



Maryland
Green Registry
MEMBER

The Maryland Green Registry promotes and recognizes sustainable practices at organizations of all types and sizes. Members agree to share at least five environmental practices and one measurable result while striving to continually improve their environmental performance.

uPerform

uPerform

6085 Marshalee Drive, Suite 300

Elkridge, MD 21075

443-561-3949

www.uperform.com

Business Services

Member since July 2022

Management and Leadership

Environmental Policy Statement

See [uPerform's Environmental, Social and Governance policy statement](#).

Environmental Team

In late November of 2022, uPerform created a green environmental council, the "uGoGreen Team." The team is made up of 7 employees who share the same concern and goals for the environment and donate their own time and efforts to make uPerform a more environmentally friendly company.

The team's mission statement is, "Through fundraising, education, and team-building activities, the uGoGreen Team is committed to lessening uPerform's global and local impact on the environment in the pursuit of a more sustainable future." Thus far, they have reached out to multiple organizations to participate in clean-ups, builds, and donations as well. In the office, they have created a channel, solely to be used by the companies employees, to recycle used goods that employees may have inside their homes. This is not a buy and sell channel, but a place where you can post an unused household item (such as a Keurig) and list it for someone in the office to get it at no cost. The team has an ambitious 2023 planned.

Environmentally Preferable Purchasing

uPerform purchases recycled goods including bamboo plates/cups, biodegradable utensils, recyclable coffee pods, and recycled copy paper. For our

company “swag,” we only purchase from recycled material or by an environmentally-friendly company sourced by 4imprint for there “better choices.”

Environmental Restoration and Community Environmental Projects

In 2022, uPerform partnered with the National Forest Foundation to plant 100 trees for every new customer contract signed going forward. To date we have planted 1,700 trees. Additionally, we rolled out an Earth Day Volunteer Initiative and encouraged our employees to participate in finding ways to volunteer in their community and we allowed employees to take up to 3 hours to do so on Earth Day. We also donate annually and participate in the Baltimore Tree Trust and have planted our very own tree in 2022 on the side of our office building.

We also have been actively collecting non-recyclable material in the office, such as old technology parts and other unused office material to create a “green living wall” but of recycled technology.

Waste

Solid Waste Reduction and Reuse

uPerform encourages a paper-free workplace. We have cut down on the need for paper by scaling back on printers (printing), significantly shifted to e-sign for documents, and donate office supplies to a local charity. We are eliminating the use of single-use plastic food and beverage utensils, containers, etc. in the office and at company events and have switched to catering style lunches rather than individual style-boxed lunches.

Composting

The uGoGreen team is currently looking at compost bins that will work inside of our office. As uPerform provides lunch for one of the days in the office and employees pack lunch the other day in the office, a compost bin is going to make a huge difference in the amount of food waste in-office.

Recycling

uPerform recycles old electronics, copier and printer toners, cardboard, packaging materials, aluminum, paper, and glass. We have recycling bins in the kitchen and small bins at each desk. We separately collect and recycle our coffee pods too. Unused office supplies, such as colored paper, pens, notebooks, laminators, etc. get donated annually to the Prince George’s County School Art Program and Vietnam Veterans of America.

Energy

Energy Efficiency

uPerform uses motion-detecting lights in individual offices within our suite. We transferred to a colocation center for data storage and server hosting, reducing water usage and overall carbon footprint.

Transportation

Employee Commute/Customer Travel

uPerform is a geographically distributed team, so majority of our time together is spent via Zoom or telephone. We have a hybrid work schedule so employees only commute to work two days per week reducing our company-wide impact on traffic congestion and vehicle emissions by 60% per week. By working remotely 3 days a week, employees are saving approximately 4,680 miles per year in travel (average 30-mile daily round trip/90 miles per week or 4,680 miles per year). When employees travel to town, we encourage rideshare or carpool.

Environmental Certification Programs, Awards, and Other Activities

- In the four months that the uGoGreen Team has been established, so far, they have made uPerform a partner of the World Wildlife Foundation, symbolically adopted the honey bee and has also made it our company mascot. Purchased a lemon tree to care for in the office and to, hopefully, eat from. And lastly, in return for helping water all the plants in the office, a volunteer gets chosen quarterly and is able to choose a gift card from one of our five environmentally-friendly and sustainable companies we utilize.*

Profile Updated April 2023



Help build a greener, more sustainable Maryland through voluntary practices that reduce environmental impacts and save money.

Learn more at green.maryland.gov

