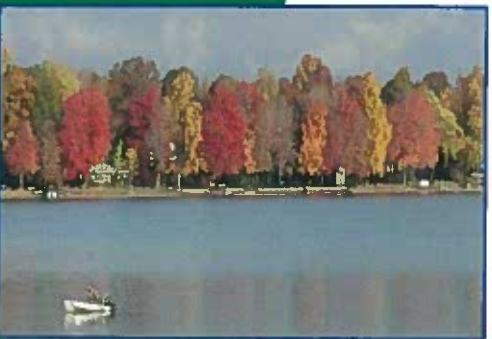




EnviroScience, Inc. 2014 Communication on Progress



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Table of Contents

Letter from the CEO	2
About the United Nations Global Compact	3
Human Rights	4
Labor	5
Environment.....	6
Anti-Corruption.....	7

2014 Annual Report on Sustainability



Dear Friends and Stakeholders,

EnviroScience is pleased to present our first annual progress report on our efforts and gains in our support and membership of the United Nations Global Compact. In 2013, EnviroScience became a member of the world's largest voluntary corporate sustainability initiative and joined with 12,000 other businesses and key stakeholders from 145 different countries. As an organization, EnviroScience (ES) has taken this opportunity to begin the process of officially aligning our operations and strategic planning goals with the universally accepted principles; human rights, labor, environment, and anti-corruption as detailed in the United Nations Global Compact.

From our inception, EnviroScience, Inc. has always personified many of these core values. As our company has grown, our corporate culture of innovative thinking and staff latitude has helped to grow, develop and continue to define our organization. The ES social conscious was enhanced in 2012, with the founding of our internal volunteer group called the Corporate Responsibility Committee (CRC). The establishment of the CRC is a staff lead initiative to help formalize our continued outreach in the areas of education, women and children (human rights), the environment, health, and sustainable practices. We are embracing the opportunity the UN Global Compact provides, by aligning ourselves with other progressive thinking and socially conscious world citizens all focused on improving the global social, economic and environmental conditions of the world.

Although this is the first report presented to the United Nations and our stakeholders, we have a number of milestones and awards to build upon for our future UN communications on progress.

Thank you,

A handwritten signature in blue ink that reads "Daniel Dunstan".

Daniel Dunstan

CEO EnviroScience, Inc.

About the United Nations Global Compact

The United Nations Global Compact provides guidelines and universally accepted principles by which members are able to review, define and plan for long range strategic goals. EnviroScience is embracing the opportunity to review, redefine and grow our policies and procedures as they relate to the Global Compact. Presented are the United Nations ten defining principles of the Global Compact.

Human Rights

- [Principle 1](#): Businesses should support and respect the protection of internationally proclaimed human rights; and
- [Principle 2](#): make sure that they are not complicit in human rights abuses.

Labour

- [Principle 3](#): Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- [Principle 4](#): the elimination of all forms of forced and compulsory labour;
- [Principle 5](#): the effective abolition of child labour; and
- [Principle 6](#): the elimination of discrimination in respect of employment and occupation.

Environment

- [Principle 7](#): Businesses should support a precautionary approach to environmental challenges;
- [Principle 8](#): undertake initiatives to promote greater environmental responsibility; and
- [Principle 9](#): encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

- [Principle 10](#): Businesses should work against corruption in all its forms, including extortion and bribery.

Human Rights

The culture of private sector business in the new millennium mirrors the progress of the generations, demanding respect and dignity for all human rights. The sophisticated philosophy of this generation requires that the companies they do business with not only support the rights of their workers but promote human rights awareness in all areas of their industry and subsidiaries. The use of technology in this multinational climate has created real time feedback, self-correction and ownership of practices which violate the basic human rights. Consumers are well educated and consider all levels of the supply chain as part of a company's oversight and are no longer willing to tolerate child-labor practices and salary structures that do not provide a living wage or exclusion / exploitation of anyone for any reason.

EnviroScience has developed its corporate culture around the Universal Declaration of Human Rights. Established in 1989, EnviroScience for the last three years has been voted as one of the area's Top Places to Work and awarded one of the fastest growing businesses. To prevent losing focus during our growth, EnviroScience relies on our Business Conduct and Ethics Policy to help guide employees assuring successful decision making outcomes. We have an internal Ethics Committee representing each division of the company from management, non-management and administrative positions. The committee helps to shape policy, reviewing and providing resolution for issues that may arise. At ES, we maintain a top-down, open door policy for any employee to meet with any level of the executive management. We believe this helps to insure quick response to concerns that may arise. All staff is provided with a direct email for the ethics committee should they prefer that avenue for discussion or guidance.

ES, as a company, is always self-policing to make sure we provide our staff with the time and resources to provide for themselves and their families. All company stock is available to staff for purchase. On-going conversations evaluating EnviroScience transitioning into a full employee stock ownership plan (ESOP) continue.

As a new member of the UN Global Compact we appreciate the clear guidelines and verbiage we have been incorporating into our contracts. We proudly display our membership badge on the website.

In the future, we look forward to growing our current practices and employee led initiatives. The latitude we allow our staff to help shape the future of the company has made us the thriving community we are today. We know the exuberance and commitment of the younger generation will continue to modify and shape our commitment to human rights, ending oppression and human trafficking.

