

2018 EcoLeadership Best Practices

AstraZeneca/MedImmune

<https://www.medimmune.com/>

For Profit

Biotechnology

250 or more US employees

- Our site has ISO 50001 certification and U.S. DOE SEP Gold certification for our energy management system.
- We are a DoE Better Plants Partner with a commitment to reduce energy by 25% from 2010 to 2020.
- Our fitness center and Area 6 of our OMW building are LEED Gold certified, our Childcare Center has applied for LEED Platinum certification, and we are committed to LEED Gold or higher for all new construction.
- We offset 100% of our purchased electricity with RECs.
- In 2016, we installed a 2.5MW Combined Heat and Power (CHP) system that reduced carbon emissions by over 30% when compared to using the conventional utility grid.
- In 2016, we launched composting in our main cafeteria, diverting thousands of pounds from incineration to a composting facility. In 2017, we expanded composting to restrooms and pantry areas.
- There are 11 electric vehicle charging stations (with additional stations in our new parking garage available for employee use in 2018).
- An ASHRAE level II audit was employed to assess opportunities for energy efficiency. One outcome was implementation of retro-commissioning process to improve efficiency of our major energy using (HVAC) systems.
- An annual electronics recycling event is held for employees, which collected over 2.5 tons of electronics in 2017.
- Membership with Maryland's Adopt-a-Road program has resulted in 5 road cleanups in 2017.
- We participate in the Nourish Now program, donating excess or unused food from our on-site cafeteria to community members in need.
- In 2017, we began sending biowaste and lab plastics to be reprocessed into plastic lumber. We also have a chemical sharing program between labs to reduce hazardous waste and chemical purchasing and a Chemical Recycler which neutralizes certain solutions so that they can be disposed safely as wastewater.
- In 2016, we launched our Wood & Plastic Pallet Reuse program which allows employees to reuse heat-treated wood and plastic pallets that would otherwise be discarded as trash. This program is popular among our employees.
- An employee community garden was installed in 2015. Food grown in the garden can be taken home by employees or donated to a local food shelter. We are also a CSA pick-up site for a local farm.
- A polystyrene densifier was procured to enable recycling of polystyrene waste.

- All employees receive a re-usable coffee mug and water tumbler, with a discount in the cafeteria when used.
- In 2017, we launched permanent donation bins at five different locations around campus to collect items from employees and donate to non-profit organizations or local schools. Thus far our donations have included: winter coats and accessories, school supplies, pet medicines and supplies and sneakers.

Chaney Enterprises

For Profit

Manufacturing, Building Materials, Construction

250 or more US employees

"The National Ready Mix Concrete Association (NRMCA) recognizes Chaney Enterprises for its outstanding environmental principles and management at its concrete mixing plants, granting the company Green-Star Certification at the Hollywood and Queenstown plants. The Green-Star Program was established in collaboration with NRMCA and the Environmental Protection Agency's Green Highways Partnership. "Chaney Enterprises has been proactive in its environmental practices, and the Green-Star Certification validates them," said Jan Holt, chief customer officer, Chaney Enterprises. "The Green-Star Certification's environmental management system will provide a continuous improvement model for the company. It is the first step in a series of green initiatives." To achieve national Green-Star certification, the company must demonstrate rigorous and sustainable actions in reducing environmental impacts and improved plant efficiencies resulting from sound environmental practices. As guidance, Chaney Enterprises must validate practices identified in NRMCA's "10 Guiding Principles of Environmental Stewardship." The review process includes aspects of water quality, air quality, hazardous materials and solid materials management; environmental training and education; community issues; and sustainability related to energy conservation, voluntary reduction of carbon footprint, recycling efforts and the use of pervious concrete. Chaney Enterprises was noted for its conversion from fuel oil to biofuel to heat the boilers at the plants, the maintenance shops use of recycled motor oil to heat the shop and that the company recycles concrete and office paper, supplies, cans, bottles and ink cartridges. All Chaney delivery trucks are cleaned prior to leaving the plant to reduce dust and debris and access roads are maintained throughout daily operations to reduce air pollutants. Plant noise is constantly monitored, and tree berms (raised earth barriers separating two areas) and other landscaping is installed, serving as sound barriers. Mufflers are installed on cement blowers, reducing production noise. Chaney further reduces noise by employing a hydraulic retarder instead of an engine or "jake" brake. Pervious concrete has been donated to the Smithsonian Environmental Research Center and the Calvert Marine Museum, whose locations are in access to critical areas. The company also provides tours of its plants to the public, and has hosted various schools and training organizations. "

