



A Woman-Owned, HUBZone Small Business

# Impact Report 2023



# Table of Contents



- Letter from the CEO.....3
- Journey to a B Corporation.....4
- Social & Environmental Performance.....6
  - Social Impact.....7
  - Environmental Impact .....9
- Holding Ourselves to a Higher Standard.....11
- HubZone Performance.....12
- Customer Impact .....13
- Looking Ahead.....14

## Letter from the CEO

We started Humango in 2023 because there is so much opportunity to make our communities and world a better place – and businesses that focus on social and environmental good can make that happen.

2023 was a busy year full of accomplishments! We are committed to social and environmental responsibility, modern and equitable workplace practices, and building an employee-centric culture of like-minded individuals looking to make an impact and produce positive outcomes. We are excited to share some of that impact with you!



Andrea Wallenhorst  
Founder & CEO



# Certified



®

# Corporation

# PENDING

**We aim to use Humango as a force for good in the world.**

In 2023, Humango became Pending B Corporation and completed our first B Corp Impact Assessment. We started down the B Corp path to hold ourselves to higher standards of accountability and transparency than traditional for-profit businesses.

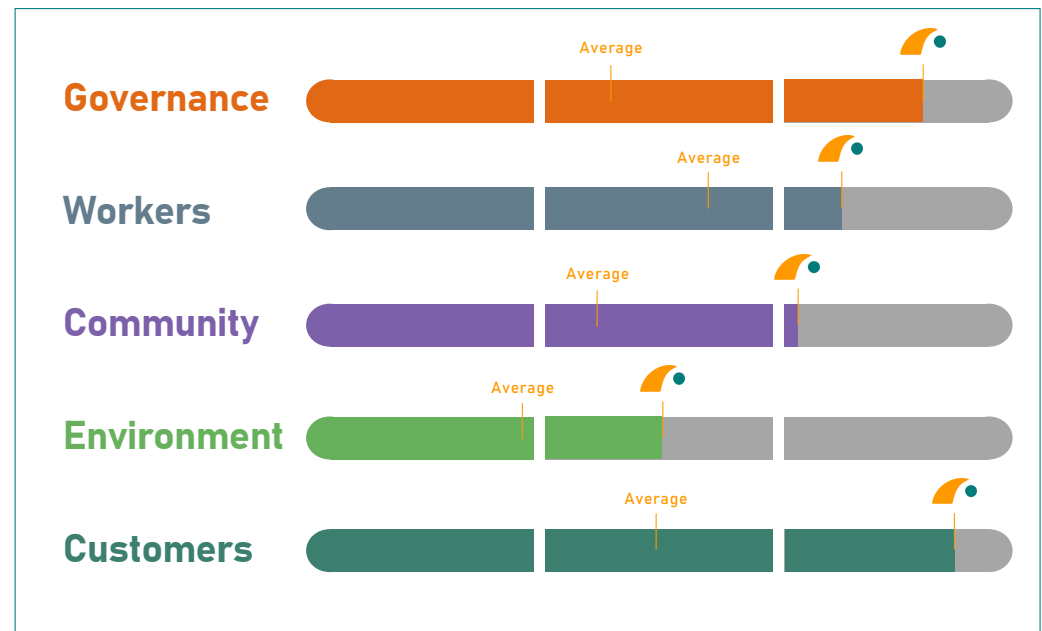
Our commitment to ethics, passion, innovation, and fairness guides Humango's ability to bring the most innovative ideas to the table and build trusted relationships with our customers and the communities that we are a part of.

We hold ourselves to higher standards of accountability and transparency than traditional for-profit businesses and aim to use Humango as a force for good in the world. We strive to achieve the highest standards of measurable social and environmental performance, public transparency, and legal accountability to balance profit and purpose.

# Impact Assessment Scores

By cultivating a business model around the tenet of positive societal impact, Humango has turned ideals like corporate citizenship, DE&I, Carbon Neutrality, etc. into differentiators for how we successfully support our employees, communities, and customers.

Scoring an average of **70% higher** than similar US companies, Humango is disrupting long-held Government Contracting business practices by proving that it is not only possible to **balance profits with purpose**, but that synergies between the two can drive new levels of business success.





