservist Major Bill Hendricks.

Benefit Sail Boat Racing – We participate in benefit racing to raise money for local charities. We helped raise over \$10,000 for the charities listed below:

Frog Prints e – A local non-profit that supports young women ages 12 to 18 in Science, Technology, Engineering and Mathematics through hands on learning opportunities. Specifically stated in their mission statement, their focus is to expand potential pathways in life for girls of all socio economic levels through sailing.

Blakeley Rock Race – Supports youth sailing, marine safety and conservation programs.

Environmental Sustainability

At **PlanB** we believe that responsible environmental stewardship is a key driver to maintaining healthy communities. In addition to providing environmental impact statements as a line of service, our commitment starts with our own practice at the office. We ensure minimal environmental impact by producing less waste, and separating and properly disposing of the waste that is produced. Simply stated, at PlanB, we do *pono*, a Hawaiian term meaning *‘to do the right thing.’*

In addition, PlanB uses our very own in-house tablet based technology, otto, to help improve restoration and conservation in Hawaii. In 2017 PlanB partnered with the loko ia (fishponds), entering the Purple Prize Contest. The PURPLE PRIZE is a contest designed to tap into Hawaii’s creative resources to spur creativity and innovation and accelerate the rate of positive change with the goal in mind of encouraging collaboration between our local technical community and a community of cultural practitioners. PlanB was selected as a finalist and ended up winning the prize for “Best In Flight Project.”

