



## ENVIRONMENTAL POLICY

FlexiTy Solutions Inc. is committed to providing quality service in a manner that ensures a safe and healthy workplace for our employees and minimizes our potential impact on the environment. We will operate in compliance with all relevant environmental legislation and we will strive to use pollution prevention and environmental best practices in all we do.

The following General Principles shall inform everything we do and underpin the Specific Policies described below.

### General Principles

We will:

- Offer innovative solutions that help our customers reduce their impact on the environment.
- Ensure the consideration of environmental concerns and impacts into all of our decision making and activities and operate the business in an environmentally sensitive manner.
- Promote environmental awareness among our employees and encourage them to work in an environmentally responsible manner.
- Train, educate and inform our employees about environmental issues that may affect their work, and continually raise the awareness of staff to ensure everyone is involved.
- Reduce waste through re-use and recycling and by purchasing recycled, recyclable or refurbished products and materials where these alternatives are available, economical and suitable.
- Promote the efficient use of materials and resources throughout our facilities, including water, electricity, raw materials and other resources.
- Avoid unnecessary use of hazardous materials and products, seek substitutions when feasible, and take all reasonable steps to protect human health and the environment when such materials must be used, stored and disposed of.
- Purchase and use environmentally responsible products accordingly.
- Communicate our environmental commitment to clients, customers and the public and encourage them to support it.
- Strive to continually improve our environmental performance and minimize the social impact and damage of activities by periodically reviewing our environmental policy in light of our current and planned future activities.



## Specific Policies

Unless there is a compelling business reason to do otherwise, we will:

- Make strategic investments in our IT infrastructure to optimize the use of assets, minimize power consumption, and minimize cooling loads.
- Use videoconferencing technology instead of travelling. Where a distance customer or partner does not have access to videoconferencing technology, reasonable efforts should be used to arrange for that party to use the videoconferencing facilities of a FlexiTy Solutions Inc. partner in the vicinity.
- Not print documents, but instead make efficient use of electronic documents and leverage the power of our document management system.
- Issue electronic invoices, whether in PDF, ESP, or other client-specified format, and receive payments electronically.
- Reuse cardboard, Styrofoam, and other packing materials. If packing materials cannot be reused, they should be recycled (to the extent permitted).

11/11/11

Signature

date

**Lenny Liscio**

**Chief Financial Officer**