DYNAXYS LLC

<https://www.dynaxys.com>

For Profit

Financial Services/Accounting, Technology, Hosting, Software Applications, Development, Mobile Applications

1 - 49 US employees

Our 'green initiatives' have addressed various areas such energy usage, waste management, water usage, and equipment purchases which include the following:

- Soon after installing an EVSE-RS Home Charging Dock for charging electric vehicles and hybrid models for business purposes, we made this unit available at no cost to all our employees. It is now routinely used by 3-4 employees. We encourage staff members to buy electric vehicles by providing use of the charging unit is a perk.
- We recycle computer equipment by donating to organizations like the Montgomery County Students Information Technology Foundation, Inc. or to The Unallocated Space, a technology-based community center.
- We have a mandatory use of office recyclable bins for the majority of our paper waste. A recycling company comes on a monthly basis to shred and recycle the bin contents. Employees are encouraged to regularly use our ecofriendly bins for their own personal recyclable materials highlighted by an annual 'Shred Day'.
- Besides paper, we recycle cardboard, packing materials, bottles, jars, plastic, cans, newspapers, cell phones, printer & fax cartridges, and landscaping material.
- We implemented an upgraded landscaping system that included employment of a rain garden and other conservation landscaping techniques. Also, we only use organic fertilizers and have vastly minimized our use of pesticides.
- We implemented an 'online' document management system that maintains scanned copies, eliminating the need for printed copies thus reducing paper waste.
- Our intranet houses our manuals and other documentation for ready access by employees; we discourage our employees from printing individual copies of this material.
- Building renovations and+ improvements are done using non-VOC paint and econ-wallpaper which is much safer to our employees.
- We also use commercial, low-emitting carpet tiles that are made with recycled nylon and backing. Using carpet tiles also helps reduce waste because, if a tile is damaged, only that tile is replaced. We no longer have to replace carpet for an entire room or hallway because of unsightly stains or tears in one spot.
- We have adjusted toilets, installed faucet aerators, and continue to change our lighting to meet "green" guidelines.

Federal Realty Investment Trust

<http://www.federalrealty.com/>

For Profit

Real Estate

250 or more US employees

As a committed leader in sustainable development and management, we consistently apply a sustainability platform to make sound and strategic decisions to minimize and reduce environmental impact by constructing energy resource-efficient buildings, investing in renewable energy sources and creating places that promote healthy outcomes throughout our portfolio. Our Environmental, Social and Governance (ESG) practices embrace the values of social economic growth, natural resource protection, and health and wellness through new development and management of existing properties.

We believe it is important to continually evaluate the impact of our actions on the community, business operations and the environment because all are critical to long-term success. Our commitment within the last 5 years to the development of brownfield, greyfield, and urban infill projects has resulted in over \$1 billion investment. Federal Realty enhances and drives increased values through development projects that support and create more sustainable environments to the benefit all of our stakeholders.