# Social and Environmental Performance

At Humango, our dedication extends to all those we serve - our employees, our customers, our supplier partners, and our communities. This dedication, coupled with our unwavering sense of purpose, empowers us to establish profound connections with our customers. It also equips us to address evolving demands for heightened sustainability disclosures and transparency across our operations. Our social and environmental performance is aimed at positively impacting people and the planet through three key areas:

- **Engaging with the Community:** Giving back in meaningful ways through cash contributions, corporate involvement, and employee volunteer time
- **Advancing Environmental Sustainability:** Implementing sustainable solutions to reduce the company's environmental footprint
- **Cultivating Inclusion:** Building a strong business foundation that welcomes all perspectives and provides equitable access and resources for everyone



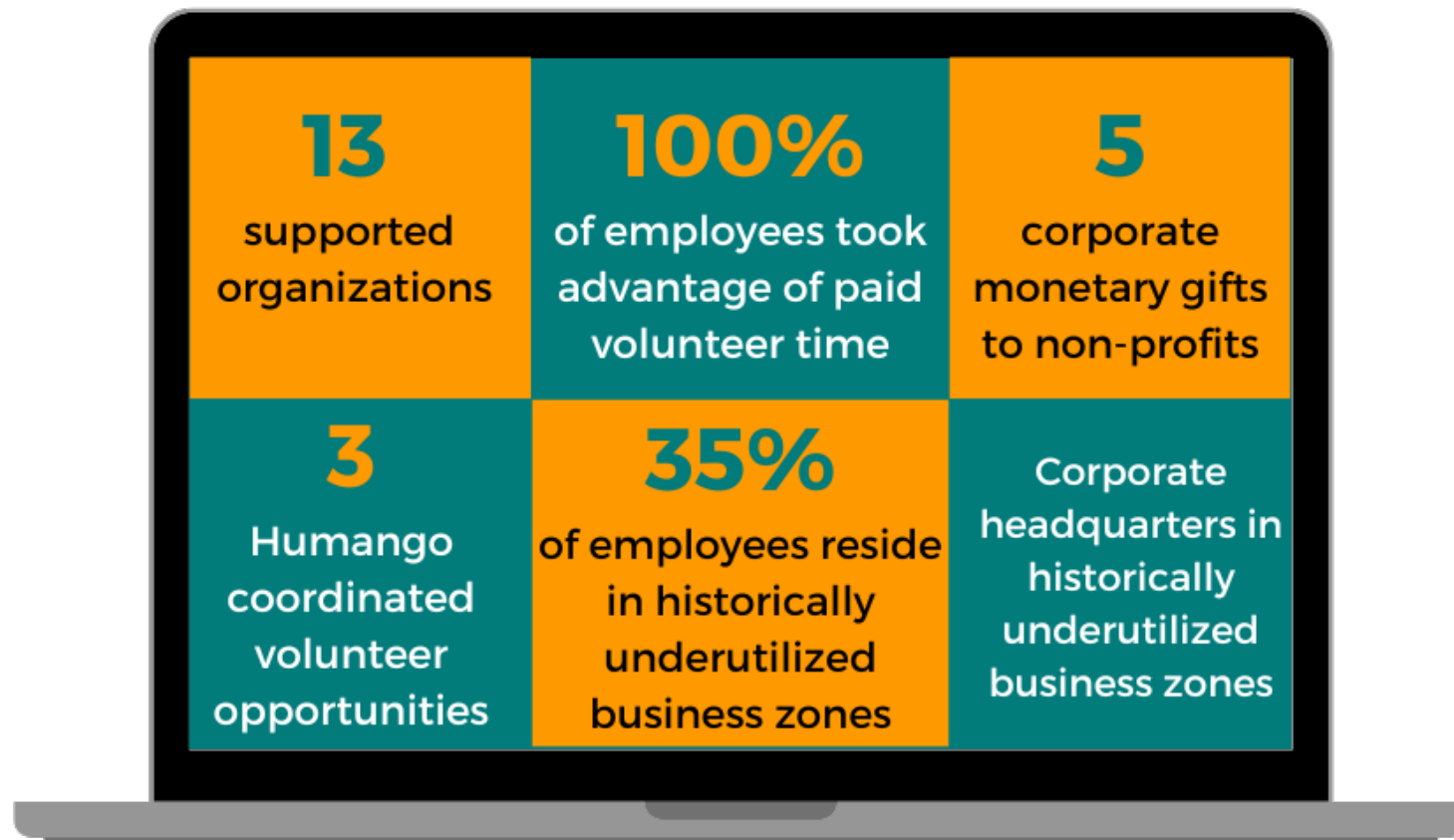
# Social Performance & Philanthropy

Humango is committed to giving back to the community. Our company was founded on the idea that a private company should serve as a good citizen and a positive force within the community. Like delivering measurable impact to our customers, giving back, and doing our share in making our world a better, more equitable place is core to who we are. In 2023, we were involved in a variety of community initiatives, including:

- **Donating to local charities.** We donated a portion of our profits to local charities that are working to make a difference in our community.
- **Volunteering our time.** Our employees leveraged paid volunteer time to support local organizations that are important to them.
- **Sponsoring local events.** We sponsored multiple events that brought people together.



