



Meaningful Organizational Design, Inc.
SOCIAL IMPACT POLICIES

March 2017

COMMUNITY SERVICE POLICY

Supporting our local and values-based communities is of fundamental importance to Meaningful Organizational Design, Inc.™, as it is to our employees, customers, suppliers, partners, affiliates, and other stakeholders. To support this common goal, we will:

- Commit to give 2-3% of Net Profits to non-profit and charitable organizations.
- Promote Community Service activities by valuing and equating community service work as direct Meaningful Organizational Design, Inc.™ work time within the Meaningful Organizational Design, Inc.™ organization.
- Work collaboratively with our customers, suppliers, and the surrounding community on community service initiatives.
- Provide reduced or no cost services to non-profit service / charitable organizations or fellow B Corp certified companies.
- Give priority to suppliers and partners who address community service in their own organizations, i.e. increase the flow of capital to purpose-driven enterprises.

Community Service Procedures

- Select one or more service or charitable organization to partner with long-term. We determined that 2-3 % of Net Profits are given to selected organizations.
- Continually track and encourage increased community service involvement of founders, employees, advisory board members, expert advisors, and partners.
- Actively participating in community service on a quarterly basis individually (founders) and annually as a™ Meaningful Organizational Design, Inc.™ team.
- Giving priority to suppliers and partners who address community service in their own organizations, i.e. increase the flow of capital to purpose-driven enterprises. Meaningful Organizational Design, Inc. selects vendors who are local or sustainably oriented businesses. If they are not certified as sustainably focused, MOD educates and advocates sustainability and seems to be having an impact on our vender partners.

Vendor List:

- Internet provider;
- Design

- Legal
- Business supplies and printing
- Website supporters (Canvas Dreams LLC);
- Office space provider (LA Hub) & home offices;

We ensure that Community Service is an integral part of our Meaningful Organizational Design, Inc. activity. To this end, we measure and periodically report on our progress in realizing these commitments.

Furthermore, we encourage the adoption of similar practices in our community by making these policies public.

To comply with our Community Service Policy, Employees are encouraged to adopt the following suggested practices:

1. Report on community service efforts at quarterly staff meetings.
2. Make every effort to source materials, products and services from local and/or values-based vendors such as B Corp certified vendors, especially those who are committed to community service; and
3. Seek feedback from our extended network of expert advisors about how we can continually increase the impact of our community service efforts.

ENVIRONMENTAL POLICY

Protecting our shared environment is of fundamental importance to Meaningful Organizational Design, Inc.™, as it is to our employees, customers, suppliers, partners, affiliates, and other stakeholders. To support this common goal, we will:



- Remain carbon neutral
- Comply with applicable local, state, and federal environmental regulations.
www.calepa.ca.gov
www.epa.gov
- Continuously put efforts in our environmental performance on our products and business process by constantly updating and refining our environmental goal according to Meaningful Organizational Design, Inc.™ environmental performance evaluation sheet.
- Protect the health and safety of our employees and surrounding communities and ecosystems.eg. Preparations for earthquake, fire, etc.
- Use natural resources, including raw materials, energy, and water, as efficiently as possible.

Environmental Procedures

- Maintaining membership status, i.e. complying with suggested policies and procedures, for B Corporation.
- Conducting an environmental impact assessment annually, while establishing goals to reduce our carbon footprint by 25% annually for 2011 and 2012.
- Evaluating products, services, and processes from the point of view of our carbon footprint, dedicating ourselves to finding better alternatives based on preventing pollution in the first place.
- Giving priority to suppliers and partners who address social & environmental responsibility in their own business operations. We are open to diverse methods and processes for increasing environmental awareness and accountability.
- Working collaboratively with our customers, suppliers, and the surrounding community on environmental and social issues.

- While Meaningful Organizational Design, Inc.™ is in its early stages we plan to offer free or discounted rates on Meaningful Business Model Design™ to environmental and/or socially oriented non-profit companies, including B Corp certified companies.

We will make every effort to ensure that environmental performance is an integral part of our performance and of the performance of all of our employees. To this end, we will measure and periodically report on our progress in realizing these commitments.

Furthermore, we will encourage the adoption of similar principles by our community by making these policies public.

To comply with our Environmental Policy, Employees are encouraged to adopt the following suggested practices:

1. Reduce the prints, use electronic version for communication and documents whenever possible;
2. Make every effort to source materials, products and services from local and/or values-based vendors such as B Corp certified vendors, especially those who are committed to protecting the environment;
3. Use environmentally-friendly materials whenever possible;
4. Promote teleconferencing, telecommuting, and carbon offsets for travel to every extent possible to fulfill our work responsibilities;
5. Recycle, reduce, and reuse to the extent possible; and
6. Seek feedback from our extended network of expert advisors about how we can continually reduce our carbon footprint.

Environmental Checklist – Internal

Accountability

1. Develop written strategy for suppliers (to reduce the environmental impact of their activities). – *Recommendation for our suppliers to become B corp or benefit corp; host free seminars of becoming B corp to our partners.*
2. Develop written strategy for business partners...
3. Develop written strategy for customers...- *All our reports recommend our client to become a B corp and Benefit corp.*

4. Consider memberships in additional environmental business associations/certifications, e.g. BSR – *Meaningful Organizational Design, Inc.*™ is the member of Sustainable Business Council of LA
5. Update Environmental policy for website.
1. Track carbon footprint and purchase of certified carbon credits for offsetting.
1. Develop specific tactics to increase energy efficiency and use of renewable energies. Arcadia Energy replaces Southern CA Edison. Hybrid car. Grey water process.