

## SESSIONS' 11-STEP PROGRAM TO "GOING GREEN"

"There is no business to be done on a dead planet." -David Brower

Sessions defines Corporate Social Responsibility as conducting business in ways that produce social, environmental, and economic benefits for the communities in which we operate, with this in mind Sessions is putting itself under the microscope to assure that as a brand we are producing less waste. Some of the steps in the plan are as follows:

### THE 11-STEP PLAN

#### 1. Reduce, Reuse, Recycle

Reduce, reuse and recycle has become the motto of a growing movement dedicated to producing less waste and reducing emissions by choosing durable items over disposable ones, repairing rather than discarding, buying less and passing on items that are no longer needed to someone who can make use of them.

Sessions will be encouraging all team members to recycle in the office as well as at home. The added benefit is that recycling also saves natural resources. Because of our commitment to this we have began recycling toner cartridges and have provided paper recycling receptacles at every desk. We also ask that when possible, to use refillable water bottles instead of disposable ones. Sessions is also dedicated to increasing our purchases of post-consumer recycled products in the future.

#### 2. Biodegradable Cleaning Supplies

Some household cleaning supplies contain hazardous chemicals that can harm the user and other individuals who come in contact with them. Some of these cleaning supplies also contain phosphates that when transferred through our water supply can cause algae blooms, killing life in rivers and streams. It is Sessions' mission to reduce the amount of toxic cleaning supplies used within the company and switch them with non-toxic/biodegradable products in hopes of decreasing this pollutant.

#### 3. Water Conservation

The earth is covered by almost 80 percent of water, yet at the same time only 3 percent of that represents freshwater and even less of that is available for consumption. After calculating the amount of water found in glaciers, the polar ice caps, etc. we are left with only one percent of water for all life on the planet. As populations increase the need for water consumption becomes greater and greater. We have already begun to witness parts of the world that people are suffering from droughts.

Sessions will do its part in the struggle for conservation by encouraging all employees to turn off the water when not in use and to use only what is needed. If everyone saved just a few drops a day it would make a positive difference in our future.

#### 4. Energy Efficient Equipment

Energy efficient computers are equipped with a power management feature that, when enabled, causes the computer to go into a low-power mode. Because computers are commonly left on when not in use, enabling power management can save 70% of the energy normally used by a computer. Sessions plans to ensure that all future purchases of computers will be equipped with this feature and that the feature is enabled. Sessions will also encourage employees to unplug electrical equipment that is not in use, thereby reducing the amount of standby power waste.

5. Heating and Cooling

Heating and cooling can be a major energy drain. Using a programmable thermostat allows you to adjust temperatures automatically – for example, in the evenings when the building is closed Sessions will set the temperature much lower while nobody is in the office. Sessions will also reduce heating costs by setting our water tanks temperature to no higher than 120°F. By practicing these few steps Sessions will ensure energy conservation by eliminating unnecessary energy use.

6. Energy Efficient Lighting

Lighting accounts for one-fifth of all the electricity consumed in the United States. One of the easiest and most cost-effective ways to reduce your energy use, energy costs, and greenhouse gas emissions is to replace the regular incandescent light bulbs with super-efficient compact fluorescent lights (CFLs). CFLs use 66% less energy than conventional light bulbs.

If every business in the United States substituted even one conventional light bulb with a CFL bulb, it would have the same effect on pollution levels as removing a million cars from the nation's roads. With this in mind, Sessions is committed to replacing all conventional lights with CFLs in the workplace, where possible.

7. Packaging / Catalogs

Discarded packaging material makes up about one-third of the waste clogging our landfills. Vast amounts of natural resources and fossil fuels are consumed each year to produce the paper, plastic, aluminum, glass, and Styrofoam that hold and wrap our product. Obviously, some degree of packaging is necessary to transport and protect the products we need, however we are committed to finding more environmentally friendly packaging.

Sessions is committed to researching sources for recyclable packing material, post-consumer recycled material, and to reduce the amount of packaging we use wherever possible.

