

Organizational Sustainability Plan and Policy

Company Name: GLOBAL Building Solutions, LLC

Effective Date: January 1st, 2025

Mission Statement: To provide exceptional janitorial services while prioritizing environmental stewardship, employee well-being, and community engagement, ensuring a sustainable future for our business and stakeholders.

1. Introduction

Sustainability is a core value for GLOBAL Building Solutions, LLC, reflecting our commitment to minimizing environmental impact, fostering a supportive workplace, and contributing positively to the communities we serve. This Sustainability Plan and Policy outlines our approach to integrating sustainable practices into all aspects of our operations, from cleaning processes to employee training and community partnerships. By adopting eco-friendly products, optimizing resource use, and prioritizing social responsibility, we aim to enhance our reputation, reduce costs, and align with global sustainability goals, such as the United Nations Sustainable Development Goals (SDGs).

2. Scope

This plan applies to all operations, employees, contractors, and suppliers GLOBAL Building Solutions, LLC. It covers:

- Environmental sustainability: Reducing waste, energy, and water use, and adopting green cleaning practices.
 - Social sustainability: Ensuring employee safety, fair wages, diversity, and community engagement.
 - Economic sustainability: Improving operational efficiency, cost savings, and long-term business resilience.
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3. Sustainability Vision and Goals

Vision

To be the leading sustainable janitorial service provider, recognized for innovative green cleaning practices, employee empowerment, and community impact.

Goals

- Environmental:
 - Reduce carbon footprint by 20% by 2030 through energy-efficient equipment and optimized logistics.
 - Transition to 100% eco-friendly cleaning products by 2026.
 - Achieve zero waste to landfill from cleaning operations by 2030.
 - Social:
 - Ensure 100% employee training on sustainable practices and safety protocols by first half of 2025.
 - Achieve a 90% employee satisfaction rate by 2026 through fair wages, benefits, and career development.
 - Economic:
 - Reduce operational costs by 10% by 2028 through resource efficiency and waste reduction.
 - Increase client retention by 15% by 2027 by promoting sustainability as a competitive advantage.
 - Maintain financial stability by diversifying services and investing in sustainable technologies.
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4. Sustainability Policy

GLOBAL Building Solutions, LLC commits to:

- **Environmental Responsibility:** Use eco-friendly, biodegradable, and non-toxic cleaning products certified by standards like Green Seal or EPA Safer Choice. Minimize water and energy use through efficient equipment and processes.
- **Social Responsibility:** Provide fair wages, safe working conditions, and equal opportunities for all employees, regardless of race, gender, or background. Foster a culture of respect, inclusion, and professional growth.
- **Economic Responsibility:** Invest in sustainable technologies and practices that reduce costs and enhance service quality, ensuring long-term profitability and client satisfaction.

- **Compliance:** Adhere to all local, state, and federal environmental and labor regulations, including OSHA standards and EPA guidelines.
 - **Transparency:** Report sustainability progress annually to stakeholders, including employees, clients, and community partners.
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5. Strategies and Action Plan

5.1 Environmental Sustainability

Objective: Minimize environmental impact through green cleaning, resource efficiency, and waste reduction.

Action	Description	Timeline	Responsible Party	Metrics
Adopt Green Cleaning Products	Transition to 100% Green Seal or EPA Safer Choice certified products, avoiding harmful chemicals like ammonia or bleach.	By Q1 2026	Owner/General Manager	Percentage of certified products used; supplier compliance rate.
Optimize Energy Use	Use energy-efficient equipment (e.g., low-energy vacuums, LED lighting for offices). Implement route optimization for vehicle fleets to reduce fuel consumption.	Ongoing, 20% reduction by 2030	Accounts Manager	Energy consumption (kWh); fuel usage (gallons).
Reduce Water Use	Implement water-saving techniques, such as microfiber cleaning systems and low-flow equipment.	By Q2 2026	Operations Team	Water usage (gallons per job).

Zero Waste Initiative	Partner with recycling and composting programs. Use reusable cleaning cloths and recycle packaging.	By 2030	Operations Team	Waste diversion rate (% to landfill vs. recycled/composted).
Carbon Footprint Reduction	Conduct annual carbon footprint assessments. Offset emissions through renewable energy credits or tree-planting initiatives.	Start Q1 2026	Accounts Manager & Operations Team	CO2e emissions (metric tons).

5.2 Social Sustainability

Objective: Foster a safe, inclusive, and supportive workplace while contributing to community well-being.

Action	Description	Timeline	Responsible Party	Metrics
Employee Training	Provide mandatory training on green cleaning, safety (OSHA-compliant), and diversity, equity, and inclusion (DEI).	100% by Q4 2026	General Manager	Training completion rate (%).
Fair Compensation	Offer competitive wages at or above industry standards, with benefits like health insurance and paid leave.	Ongoing, review annually	General Manager	Average wage vs. industry benchmark; employee retention rate.
Safety Protocols	Implement strict safety measures, including PPE provision and ergonomic training to prevent injuries.	Ongoing, full compliance by Q1 2026	General Manager & Accounts Manager	Incident rate; OSHA compliance audits.

DEI Commitment	Promote diversity in hiring and leadership. Conduct annual DEI workshops.	Ongoing, workshops start Q2 2025	General Manager	Workforce diversity (%); employee feedback on DEI.
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5.3 Economic Sustainability

Objective: Ensure long-term profitability through efficiency, innovation, and client satisfaction.