HDR

<https://www.hdrinc.com/>

For Profit

Consulting/Professional Services

250 or more US employees

““We rely on input and ideas from across our global organization, across our internally and externally focused departments, and across all staff—both young professionals and seasoned professionals—to drive our sustainability program. We look for solutions that are repeatable, beneficial and inspiring. We continue to raise the bar on sustainability outcomes.” Michaella Wittmann, LEED Fellow, ENV SP, Sustainability Director, HDR. HDR is committed to creating a sustainable workplace. Our Office of Sustainability is primarily located in Omaha and is made up of six employees whose positions are dedicated to continually improving the sustainability of our business practices and increasing the sustainability of our client’s projects, with the help of a cross-company team of technical staff. We developed a system of strategies to maximize success: We strive to make our sustainability resources easily accessible to anyone at HDR. Our internal sustainability website includes pages specific to Sustainable Business Practices, Sustainability for Client Projects, and the Green Teams. Each page contains HDR-developed resources, guidelines, tools, and external links. The information is regularly communicated through our Sustainability Newsflash and other outlets. Our internal business practice initiatives are organized under basic themes that we call the Smart Solutions Program. These solutions aim to identify our intent to meet HDR’s sustainability goals while making good decisions that are also responsible to our employee owners. Smart Solutions are focused on four areas:

SMART TRAVEL (Encouraging commuting and business travel choices that minimize impact to the environment.) • 2017 Commute Survey had a response rate of 45%, with 160 locations represented. • Updated our Green Travel guidance, showing what HDR is doing, what our preferred vendors are doing, and what employees can do to reduce the impacts of travel.

SMART PRODUCT USE (Making sustainable choices regarding the selection and use of products used to do business.) • Many offices had composting programs. We also integrated sustainability into our conferences to divert nearly 43,000 pounds of waste from landfills in 2016. • Printing has been reduce by — 60% since 2011. • In 2016, we worked with the Arbor Day Foundation on a pilot of their Rainforest Rescue Coffee. Their award-winning coffee is organically grown under the canopy of the rain forest in Latin America and each cup preserves two square feet of rainforest.

SMART OFFICE ENVIRONMENTS (Creating sustainable, healthy work environments for HDR employees.) • More than 100 offices updated their Waste Prevention and Recycling survey and set new waste reduction goals. Goals for 2017 included continuing to educate employees and contractors on recycling practices and donating reusable office supplies. • The Arlington, Virginia, office was awarded LEED Platinum Certification for sustainability strategies like aggressive recycling and energy

management efforts; energy and water reduction measures like daylight harvesting, LED lighting, low-flow fixtures and electrical sub-metering; and enhanced commissioning. "

Holy Cross Health

www.holycrosshealth.org

Nonprofit

Health Care

250 or more US employees

As Holy Cross Health's commitment to the environment remains a vital part of our mission. During the design of the South Patient Building, many of the same principles and concepts used to achieve LEED Gold status in Germantown, were incorporated. From materials selection to infrared, low flow fixtures in the bathrooms, energy usage is greatly reduced across all of our campuses. Our Environment of Care groups have focused on improving the efficiency of the waste stream. Working with our consultants, we have identified best practices in separation of waste, placement of receptacles, and an overall focus on reducing our overall waste stream. This effort will continue to be on-going as part of the overall management plan.

Hughes Network Systems, LLC an Echostar Company

www.hughes.com

For Profit

Telecommunications

250 or more US employees

Hughes is Green certified through Montgomery County by meeting all seven categories. Organizational commitment, waste reduction & Recycling, Environmentally Responsible Purchasing, Pollution Prevention, Energy Efficiency & Renewable Energy, Storm water Management & Efficient Water Use, Transportation & Travel. Employees use our "Green Links" tools that not only improve their homes and community, but also put a little "green" back in your pocket. It really does pay to be green! Montgomery County Division of Solid Waste Services has awarded Hughes Network Systems, LLC their Continued Excellence in Recycle Award. Only companies who continuously maintain at least a 50% recycle rate over a 5 year period receive this recognition. Our persistent commissioning program with EnerNoc performs detailed analysis of our building's mechanical systems at the EXP and SG sites. Meters have been installed on all of the main electrical panels allowing EnerNoc to track the building's electrical usage 24 hours a day. By monitoring the panels, they are able to analyze equipment performance and make recommendations that result in the reduction of electrical usage and cost savings without impacting normal operation. This program was implemented in January of 2012. Energy Savings at EXP/SG – \$1.7 Million since 2012 In an effort to conserve water, Hughes Maintenance has implemented the following at our EXP Site:

- Installed faucet aerators
- Installed low flow shower heads in the shower rooms
- Installed autosense faucets and toilets in 90% of all restrooms
- A2, A4, G2, B and D building restrooms included low flow toilets and urinals.
- New Energy Efficient Chiller installed in D building
- Installed cooling tower sub-meters
- Facilities continues to work with our landscaping vendor to investigate ways to conserve water when maintaining the plant beds.