8. Clothing

Organic agriculture protects the health of people and the planet by reducing the overall exposure to toxic chemicals from synthetic pesticides that can end up in the ground, air, water, and food supply. Because organic agriculture doesn't use toxic and persistent pesticides, choosing organic fabric is an easy way to help protect our planet. Sessions goal within the next year is to produce 100% organic clothing and/or apparel in a portion of each line.

9. Annual Clean-Up Day

Sessions believes in helping the communities in which it comes in contact with. It is because of this that we will have voluntary company clean-up days that will take place at least once a year. We will pay all employees that choose to participate in the clean-up of a park or beach his/her regular salary for the day.

We feel it is in the best interest of not only our own families and employees but to the communities we serve to try and make the environment a healthier cleaner place. We believe that by donating our funds and efforts to such projects that we can make this goal of a healthier cleaner environment a reality. We hope you will join us in our efforts to serve the communities around us.

10. Reduce Commuter CO<sub>2</sub> Emissions

The average car in the United States releases about one pound of carbon dioxide for every mile driven. Avoiding just 20 miles of driving per week would eliminate about 1,000 pounds of CO<sub>2</sub> emissions per year.

Some simple changes in your driving habits can reduce greenhouse gas-emissions. By avoiding rapid acceleration and decreasing excessive breaking you can not only get more for your money but aide in the reduction of harmful emissions. Also, staying within the speed limit (often anywhere from 45 to 60mph) allows most vehicles to increase their miles per gallon, meaning that you can drive farther on one tank of gas.

Another helpful tip to get the best gas mileage out of your vehicle is to not weigh it down. All it takes is one hundred pounds of material stored in your car to cut gas mileage by as much as two percent. Driving a car that gets more miles to the gallon will not only save you cash at the gas station, it will also reduce your carbon dioxide emissions.

With this knowledge, Sessions has implemented a program to reimburse employees \$250 when you purchase a Hybrid or Alternative Fuel Consumption vehicle.

Hybrid cars run on a mix of gasoline and electricity and because the battery charges as you drive they never need to be plugged in. Since the electric motor assists the regular combustion engine hybrids consume far less gas and are much cleaner for the environment.

In addition, Sessions also encourages employees to commute to work using an alternative method of transportation, such as, using public transportation, carpooling, and/or riding a bike. Employees who take part in this are awarded Sessions Bucks to spend on product. This is just one more way we can encourage people to take part in our efforts to reduce emissions.

Please see the Executive Assistant if you would like to participate in the Hybrid/ Alternative Fuel Incentive Program or the Alternative Method of Transportation Program to become enrolled.

#### 11. Renewable Choice Energy

Every year, Americans consume more and more electricity. Not enough people recognize that most of our electricity is generated by burning fossil fuels like coal and gas. Burning fossil fuels depletes our natural resources, pollutes our air, and contributes to global warming. But today, consumers have a choice. People can choose wind power generated from turbines across the country for their businesses and homes, through an organization called Renewable Choice Energy.

The energy that we receive in our business and homes comes from multiple energy sources and there is almost no way to determine which power source you use from a grid. But with Renewable Choice, you can choose how the electricity you use from the pool gets replaced back into the grid. Nationally, 98% of our electricity is produced through fossil fuels and non-renewable forms of energy such as coal, natural gas, and large hydro and nuclear plants. Less than 2% of electricity comes from renewable sources like wind, solar, geothermal, small hydro and biomass plants.

What Renewable Choice Energy does is that for every unit of renewable electricity generated, an equivalent amount of renewable certificates are produced. The purchase of renewable certificates supports renewable electricity generation, which can help offset conventional electricity generation in the region where the renewable generator is located.

Sessions has decided to move forward with our goal of going green and has therefore signed up with Renewable Choice Energy to offset 100% of our energy usage with clean energy sources such as wind for the next five years. The savings to the environment is equal to planting 1,062 trees or in other words not driving 89,680 miles.

Employees, family, and friends can also participate in Renewable Choice Energy, if they so choose. If you would like to learn more on how to join our efforts in offsetting energy use please contact the Executive Assistant for further details.