Action	Description	Timeline	Responsible Party	Metrics
Cost Reduction	Optimize supply chain for bulk purchasing of eco-friendly products. Reduce waste to lower disposal costs.	10% reduction by 2028	General Manager	Cost savings (\$); waste disposal costs.
Sustainable Technology Investment	Invest in advanced cleaning technologies, such as robotic cleaners or IoT-enabled equipment for efficiency.	Pilot by Q3 2026	General Manager	ROI on technology investments; efficiency gains.
Client Engagement	Promote sustainability credentials in marketing to attract eco-conscious clients. Offer sustainability audits for clients.	Ongoing, 15% retention increase by 2027	Accounts Manager	Client retention rate; new contracts signed.
Service Diversification	Expand offerings to include specialized services like eco-friendly disinfection or green facility management.	Launch by Q2 2027	Accounts Manager	Revenue from new services (\$).
Financial Transparency	Publish annual sustainability reports with financial and	First report Q1 2026	General Manager	Stakeholder feedback; report downloads.

	environmental metrics to build client trust.			
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6. Implementation and Governance

6.1 Budget

- Allocate 5% of annual revenue to sustainability initiatives, including training, equipment upgrades, and green product procurement.
- Seek grants or incentives for eco-friendly businesses (e.g., EPA’s Green Business Network).

6.2 Monitoring and Reporting

- Conduct quarterly reviews of sustainability metrics (e.g., energy use, waste diversion, employee satisfaction).
- Publish an annual sustainability report for stakeholders, available on the company website.
- Use software like Energy Star Portfolio Manager or waste tracking tools to monitor progress.

7. Risk Management

Risk	Mitigation Strategy
High cost of eco-friendly products	Negotiate bulk discounts with suppliers; phase in products gradually.
Employee resistance to new practices	Provide incentives (e.g., bonuses) for completing training; communicate benefits clearly.
Client skepticism about green cleaning efficacy	Offer demonstrations and certifications to prove effectiveness; share case studies.
Regulatory changes	Stay updated on environmental and labor regulations; engage with industry associations.

Supply chain disruptions	Diversify suppliers and maintain a buffer stock of critical eco-friendly products.
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8. Stakeholder Engagement

- **Employees:** Involve staff in sustainability goal-setting through workshops and feedback sessions.
- **Clients:** Educate clients on the benefits of green cleaning via newsletters and sustainability audits.
- **Suppliers:** Partner with vendors committed to sustainability, prioritizing those with Green Seal or similar certifications.
- **Community:** Build relationships with local organizations to support environmental and social initiatives.
- **Industry Associations:** Join groups like the International Sanitary Supply Association (ISSA) to stay informed on best practices.

9. Metrics and Key Performance Indicators (KPIs)

Category	KPI	Target	Measurement Frequency
Environmental	Carbon footprint reduction	20% by 2030	Annual
Environmental	Eco-friendly product usage	100% by 2027	Quarterly
Environmental	Waste to landfill	0% by 2030	Quarterly
Social	Employee training completion	100% by 2026	Annual
Social	Employee satisfaction rate	90% by 2027	Annual survey
Economic	Operational cost reduction	10% by 2028	Quarterly
Economic	Client retention rate	15% increase by 2027	Annual

10. Continuous Improvement

- Conduct annual reviews of the sustainability plan to incorporate new technologies, regulations, and stakeholder feedback.
 - Benchmark against industry leaders (e.g., ISSA CIMS-Green Building certified companies).
 - Encourage employee suggestions for sustainability innovations through an internal idea portal.
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11. Alignment with Global Standards

This plan aligns with:

- United Nations Sustainable Development Goals (SDGs): SDG 8 (Decent Work and Economic Growth), SDG 12 (Responsible Consumption and Production), SDG 13 (Climate Action).
 - Green Seal Standards: For eco-friendly cleaning products and services.
 - OSHA Guidelines: For workplace safety.
 - EPA Safer Choice Program: For environmentally safe cleaning products.
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12. Appendices

Appendix A: Sample Green Cleaning Product List

- Cleaners: Seventh Generation All-Purpose Cleaner, EcoLab GreenerChemistry.
- Equipment: Tennant eco-H2O water-saving floor scrubbers, HEPA-filter vacuums.
- Suppliers: Partner with Green Seal-certified vendors like Diversey or Staples Advantage.

Appendix B: Employee Training Modules

- Green cleaning techniques (e.g., microfiber cloth use, dilution control).
- Safety protocols (e.g., chemical handling, ergonomics).
- DEI training (e.g., unconscious bias, inclusive communication).

Appendix C: Sample Sustainability Report Outline

- Executive Summary
 - Environmental Performance (e.g., CO2e emissions, waste diversion)
 - Social Impact (e.g., employee metrics, community projects)
 - Economic Outcomes (e.g., cost savings, client retention)
 - Future Goals and Challenges
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13. Approval and Commitment

This Sustainability Plan and Policy is approved by [Your Janitorial Company Name]'s leadership team. We are committed to its implementation and continuous improvement, ensuring that sustainability remains a cornerstone of our operations.

Signed:

Amanda R. Beltran - Owner & General Manager

A. Felix Beltran - Accounts Manager

Date: January 1, 2025
