



Pact Environmental Policy

Effective Date: May 2013

Next Review Date: May 2015

Policy Owner: VP, Program Advancement

Purpose: To reinforce Pact's commitment to be an environmentally conscious organization, minimize our environmental footprint, and operate in an environmentally sustainable way.

Applicability: Worldwide

General Guidelines

Acknowledging that the world's natural resources are fragile and finite, Pact considers environmental protection to be an important component of our corporate responsibility and consistent with our overall mission and values. We are committed to providing quality services in a manner that minimizes potential harmful environmental impacts.

Basic Principles

Pact is committed to reducing our corporate impact on the environment to the greatest extent possible, and to encourage our staff to do the same. We seek to continuously improve our environmental stewardship and to reduce the environmental footprint of our activities both at headquarters and in our country offices. To achieve this, we will:

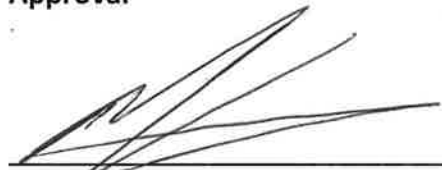
- Promote responsible and efficient use of office materials and resources throughout our offices, including paper, water, electricity, and other resources, particularly those that are non-renewable;
- Give preference to renewable over non-renewable energy sources, when feasible;
- Practice the three Rs of Reduce, Reuse and Recycle, to eliminate waste and to conserve natural resources;
- Dispose of waste through safe and responsible methods (including waste separation and recycling);
- Encourage increasing energy efficiency and reducing energy consumption by using energy saving devices and appliances;
- Promote environmental awareness among our employees and encourage them to work in an environmentally responsible manner;

- Encourage the use of video conferencing and working in virtual teams, when appropriate, to reduce the amount of unnecessary international travel, thus reducing Pact's carbon footprint;
- Comply with all applicable environmental laws/regulations both in the US and in the countries where we work.

Implementation

This policy will be communicated to all staff and will be made available to the public on the Pact website.

Approval



Mark Viso, CEO

JUNE 13, 2013
Date