Main Event Caterers

www.MainEventCaterers.com

For Profit

Food and Beverage

50 - 249 US employees

Aside from purchasing wind/carbon offsets or recycling everything possible we believe our efforts go far and beyond what any other catering company in the area is doing and quite possibly most of the businesses in general. To recap here are our efforts. * recycle all glass, plastic, metal, office paper, etc. * eliminated plastics and replaced with compostable disposables * purchase wind power offsets and carbon credits * shred all cardboard for packing material * installed vertical gardens and an aquaponics system * donate used cooking oil to a bio-diesel co-op * compost all non-protein food waste * installed a water purification & filtration system to bottle our own still & sparkling water * installed 1200 gallon rainwater reclamation system

Marstel-Day, LLC

<http://www.marstel-day.com/>

For Profit

Consulting/Professional Services

50 - 249 US employees

Since the company's inception in 2002, Marstel-Day has cultivated a grassroots sustainability culture that integrates economic, environmental, and social considerations to best serve its clients and to benefit its communities. Marstel-Day's sustainability program has matured and evolved over the years, and the company remains dedicated to developing innovative ways to leverage employee knowledge and involvement with that of its stakeholders. Through its partnerships with numerous organizations in the region, Marstel-Day has successfully addressed complex environmental challenges and shared sustainability practices through stakeholder engagement and public events. Marstel-Day has become a model for local and regional businesses by demonstrating its commitment to sustainability while acting as a change agent within its communities. Through its holistic approach, Marstel-Day has been able to develop and cultivate a companywide culture of sustainability that promotes a sustainable future for its clients, communities, and future generations. The success of this strategy has been evidenced by numerous achievements and milestones, including:

- Marstel-Day has been named to Inc. magazine's "Inc. 5000" list for seven consecutive years, recognizing privately held U.S. firms that have achieved outstanding revenue growth over a three-year period.
- Marstel-Day earned the highest level of certification from NSF International as a platinum-level sustainability service provider for the fifth consecutive year.
- The local Fredericksburg paper recognized Marstel-Day for a number of its efforts to educate the community and shed light on conservation and environmental education programs.
- Conducting its 15th annual Earth Day by deploying its staff to conservation projects.
- Continuing efforts to promote the Solarize (solar power) initiative to area residents to reduce the cost and complexity of using solar power for homes and businesses.
- Chairing the Fredericksburg Chamber of Commerce's Green Business Initiatives Committee and using staff members to help support green events sponsored by the Chamber.

Maryland National Capital Park & Planning Commission

www.mncppc.org

Government

Recreation/Parks, Planning

250 or more US employees

M-NCPPC is committed to stewardship of the environment, our community, and the workplace through the implementation of sustainable practices that preserve natural and economic resources, reduce waste and consumption, reduce the carbon footprint, promote green practices in our facilities and programs, and support the wellness of our employees and community. Our policy is that sustainability efforts shall increase the value or longevity of services while reducing reliance on resources and the negative effect on health or the environment. The goal of our agency is to lead and implement meaningful sustainability initiatives, which include but are not limited to: utility/energy conservation, including: utility measurement and monitoring, conservation of electricity and natural gas, conservation of water, management of HVAC systems, fleet management and use of alternative community resources; sustainable acquisition and use of agency supplies, including: office supplies and furniture, printing and copying, procurement; recycling and solid waste management; sustainable infrastructure and natural areas, including: sustainable buildings, sustainable site work, nature resource management, community planning and development; promote safety, health and wellness throughout our workplace, programs and services; employee education and training on sustainability goals.

