

ASA Member Corporate Social Responsibility Case Study

“Go Green” Environmental Initiative

Volt Workforce Solutions

Large business (>\$100 million in annual sales)

Purpose

Volt Workforce Solution’s “Go Green” environmental initiative aids our company as it grows into a global organization by ensuring that growth and success are also measured by the positive environmental steps taken as individuals locally, and as a company globally.

Scope

In October 2007, to make progress in reducing Volt’s environmental footprint, key individuals from Volt’s executive, operations, legal, marketing, human resources, and other business units formed the Volt environmental initiatives committee. EIC’s focus is the three “R’s” of responsible environmental policy: reducing, reusing, and recycling. The committee’s primary objective is taking eco-friendly steps locally at Volt’s west region headquarters, a 200,000-square-foot facility on 12 acres in Orange, CA.

Activities

The anticipated target is to achieve a 20% improvement in reducing, reusing, and recycling by the end of 2008.

EIC members hold two-hour meetings each month with executive review of proposed activities. Resources include staff member time, costs associated with sourcing of recycled office supplies, and environmental upgrades to Volt corporate park. Highlights of our activities:

- Established ePay Employee Self Service portal that allows employees to receive their itemized wage statements electronically rather than in hard copy
- Held recycling events during Earth Week at Volt corporate park and branch offices throughout California
- Established recycling stations for paper, bottles, cans, plastics, and various components of office equipment (toner cartridges, drums, maintenance kits)
- Transitioned to recycled products in break rooms, meeting rooms, and cafeteria, and provided “Go Green” mugs to all new hires
- Conducted an energy audit at Volt corporate park to assess whether facilities meet current environmental efficiency standards

- Transitioned to recycled content paper and other office products
- Installed water filtration systems in meeting rooms and break rooms
- Retrofitted air-conditioning units on the campus with variable air volume (VAV) drives and lighting with t-8 fluorescent fixtures, installed electronic ballasts to conserve energy, and equipped 80% of enclosed rooms with motion sensors to conserve energy
- Converted forms and marketing documents to electronic format, printed internal documents on recycled content paper, and set desktop printers default to print two-sided

Results and benefits

- The ePay Employee Self Service portal saved more than 316,000 sheets of paper plus envelopes, and eliminated stuffing 25,000 time cards in temporary employee weekly paychecks
- Recycling events resulted in collection of nearly seven tons of electronic materials that were kept out of landfills
- Recycling program resulted in one ton of paper recycled per week
- Reduced dependence on disposable plastic products by employees
- Passed an energy audit at Volt corporate park to confirm facilities meet current environmental efficiency standards
- Ordered 2,667 reams of recycled content paper
- Water filtration systems in meeting rooms and break rooms eliminated purchase of 2,880 five-liter bottles since installation in 2008

Achievements and activities of “Go Green” are communicated to Volt’s in-house employees, candidates, and clients via:

- “Go Green” portal on our intranet Web site is a central repository for activities and success stories
- “Green Tips of the Week” and monthly “Success Stories” are sent via e-mail blast to all in-house Volt employees, identifying ways employees can pursue environmentally responsible activities on the job and outside the office
- Dedicated e-mail inbox where employees can send environmental success stories and feedback or comments about the “Go Green” initiative
- “Go Green” program literature, which includes highlights of the program for electronic distribution to candidates and clients
- Eco-friendly promotional items in the Volt company store for employees and customers

Lessons learned

The “Go Green” initiative has been so successful that we plan continual expansion of activities now underway at the corporate park facility to Volt branches across North America, Europe, and Asia.