HRComputes Sustainability Report

Sustainability Mission

We believe in being a responsible corporate citizen and as such we consider the environmental, social, governance and economic impacts of our decisions. We believe that everyone has a role to play in protecting natural and social capital and that all of us need to be concerned with ensuring that the earth's resources are available to sustain future generations with a similar quality of life. We believe in business and social ethics and acting in accordance with all laws. We believe in the human rights of our employees and contractors and seek to provide a workplace free of discrimination and to provide wages and benefits to promote equity and inclusion.

Environmental

1. Measure carbon footprint data annually.
2. Track resource usage water, electricity, natural gas, mileage
3. Utilize renewable energy resources.
4. Employees are encouraged to conserve resources through reusing, recycling, energy conservation.
5. Disposable water bottles are not used in our office. We offer guests glasses of filtered water.
6. Employees are encouraged to minimize carbon emissions from travel through the use of flexible work arrangements where permitted by clients.
7. We seek to identify suppliers that have sustainable standards.
8. Total Carbon Footprint has been trending downward from a high of 14 metric tons of CO_{2e} to 3.48
9. Carbon Intensity: 1.2 per employee compared to 3.5 for office-based employees. The average footprint for people in United States is 15.24 metric tons The average for the European Union is about 6.4 metric tons The average worldwide carbon footprint is about 4.8 metric tons

Social

1. We offer guidance on creating a Justice, Equity, Diversity, & Inclusion North Star strategy and roadmap including services to promote JEDI aligned outcomes.
2. We support transparency in the development, selection, and usage of AI tools for talent selection and management.
3. Our employees are involved in community, professional, and board service focusing on governance, leadership, skills development, and mentoring.
4. Firm volunteer hours are 380+ valued at $114,000.

People

1. We value our people, and our wages, benefits, and work standards promote a culture of belonging and comply with applicable laws.
2. We seek to provide an environment that respects employee diversity.
3. We do not use child labor, forced or bonded labor, and we provide a workplace free of harsh or inhumane treatment.
4. We encourage community and professional voluntarism.
5. Feedback from employees to promote sustainable solutions is encouraged.

Business Ethics

1. We employ fair business practices and all corruption, bribery, and embezzlement are prohibited.
2. Information has been distributed to employees on our policies and those of our clients including codes of conduct, confidentiality agreements, and corporate citizenship policies.

Highlights Sustainability Report

We continue to meet our goals of reporting on our environmental and social impact. In addition, we continue to promote sustainable practices through education and speaking opportunities. In addition, we work with students to encourage sustainability ideals in our future generations. We also to provide volunteer opportunities and allow our employees time to pursue volunteer interests.

1. HRC sponsored the Social Responsibility category at the HR Department of the Year Awards.
2. Our principals serve on community and professional boards. In addition, they provide mentoring and job counseling assistance.

3. Kristina Kohl is on the faculty at the Bard MBA in Sustainability Program teaching "Becoming a Sustainable Organization" focusing on embedding environmental, social, and governance standards into organizational culture.

4. Kristina Kohl book , Driving Justice ,Equity ,Diversity and Inclusion, published by CRC Press was released 2022. She speaks at numerous industry, educational, and not for profit events.

5. Kristina serves as a mentor to students and others interested in the areas of sustainability and environmental and social justice..

6. *Morris serves as a mentor to human capital management professionals seeking to drive impact within their organization.*

7. Reduced Landfill Waste:
   a. Paper Recycling
   b. HP Smart Ink and Cartridge Recycle
   c. Reusable Water Bottles
   d. Electronics Recycling

8. Identified Additional Key Suppliers and Highlighted Sustainability Information

9. Maintained NJ Registered Sustainable Business Status

10. Utilize 100% renewable energy

2024 Goals

1. Continue to report on ESG performance
2. Review Key Suppliers for ESG performance
3. Continue to promote sustainability initiatives through education, activities, and speaking
4. Continue to promote voluntarism among employees
5. Use of hybrid vehicle
6. Promote remote work to minimize client travel
7. Assist clients address justice, equity, diversity, and inclusion goals through education, webinars, partnerships and services.

Key Supplier List and Environmental Report

    a. TMobile
       i. https://www.t-mobile.com/responsibility/reporting

    b. Staples
       i. https://www.staples.com/sbd/cre/noheader/about_us/corporate-responsibility/environment/index.html?icid=home:pane:2:env:20180422

    c. Horizon Blue Cross
       i. https://www.horizonblue.com/diversity/

    d. Hilton
       i. https://esg.hilton.com/environment/
       ii. https://esg.hilton.com/social/

    e. Wells Fargo
       i. https://www.wellsfargo.com/about/corporate-responsibility/

    f. HP
       i. https://www.hp.com/us-en/shop/slp/sustainability-guide
       ii.

    g. Apple
       i. http://www.apple.com/environment/

    h. American Airlines
       i. https://news.aa.com/esg/

    i. Go Daddy
       i. https://www.godaddy.com/godaddy-for-good

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