Montgomery County Government

www.montgomerycountymd.gov

Government

250 or more US employees

Montgomery County is constantly evolving its efforts to green County operations, engage employees in sustainability and more. Below is a list of selected innovations: *Implementation of a County-wide Telework Program to reduce green house emissions and the carbon footprint as well as increase employee productivity and engagement. *Launched a Office of Energy and Sustainability to focus on greening the County's portfolio. *Launched a nation leading Solar Public Private Partnership. This initiative is one of the first in the United States to bring together a comprehensive portfolio of large and small facilities, community care provisions to benefit local economic development and set asides for minority-female-disabled owned businesses, and premium items (electric vehicle charging, habitat remediation) as part of a comprehensive project. *Novel "Green Leasing" Questionnaire to facilitate green features in County leases. *Requirement of all new County facilities over 10,000 square feet to achieve LEED Silver or better. *National Association of Counties Award Winning "Greenfest" community event to encourage green living, conservation, and sustainability.

National Recreation and Park Association

www.nrpa.org Nonprofit

Association

50 - 249 US employees

All of our meeting rooms are equipped with motion sensors to reduce the amount of time that the lights stay on. We removed the vending machines and replacing them with an improved fruit and healthy snack station. We removed all of the individual trash cans in the offices. There are now designated areas of the building with trash cans. We also have flyers on what can go into the recycle bin and trash can. The NRPA Green Team decided to remove all of the cleaning supplies and replace them with natural products. The building is cleaned everyday using non-harmful solutions. We planted a Monarch Butterfly garden filled with native and local plants to Virginia. We planted 22 trees around the building and established floating wetlands on the premises. We have participated in the Loudon Green Business Challenge and won the top award 2 years in a row. The award recognizes companies that are committed to “saving energy, conserving water, reducing waste, combating congestion, protecting native habitat and reaching out to our employees, customers, communities and each other.”

Qiagen

www.qiagen.com

For Profit

Biotechnology

250 or more US employees

QIAGEN supports a broad range of activities in communities where our businesses are based. These include sponsorship of health walks, music festivals, science education, disease awareness campaigns, installation of school laboratories and promotion of biology in school curricula. Our local engagement goes beyond financial. In Hilden, for instance, QIAGEN is collaborating with the local Rotary Club to help integrate refugees from Syria and other war-torn countries through a program that includes language and cultural training, assessment centers, and internships at QIAGEN. Hilden also works with Hephata, a local institution for citizens with disabilities, who undertake a broad array of operational tasks for the company, including certain packaging, production and cleaning responsibilities. In Maryland, QIAGEN employees committed more than 1,000 hours of volunteer time in 2016 to meeting community needs. Our Community Service Committee mobilizes volunteers and provides company funds for projects that improve the lives of people locally and nationally. Humanitarian and environmental projects to include the Maryland Science Bowl – For several years QIAGEN has volunteered along with other local companies to make this a very successful event. Every year Montgomery College host the Maryland High School Science Bowl Competition at the Rockville Campus. The winner of this regional competition advances to the National Science Bowl in Washington, D.C. This event helps make Maryland's event a success and to encourage students to pursue science and math and volunteer training sessions took place in December and January.

Social & Scientific Systems, Inc.

www.s-3.com

For Profit

Consulting/Professional Services

250 or more US employees

SSS would like to be recognized as a business leader that carries a responsibility to the community at large and the environment. As an industry leader, SSS is committed to the following on an ongoing basis: Keep inventory of current SSS activities that support environmental awareness. Amass a list of possible short- and long-term goals that could be undertaken by the company, its vendors, or its partners to support environmental awareness. Continuously update staff regarding current Facilities and ITS practices. Continue communications with appropriate governmental agencies in the locations of SSS offices to learn of programs that may support this initiative. Perform other research, as appropriate, including identifying the costs associated with each recommendation. Increase conservation practices and use of biodegradable, non-toxic, recycled products, and the use of energy rated products. Increase awareness that, through personal choice of healthier eco-friendly products at work and at home, we can reduce pollution, conserve resources, and positively affect our health. Define SSS' green business practices profile and include it as part of marketing, promotional, and technical (as relevant) materials. Continue to look for ways to reduce waste. We have changed our paper request for paid leave to an electronic process, we have moved to an electronic version of our Annual Report, and we have sent and continue to send holiday cards electronically.

