

Zones, LLC (Zones) is committed to environmental affairs leadership in all of its business activities. Zones has had long-standing corporate policies of providing a safe and healthful workplace, protecting the environment and conserving energy and natural resources, which were formalized in 1999 (Safety/ERT), 2006 (Green IT), and 2011 (Sustainability), respectively. These policies have served the environment and our business well over the years and provide the foundation for the following corporate policy objectives:

- Provide a safe and healthful workplace, and ensure that personnel are properly trained on health & safety and sustainability at Zones and have appropriate safety and emergency equipment.
- Be an environmentally responsible neighbor in the communities where we operate, and act promptly and responsibly to correct incidents or conditions that endanger health, safety, or the environment. Report them to authorities promptly and inform affected parties as appropriate.
- Practice sustainable resource management by reusing and recycling materials, purchasing recycled materials, and using recyclable packaging and other materials. Handle all materials, chemicals, and waste responsibly throughout their lifecycle through the use of safe and sustainable materials and promotion of proper waste and recycling practices.
- Use warehouse, transportation, and technology lab integration processes that do not adversely affect the environment, including developing and improving operations and technologies to ensure waste reduction, prevent air, water, and other pollution, minimize health and safety risks, avoid negative impacts to biodiversity, and dispose of waste safely and responsibly.
- Ensure the responsible use of energy throughout our business, including conserving energy, improving energy efficiency, and giving preference to renewable over nonrenewable energy sources when feasible.
- Meet or exceed all applicable government requirements and voluntary requirements to which Zones subscribes, including at least annual reporting of GHG emissions and related initiatives/targets. Set and adhere to stringent requirements of our own no matter where in the world the company does business, and ensure partners throughout our supply chain maintain similar commitments to sustainability.
- Strive to continually improve Zones' environmental management system and performance, and periodically post environmental initiative metrics to the general public on the Zones website.
- Reduce Zones global greenhouse gas (GHG) emissions by implementation of actions throughout the supply chain, including pursuing renewable energy, engaging with suppliers, identifying transportation efficiencies, and building circularity into our operations.

Zones' conducts rigorous audits and self-assessments of compliance with this policy, measuring progress of our ESG performance, and report performance to the Zones Executive team. Every employee and every contractor on Zones premises is expected to follow this policy and to report any environmental, health, or safety concern to Zones management. Managers are expected to take prompt action.

Zones is strongly committed to participation in voluntary programs and is compliant with a number of initiatives and partnerships with governmental and nongovernmental organizations. Zones is proud of our 100% clean environmental record, having incurred no infractions, warnings, or penalties in the history of the company.

Zones Sustainability Program contains six core areas of focus:

- Health and Safety – Ensure safe workplace practices, as well as offer health and wellness programs to employees and their dependents.
- Ethics and Financial Accountability – Apply appropriate business ethics and adherence to applicable standards for financial accounting and transparency.

- Community – Ensure support and contribution to the communities in which we operate.
- Diversity – Encourage diversity and inclusiveness throughout the Zones supply chain.
- Labor Practices – Adhere to local, national and international laws, rules and standards for labor practices.
- Green Initiatives – Reduce energy and water usage, minimize waste and the use of potentially hazardous chemicals and materials, and increase recycling and improve efficiency.

Health and Safety

Zones places a high value on the safety of its team members. Zones is committed to providing a safe workplace for all team members and has developed its program for injury prevention to involve management, supervisors, and team members in identifying and eliminating hazards that may develop during our work process.

It is the basic safety policy of this company that no task is so important that a team member must violate a safety rule or take a risk of injury or illness in order to get the job done.

Team members are required to comply with all company safety rules and are encouraged to actively participate in identifying ways to make our company a safer place to work.

Managers and supervisors are responsible for the safety of their team members and as a part of their daily duties must check the workplace for unsafe conditions, watch team members for unsafe actions, and take prompt action to report & eliminate any hazards or incidents.

Management devotes the resources necessary to preserve a safety committee comprised of management and elected team members. Zones provides initial and ongoing training for team members and supervisors. In 1999 Zones formed an Emergency Response Team (ERT) comprised of volunteer team members in cross-department positions throughout all Zones locations. ERT is specially trained in safety and emergency procedures including CPR.

Zones offers health and wellness programs to help employees maintain well balanced lives.

The complete Health and Safety policy is available to all Zones team members via a link on the Zones corporate intranet and from the Human Resources Department.

Ethics and Financial Accountability

Zones adheres to the highest standards of legal and ethical best practices. Zones' Code of Business Conduct & Ethics (the "Code") applies to all officers, team members, contract workers, and directors. Zones is committed to ethical business practices and regulatory compliance; therefore, conduct in violation of the policy reflected in this Code is unacceptable in the workplace and in any work-related setting outside the workplace.

