

PMV Sustainability Policy

Revision Date: October 23, 2025
Approved By: **Oscar Murray, Managing Partner & Owner**
Policy Owner: **Oscar Murray**
Next Review Date: October 2026

1. Purpose and Commitment

PMV is committed to fostering sustainability and responsible operations. As a veteran- and minority-owned cybersecurity and compliance organization, PMV embraces environmentally sound business practices that promote energy efficiency, waste reduction, and community impact. We aim to lead by example and encourage others in our network to adopt practical sustainability actions that protect resources and strengthen environmental awareness.

2. Scope

This policy applies to all PMV employees, contractors, and business partners across all operations and service areas, encompassing technology, procurement, and general work practices.

3. Guiding Principles

Environmental Stewardship	Reducing impact through digital-first operations and remote work efficiencies.
Accountability	Setting measurable sustainability goals and being transparent about progress.
Innovation	Using technology to enable resource efficiency and low-impact practices.
Community Impact	Supporting clean energy, green jobs, and sustainable small-business growth.

4. Remote & Home Office Sustainability Standards

ENERGY STAR® or EPEAT-certified equipment	Use energy-efficient devices whenever possible.
LED lighting & smart power strips	Reduce wasted energy with efficient lighting and automatic shutoff devices.

Power management	Shut down devices when not in use and rely on natural light.
E-waste recycling	Dispose of outdated electronics responsibly through certified vendors.
Home energy assessments	Participate in programs like Rise Engineering to identify efficiency opportunities.

5. Sustainable Partnerships & Procurement

Vendor Standards	Prioritize vendors with sustainability certifications or ESG commitments.
Digital Practices	Adopt electronic invoicing and documentation to reduce paper waste.
Packaging	Select environmentally friendly shipping and packaging materials.
Energy	Use renewable energy sources or RECs (Renewable Energy Certificates) when available.

6. Operational Sustainability Practices

Virtual Collaboration	Conduct business primarily through secure digital platforms to minimize travel.
Waste Reduction	Maintain paperless workflows and digital storage practices.
Equipment Lifecycle	Repurpose or donate older equipment through certified programs.

7. Employee Awareness & Engagement

Energy Awareness	Turn off lights and electronics when not in use.
Reusable Products	Use reusable mugs, bottles, and utensils.
Community Support	Join local recycling and conservation programs.
Education	Attend PMV's sustainability briefings and share eco-friendly ideas.

8. Monitoring & Continuous Improvement

PMV reviews its sustainability performance annually to identify progress and areas for improvement. The Managing Partner evaluates initiatives and updates goals as new technologies and best practices emerge.

9. Roles & Responsibilities

Managing Partner & Owner (Oscar Murray)	Provides leadership, oversight, and approval of sustainability initiatives.
All PMV Personnel	Uphold sustainability standards and contribute to PMV's environmentally responsible culture.

10. Glossary of Key Terms

LEED	Leadership in Energy and Environmental Design
GHG	Greenhouse Gas
RECs	Renewable Energy Certificates
PPAs	Power Purchase Agreements
ENERGY STAR®	Program certifying energy-efficient products
EPEAT	Electronic Product Environmental Assessment Tool

11. Policy Review & Updates

This policy will be reviewed annually by the Managing Partner to ensure it remains aligned with sustainability goals, business growth, and regulatory standards.

Approved By:

Oscar Murray

Managing Partner & Owner, PMV

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