The American Speech-Language Hearing Association

<http://www.asha.org>

Nonprofit

Association, Health Care, Professional/Trade

250 or more US employees

As a not-for-profit membership organization representing practicing professionals and researchers in communication sciences and disorders, ASHA promotes the underlying themes of sustainability and excellence in all aspects of its mission and operations. These themes were the guiding force in how we designed our office space, and they characterize how we strive to function in our community now and for the long term. In designing and constructing our space, we embraced the notion of advancing science by adopting new technologies, materials, and building practices. We made hard decisions to go for the gold-level LEED standard when easier choices could have been made. As the first not-for-profit organization in Maryland to achieve LEED gold status, we set the bar for others, echoing our commitment to fostering excellence in professional practice. In advocating for our members and for those they serve, we chose to incorporate design cues representing open communication and the advancement of science. For example, the front glass wall of the building was designed to resemble an open book. In addition, we have sculptures and installations—such as a “whisper bench”—on the grounds that further emphasize communication. The walkways, display wall in the lobby, and carpet design all communicate elements of a sine wave representing speaking and hearing. Inside the building, there is a great emphasis on collective, open, and bright spaces, with a conference center, ample conference rooms and work rooms, a fire staircase with a glass wall shared with the elevator lobbies, workspaces on the perimeter of the floor plan to maximize natural light, and artwork and plants throughout. We are committed to good corporate citizenship—through the appealing and inviting visual design of our building as well as by minimizing our impact on the environment—in part because we believe it is the right thing to do, but also because how ASHA is perceived will affect how our members are perceived. We strive to advocate for them and for those they serve in everything we do.

The Humane Society of the United States

www.humanesociety.org

Nonprofit

Animal Advocacy

250 or more US employees

In addition to our on-site composting station where employees collect garden compost to take home twice a year, we also embrace re-use of as many materials and items as possible including furniture, clothing, pet supplies, office supplies and even random personal items from home which can be left on our "Free Table" for other employees to browse through and re-use.

University of Maryland Charles Regional Medical Center

www.charlesregional.org

Nonprofit

Health Care

250 or more US employees

"University of Maryland Charles Regional Medical Center has put significant efforts into creating a sustainable workplace. Below is a list of action items that have been implemented and are being sustained:

- Biohazard waste reduction program existing of routine waste can audits and real-time training
- Recycle program existing of routine waste can audits and real-time training
- Mercury free environment
- Recycle/reprocessing program for clinical instrument and supplies to include Operating Room invasive supplies such as trocars, tourniquets, saw blades, orthopedic bits, burrs, scalpels
- Hospital wide recycle/reprocessing program throughout the hospital of disposable blood pressure cuffs, and pulse oximeter finger probes/monitors
- Replacement of all parking lot lights to LED lighting with ongoing incentive of replacing all interior lighting with LED lighting. Every time a traditional light bulb burns out it is replaced with a new LED light bulb or fixture.
- Strategic planning for replacement of old non-energy efficient facility major equipment and replacing with all high efficient Energy Star Rated equipment. Examples of facility equipment that has been replaced with high efficiency Energy Star Rated equipment over the past two (2) years is; three (3) chillers, three (3) cooling towers, and (3) generators. The reduction in energy consumption by these replacements alone has been highly significant, which also benefited the hospital in very significant cost savings in electricity expenses. The hospital has invested over five (5) million dollars over the past three (3) in the replacement of old low to non-energy efficient facility major equipment and replaced with high-energy efficient Energy Star Rated major equipment.
- The hospitals Environment of Care Committee team members conducts and annual Environment and Safety Day Fair that consists of multiple learning displays and stations where staff receive in-service and training on how to sustain our focus on being a "green" facility

- Local purchasing is encouraged by partnering with local farmers who set up stands in the hospital parking lot every two (2) weeks during with the exception of the winter season.
- Local produce from the farmers market is purchased and used for preparing foods in the cafeteria and on the salad bar. "