Labor

EnviroScience provides all staff a copy of the EnviroScience Employee Handbook. This handbook details our policies on job classifications, compensation packages, harassment, code of ethics, and disciplinary actions should a policy be violated. We are an equal employment company and provide a safe environment for all staff to excel and develop their careers. ES has become the organization we are today because of the latitude we allow our staff to show initiative. To this day, we continue to cultivate and encourage a culture of innovation. ES has never discouraged collective bargaining, but our corporate culture has not ever lent itself to require collective bargaining. We built our organization on the open door top-down policy. Everyone at EnviroScience has a vote and every vote is listened to and considered. We pride ourselves on the longevity of the staff and understand the most important thing for anyone is happiness. We believe our award record of “Best Places to Work” speaks to our employees’ satisfaction with their working environment.

Health and safety is our company’s primary concern. The diversity and potential danger our staff encounters demands that we stay informed and maintain rigorous safety standards. EnviroScience has a Health and Safety officer, Tim Willaman, RN. Mr. Willaman has been with the company for more than ten years and has worked in every division, he understands the complexity of work and the potential hazards. Mr. Willaman is always available to review, train, and answer or evaluate any concern an EnviroScience employee may have.

Mr. Willaman has created a *Health, Safety and the Environment* video each staff member watches as part of their orientation as well as conducting regular mandatory health and safety reviews for all staff. We have a regular newsletter to review the potential hazards encountered by the seasonal changes, new equipment and review of best practices. Every employee is trained to evaluate potential job risks. If for any reason there were a safety or health concerns the employee has the right to stop the project until the project manager is able to evaluate and assess the conditions. This policy holds true for ES and any company for whom we may be subcontracting.

Project managers are required to conduct daily health and safety briefings for staff working anyplace away from their desk. Each of those managers is responsible to provide the Health and Safety Officer with a written and signed copy of their daily staff briefing. EnviroScience is extremely proud of our Health and Safety record and continues to keep our staff’s safety our number one priority.

Environment

EnviroScience is an aquatic biology consulting firm and we are clearly dedicated to living in and leaving a clean and sustainable ecosystem. We help our clients maintain healthy lakes, rivers, streams and wetlands. We have an award winning restoration department for their work in stream and wetland restorations. The marine services group has donated talent, time and treasure to finding and protecting threatened and endangered species and habitats. More to the point, every division is focused on restoring water quality and habitats.

As a company, we constantly struggle with our footprint. The nature of our industry demands the use of trucks large and small, as well as boats of various sizes. To date, our fleet still runs on petroleum fuel and continues to be one of our largest carbon contributors. ES has a dedicated individual to oversee the health of the fleet to insure top safety and performance. We continue to try and purchase the most fuel efficient vessel possible for our purposes, and continue to review the possibility of alternative fuel sources.

In 2013 EnviroScience moved into our newly repurposed space. For the renovation we installed the most energy efficient appliances and fixtures possible. We have motion detectors for lights and all interior lights shut off at 6:00 PM unless manually overridden. Staff is directed to turn off monitors when not in use, print two sided copies in black and white unless color is required, and car pool to all job sites.

During our renovation, we used as much reclaimed, renewable or locally produced materials as the budget would permit. All the construction waste was recycled, reconditioned or donated to Habitat for Humanity.

The company has vast supply needs. We always try to order the most environmentally sound product from local suppliers. The chemicals we use for our laboratory services are ordered from companies who maintain rigorous standards for the recycling and disposal of chemicals. Left over or used chemicals are typically returned to the manufacture for proper disposal.

We continue to review and modify our practices looking for ways to increase efficiency. In 2013, our Corporate Responsibility Committee began to review and generate the company's guidelines on conservation and sustainable practices. The goal of the sustainability group is to help modify and improve EnviroScience's standard operating procedures. The group has helped to improve recycling practices and reduce landfill waste. Informational bullets are provided to staff focusing on some finer points of calculating environmental footprints and ways of reducing it.

Anti-Corruption

EnviroScience is in full support of the United Nations Anti-Corruption Principles. We are dedicated to ethical business practices and preventing corruption. Our policy is included in our Employee Handbook and our Business Conduct Program and Ethics Policy. Managers are trained to identify and report on any questionable activities. Any and all issues are reviewed by our Ethics Committee and actions are taken immediately. ES has a zero tolerance policy when it comes to unethical or harassing conduct.

We are a company founded on our laboratory services. The integrity of our work is our most valuable asset. EnviroScience continues to grow and modify our practices with review and input from every level. As we have grown our client base, the services offered has grown too. We believe our dedication to anti-corruption will continue to expand and encompass areas unimaginable compared to when we were founded in 1989.

ES believes our membership in the United Nations Global Compact will continue to help us shape our practices. Not limited to anti-corruption but in all areas outlined in the Global Compact. In 2014, we added the logo to the website and began reviewing our policies and contracts to see where language improvements can be made. The UN membership provides the tools we need when considering which companies to partner with. The guiding principles articulate areas more eloquently and concisely than we had.

Time and attention will continue to improve our standard operating procedures on all areas so clearly defined in the 10 guiding principles. EnviroScience embraced our opportunity to join the Global Compact and looks forward to the annual opportunity to track our progress. We have had an unbelievable first year in our new location and as new members in the compact. This review has enabled us to determine our base line and identify and incorporate areas for improvement into our strategic planning. We will continue to move forward as a thoughtful company known for conducting business in the most sustainable, ethical, and just environment for all.