

At Great Big Pictures, Inc. we strive to set a positive example in our community and our industry as a leader in sustainable business practices. Our aim is to conserve natural resources and reduce waste, in every level of production, in every aspect of business. We also commit to providing a safe working environment and employment policies that take the best interest of families and the community to heart. We continuously seek opportunities, beyond regulatory compliance, to incorporate pollution prevention and other activities to enhance our sustainability program. We communicate our commitment with our employees, clients, and community through printed, verbal, and electronic methods.

Great Big Pictures, Inc. commits to fulfilling this mission in the following ways:

Environmental Stewardship & Education

- 1) Lead environmental awareness and sustainability programs for employees and their families
- 2) Provide clients with recycled/recyclable/renewable materials options
- 3) Educate employees on in-house recycling and waste management protocol
- 4) Provide an on-site garden plot for employees to use and teach each other about growing food
- 5) Support and comply with environmental regulations
- 6) Maintain a scholarship fund for employees and their families to assist in furthering education

Community Involvement

- 1) Participate in local business groups focusing on sustainability practices
- 2) Support local producers and vendors whenever possible
- 3) Allocate funds annually for employee-selected non-profit fund-raisers

Safe Working Environment & Fair Employment

- 1) Post and comply with all OSHA regulations
- 2) Mandate safety training on all equipment and use of protective gear for all employees
- 3) Exceed regulations for air quality
- 4) Offer generous benefits packages including health/dental/disability/life insurance, childcare subsidies, paid time off, and retirement savings plans
- 5) Implement fair employment practices in hiring and promoting decisions

Waste Management

- 1) Implement efficiency practices to minimize materials used
- 2) Maintain an aggressive recycling program for multiple streams of waste
- 3) Reclaim, reuse, or donate surplus materials whenever possible

Energy Conservation

- 1) Implement "lights out" policy and use occupancy sensors whenever possible
- 2) Use T5 lighting throughout the facility
- 3) Implement shut down of all production machines when not in use
- 4) Replace out-dated computers with more efficient alternatives
- 5) Research the implementation of solar and other alternative energy
- 6) Reduce truck fleet, and condense delivery and pick-up routes
- 7) Encourage car-pooling programs

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