

Eco Responsibility and Employees

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Conclusion

Employees want their company to do the right thing, but don't always see themselves as part of the solution



Eco Responsibility at Sun







Eco Friendly Products and Services

Environmentally Conscious Operations

Applying
Transparency
and Open
Source to
Environmental
Challenges









Eco-It's About Ecology AND Economics

Show employees how eco efforts are helping the business



Employees Know How Things Work

Example Sun employee-generated ideas:

- Massive product documentation reduction
- Greener conferences
- Improved Sun shuttle route
- Fixed HVAC

Give employees an outlet for their ideas



Sun's Open Work Program for Employees

- > A Global, Location-Independent Program Providing Technologies, Workspaces, and Best Practices
- > 2005 EPA Award: 4th in Nation for Commuter Friendliness

PARTICIPATION

Flex Location Workers
Over 17,000 participants
Over 55% of Work Force

Flexible Offices
127 Locations Worldwide

BENEFITS

Real Estate

6,600 Seats Saved/Avoided in FY06 = \$63.9M

Sun Ray - thin clients
Over \$24M Saved Annually
No-Cost Moves & Energy Savings

Carbon Reduction 30,000 tons/year and growing

Employees' interests may lie outside direct emissions



Winter Holiday Shutdown

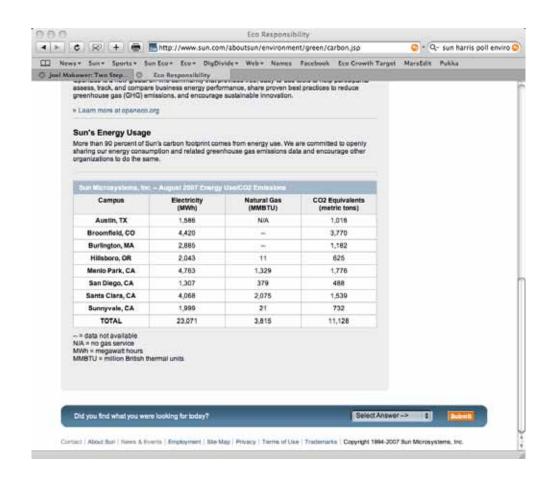
- Wanted to see how little energy the company could use during our one-week winter shutdown
- Sent emails to employees ahead of time
- Sent detailed results quickly afterwards
- Tremendous employee response



Show employees the impact of their actions with as fine of granularity as possible



Be Public and Transparent





Show employees that you're serious and proud



Future Projects and Ideas

- Internal on-line Eco Forum for employees to share info
- Employee 'Eco Fair' with speakers and outside vendors
- Help for employees to get green energy (e.g. solar) at home
- Better employee recognition





Saving energy and reducing waste is not just good for the environment, its good for business

Thank you.

