

OBERLAND is one of the original 50 companies globally to successfully petition the UN Human Rights Council to declare the Right to a Healthy Environment as a Human Right, as the company believes the right to a healthy environment is a universal human right.

As we live this belief in practice, OBERLAND is committed to managing environmental impact as an integral part of our operations. In particular, it is our policy to assure the environmental integrity of our processes and facilities at all times. We will do so by adhering to the following principles:

1. We will employ management systems and procedures specifically designed to minimize the use of hazardous materials, energy and other natural resources, to minimize the generation of waste, and to enable recycling and reuse of materials.
2. We will continually seek opportunities to improve our environmental performance by establishing objectives and targets, measuring progress, and reporting our results; including but not limited to energy, water, paper, and travel.
3. We will promote participation and communicate our commitment to responsible environmental management by promoting environmental responsibility among our employees; by providing the necessary training and support to enable them to implement this policy; by informing suppliers of our environmental policy and encouraging them to adopt effective environmental management practices; and by soliciting input from our employees, suppliers, customers and board members in meeting our environmental goals.

The following measures will be taken by management and employees to reduce waste, prevent pollution, conserve water and energy:

1. OBERLAND will establish a carbon offset program with the aim of being 100% carbon positive by 2024, offsetting double the volume of GHG we create.
2. Priority given to sustainable suppliers and policies for all office supplies, foods, beverages, printing and travel vendors.
3. Business travel will be reduced to be as infrequent as possible. When travel is required, preference should be given to public transportation or commercial air travel whenever available. In addition, overall environmental impact should be given consideration when mode of travel is chosen, with air travel being used only when absolutely necessary.
4. Printing should be limited to an as needed basis, with best practices including double-sided printing, printing multiple slides per page, black and white printing, and other techniques to reduce the need to print.
5. Multiple recycling bins will be made available and prioritized for appropriate waste disposal - including signage explaining and encouraging appropriate recycling practices for as many materials as possible. All employees are provided with a reusable OBERLAND cup upon hiring, to help reduce single use paper and plastic cups.
6. Production -



- a. Oberland will partner with production vendors and outside partners who demonstrate sustainable practices in video and experiential productions. This includes but is not limited to: reducing materials waste on sets such as single-use plastics; reducing the use of fossil energy sources such as gas and diesel powered generators; increasing digital workflows and options where possible in the production process.
  - b. We will reduce the redundancy of OBERLAND and Client employees who have to travel through the use of virtual tools and the careful delegation of authority
  - c. We will shoot locally whenever possible.
  - d. OBERLAND will seek NYC Green Film certification for all shoots
    - i. <https://www1.nyc.gov/assets/mome/pdf/film-green/Green-Flyer-Web-Single.pdf>
    - ii. <https://www.earthangelsets.com/>
7. We will seek to make our windows bird safe within the limitations of our lease and city landmark regulations
- i. Solutions: <https://abcbirds.org/glass-collisions/homes-existing-buildings/>
8. We will continue to consider the environment in all procurement operations. For example, ordering in bulk for office snacks, cleaning supplies and other office products, providing preference to sustainable products, purveyors and services; all while attempting to minimize consumption of said products. OBERLAND will endeavor to minimize catering orders and donate any leftover food. We will also add more, and prioritize, plant-based food alternatives when choosing what food to offer.
9. OBERLAND will seek to reduce waste, energy and product consumption thru incremental individual and company behavior changes:
- a. Setting all computer screens to turn off after 5 minutes of inactivity
  - b. Shut down electronics on weekends to reduce vampire load
  - c. Encourage "Dark mode" on google/cell phones
  - d. Keep lights off when not needed
  - e. Not using plastic bags or cutlery
  - f. No balloon policy for company events
10. OBERLAND will provide an annual training session for all employees about individual behaviors, practices and choices that people can make at home and at work which contribute to a cleaner environment.