Community

Zones donates to United Way local and member agencies, helping to address immediate needs within local communities while supporting long-term solutions that tackle the root causes of some tough problems.

Through its annual United Way team member giving campaigns and corporate matching funds, Zones is able to help numerous nonprofit groups in the community where team members live and work.

Zones also occasionally supports social, arts, and education endeavors. Some of the organizations that have received support include the University of Washington Foster School of Business, Pacific Northwest Ballet, the Junior Diabetes Foundation, the American Heart Association, and the Programme for African Leadership (PfAL) among others. Zones works with local businesses to provide services to our team members and hosts special events such as on-site blood drives, food drives, book fairs, and local business fairs.

Zones evaluates requests for financial support that are aligned with our strategic priorities described above; regrettably, Zones is unable to provide support for the following:

- Financial or in-kind support for individuals
- Conferences or seminars
- Religious or political entities or events
- Sports programs, individual or team
- Product for raffles, door prizes, auctions, banquets, or any other form of fundraiser

Labor Practices

Zones offers rewarding positions to talented, creative, and driven people with integrity, commitment and passion. Zones employees are encouraged to build a future at Zones while working with people who are dedicated to growth, learning and creating an enthusiastic workplace. As an equal opportunity employer, Zones takes pride in its diverse team of employees, and is a member of the Better Business Bureau.

Zones Human Resources policy on business practice adheres to the RBA Code of Conduct in at least the following areas:

1. Forced or Involuntary Labor / Modern Slavery
2. Child Labor / Young Workers
3. Working Hours
4. Wages and Benefits
5. Non-Discrimination/Non-Harassment
6. Respect and Dignity
7. Freedom of Association and Collective Bargaining
8. Health and Safety
9. Environmental Protection
10. Laws, including regulations, and other legal requirements
11. Ethics
12. Communications
13. Documentation and Records

Environmental Initiatives

Zones is a supportive ally of the planet and the communities we serve with products, services, and solutions offerings that we utilize ourselves while conducting business. Zones is committed to reducing the impact that information technology has on the environment while ensuring compliance with all local, state, and federal regulations.

Zones offers a comprehensive Asset Management program, including ITAD and repairs services, leading up to and including systematic reuse, repurposing, and recycling. Zones recycling partners provide complete, environmentally responsible disposition of IT assets. IT assets are recycled following EPA guidelines as well as federal, state and local guidelines. Zones service partners are committed to a zero-landfill policy for e-waste and proper disposal of toxic heavy metals.

To help our clients meet and increase environmental standards, we provide environmentally friendly products, green IT services and asset management services. Zones works with manufacturers to offer servers, computers, notebooks, monitors, and consumables that have environmentally friendly attributes evidenced by their ENERGY STAR® and EPEAT™ ratings.

ENERGY STAR® products help save energy through efficient designs. The EPA requirements for earning ENERGY STAR are to meet energy use benchmarks in three distinct operating modes: standby, active, and sleep modes. In addition to the product, any included accessory must also meet the ENERGY STAR qualifications for its category.

EPEAT™ is operated by the Green Electronics Council (GEC). EPEAT evaluates products according to three tiers of environmental performance Bronze, Silver and Gold. To qualify for acceptance as an EPEAT product, a product must conform to 23 required criteria and, in the case of Gold and Silver, a percentage of optional criteria (Gold 75% and Silver 50%).

Zones Professional Services plans, coordinates, and conducts a comprehensive selection of environmentally friendly solutions. Programs offered to clients include virtual environment conversion, multifunction printer installation, data center retrofitting, network storage consolidation, lifecycle management, electronic document archiving, and others.

As a leading technology provider in the U.S., Zones is committed to the local and global environment, demonstrated by some of the ways in which we minimize the environmental impact associated with internal business operations.

- Green & Right-Size Packaging
- Reuse & Repurposing of Materials (Circularity)
- Server Consolidation
- Environmentally friendly Print Catalog program– Forest Stewardship Council (FSC) certified paper and use of soy-based ink
- Internal Recycling
- Commute Trip Reduction Program (CTR)

Zones Voluntary Public Disclosure of Environmental Key Performance Indicators and Results

Zones facilitates the reduction of environment-related indicators, including: power consumption, greenhouse gas emissions, waste disposal and recycling, and water usage.

Zones has publicly committed to setting both near-term and Net-Zero global GHG emissions reduction targets for SBTi validation, as well as pursuing 100% renewable energy by 2030. Zones reports annually on our global GHG emissions and progress towards current targets on both the CDP and EcoVadis platforms.

Results of Zones policy, best practices, and initiatives are available to the general public on the Zones corporate website.