# Social Performance by the Numbers





# Environmental Performance

Humango is committed to making a positive impact on the environment and we believe that businesses have a responsibility to protect the planet for future generations:

- **Reducing energy consumption.** We are constantly looking for ways to reduce our energy consumption in our operations.
- **Offsetting our carbon emissions.** We offset our carbon emissions by investing in projects that reduce greenhouse gas emissions.
- **Educating our employees and customers about environmental sustainability.** Everyone has a role to play in protecting the environment, and we are committed to educating our employees and customers about how to make a difference.



In 2023, Humango implemented an Environmental Management System (EMS) that ensures that our day-to-day operations are sustainable and provides guidance on how we consider environmental impact across all aspects of our business. In December 2023, Humango achieved registration for ISO 14001:2015 Environmental Management.



# Environmental & Sustainability Practices



## Office Facilities

- Recycling program (Paper, Cardboard, Plastic, Glass & Metal)
- Printers and monitors have automatic sleep modes
- Office lighting with occupancy sensors
- Programmable thermostat
- Shade sun-exposed walls
- Double-paned windows

## Office Location & Transportation

- 2-3 minutes away from the W&OD trail
- Located in walkable downtown Leesburg area
- 3 minute walk from the nearest bus stop

## Eco-Friendly Office Supplies

- Greenline Paper
- Staples: Sustainability Center
- Office Depot: Greener Office
- EPEAT Rated Printers

## Technology

- Remote and hybrid opportunities
- Virtual meetings and events in lieu of business travel
- Humango virtual meetings and collaboration can be conducted through Microsoft Teams, Sharepoint and Office 365

# GHG Reporting and Carbon Neutrality



Humango has measured greenhouse gas emissions (GHG) for Calendar Year 2023 in accordance with the GHG Protocol Corporate Accounting Reporting Standard. Our Scope 1 and Scope 2 GHG emissions measured approximately 1 metric ton CO<sub>2</sub>e. Our Scope 3 emissions measured approximately 2.5 metric tons CO<sub>2</sub>e.

Humango Solutions fully offset our 2023 carbon footprint by purchasing and retiring an equivalent number of carbon credits through ClimeCo, a global sustainability company advancing the low-carbon future with market-based solutions.



# Governance



## Holding Ourselves to a Higher Standard

Humango is guided by a conviction to do what is right every day. We prioritize the health and mental well-being of our workforce and create an inclusive environment where employees are respected, valued and heard.

### DE&I

We are working on making ourselves more representative of our community, creating an environment in which inclusion is a priority and cultivating a sense of belonging so that everyone can bring their authentic selves to work. This year, we implemented two Workplace Diversity and Inclusion training as well as Anti-Harassment Training.

### Inclusive Hiring

Humango is an equal opportunity employer and does not discriminate against candidates or employees based on race, color, religion, sex, national origin, age, disability, genetic information, or any other basis. In 2023, Humango implemented processes to ensure that job descriptions are free of implicit bias and leverages blind resume reviews to screen candidates to ensure equity of opportunity.

### Corporate Ethics

Humango is committed to maintaining the highest standards of business ethics and conduct. In 2023, we implemented a Code of Business Ethics and Conduct that is signed and agreed to by all employees of the company. We also implemented a Corporate Ethics Training that must be taken annually by all employees.

## HubZone Performance



Humango is proud to support the SBA HUBZone program to foster and fuel growth in historically underutilized business zones. The HUBZone designation brings tangible benefits to our customers and partners including: additional diversity and a range of ideas that foster innovation, preferential treatment in full and open competitions, contribution to the Federal government's HUBZone set-aside goals, and limits to competition. Humango became HubZone certified in Q3 2023.

Description	Q1	Q2	Q3	Q4
Total Employees	0	6	6	6
Required to meet 35%	0	2.1	2.1	2.1
HUBZone Employees	0	2	2	2
Compliant	NA	Y	Y	Y



# Customer Impact - USCG

## Effecting Change at the USCG

In support of the United States Coast Guard (USCG), Humango delivers change enablement, infrastructure modernization, and IT Operations that support the waterway transportation and navigation services, marine environmental protection and prevention services, search and rescue operations, disaster and emergency response services, and law enforcement services consumed by private mariners and the U.S. maritime industry every day. Through our organization change management (OCM) efforts, the Humango team has enabled the USCG to consume IT infrastructure services more efficiently, increase collaboration, and better deliver against their mission to ensure our Nation's maritime safety, security and stewardship.



## What's Next?



**In 2024, Humango will submit its full B Corporation application, select new social causes to support throughout the year, continue to assess and make improvements around diversity, equity, and inclusion (DE&I), implement a formal compliance program, and find new ways to address our impact on climate.**

**In addition, using 2023 as our baseline, we will be able to compare year over year results moving forward and assess our progress over time.**