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ACE Training and Consulting is committed to protecting public health by conducting our operations and activities in an environmentally responsible and sustainable manner. We are committed to complying with all applicable laws and regulations. We recognize that reducing and, where possible, eliminating the environmental impacts of our activities is an important part of our mission as stewards of public health. We strive to be a leader in achieving environmental excellence and will work with our employees and other internal and external entities to establish and follow principles, in conjunction with our Environmental Policy, that will guide ACE Training and Consulting environmental practices.

ACE Training and Consulting's guiding principles and practices to achieve resource conservation, waste reduction, and sustainability overall are summarized below:


- Comply with mandatory requirements and conduct our activities and operate our facilities within applicable environmental laws and regulations
- Conserve energy and other natural resources
- Encourage employees to use public transport
- Reduce, reuse, and recycle to reduce waste
- Minimize the production of hazardous waste
- Adopt green procurement practices
- Ensure all employees complete the environmental awareness training
- Continue to review and minimize the impacts of our activities

Responsibilities

a) Energy Conservation

Employees shall:

1. Turn off lights when not in use and use natural light when possible.
2. Turn off, not just log off, all computers, terminals, speakers and other office equipment at the end of every work day.
3. Turn off your power strip at the end of every work day.
4. Activate the power down features on your computer and monitor to enter into a low-power or sleep mode when not in use.
5. Unplug equipment that drains energy even when not in use (e.g., cell phone chargers, fans, coffee makers, printers).
6. Use compact fluorescent light bulbs (CFLs) in desk lamps as opposed to incandescent lights whenever possible.
7. Use the stairs when possible.
8. Utilize videoconferencing and conference calls as an alternative to travel when possible.

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b) Reduction of Materials Consumption

Employees shall:

1. Avoid using paper by distributing and storing documents electronically.
2. Print and photocopy only what you need and double side your jobs when possible.
3. Tell staff and colleagues that you prefer double-sided documents.
4. Use the back side of old documents for print, scrap paper, or drafts.

c) Reduce Fossil Fuel Consumption and Air Pollution

Employees shall:

1. Ride public transport or other alternative forms of transportation, whenever possible.
2. Use carpools or vanpools, when possible, over single use cars.
3. Telework one day a week, if possible.


d) Minimize Waste and Increase Recycling

Employees shall:

1. Use durable reusable beverage containers, plates, and utensils.
2. Reduce the amount of toner in documents that will be printed when possible.
3. Print documents in black and white or grayscale whenever possible.
4. Recycle paper, paper products, plastic, binders, folders, catalogs, boxes, bottles, cans, batteries, electronics, toner and ink cartridges.
5. Recycle plastic and paper products in accordance with county regulations.
6. Donate used furniture and electronics.

e) Minimize Toxics and Hazardous Waste

1. Do not pour toxic or hazardous substances down the drain.
2. Reduce the use of toxic chemicals and use less toxic alternatives wherever possible.
3. Do not use or purchase mercury or mercury-containing equipment, unless approval has been obtained.
4. Design experiments, when possible, to use less toxic or hazardous substances.
5. Purchase chemicals in the smallest quantities needed to avoid over-ordering.
6. Dispose of hazardous chemicals appropriately and in accordance with local legal requirements.

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f) Commitment to Green Purchasing

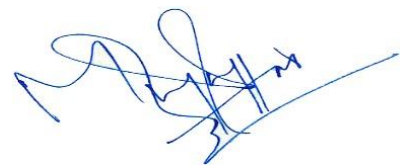
Employees shall:

1. Purchase copier and printer paper that contains at least 30% post-consumer recycled content.
2. Purchase office supplies and furniture that contain the highest percentage of recycled and non-toxic content whenever possible.
3. Purchase products that contain bio-based content whenever possible.
4. Purchase Energy efficient equipment.

g) Increasing Awareness of ACE Training and Consulting's Impact on the Environment and Public Health

All employees are required to complete the Environmental Management System (EMS) awareness training course.

This policy will be made known to all staff and interested parties to the company's business and will be reviewed on a regular basis.



Mir Muzaffar Ali Khan
Chief Executive Officer

Date: 27.08.2019