



# Sustainability Report and UN Global Compact CoP 2026

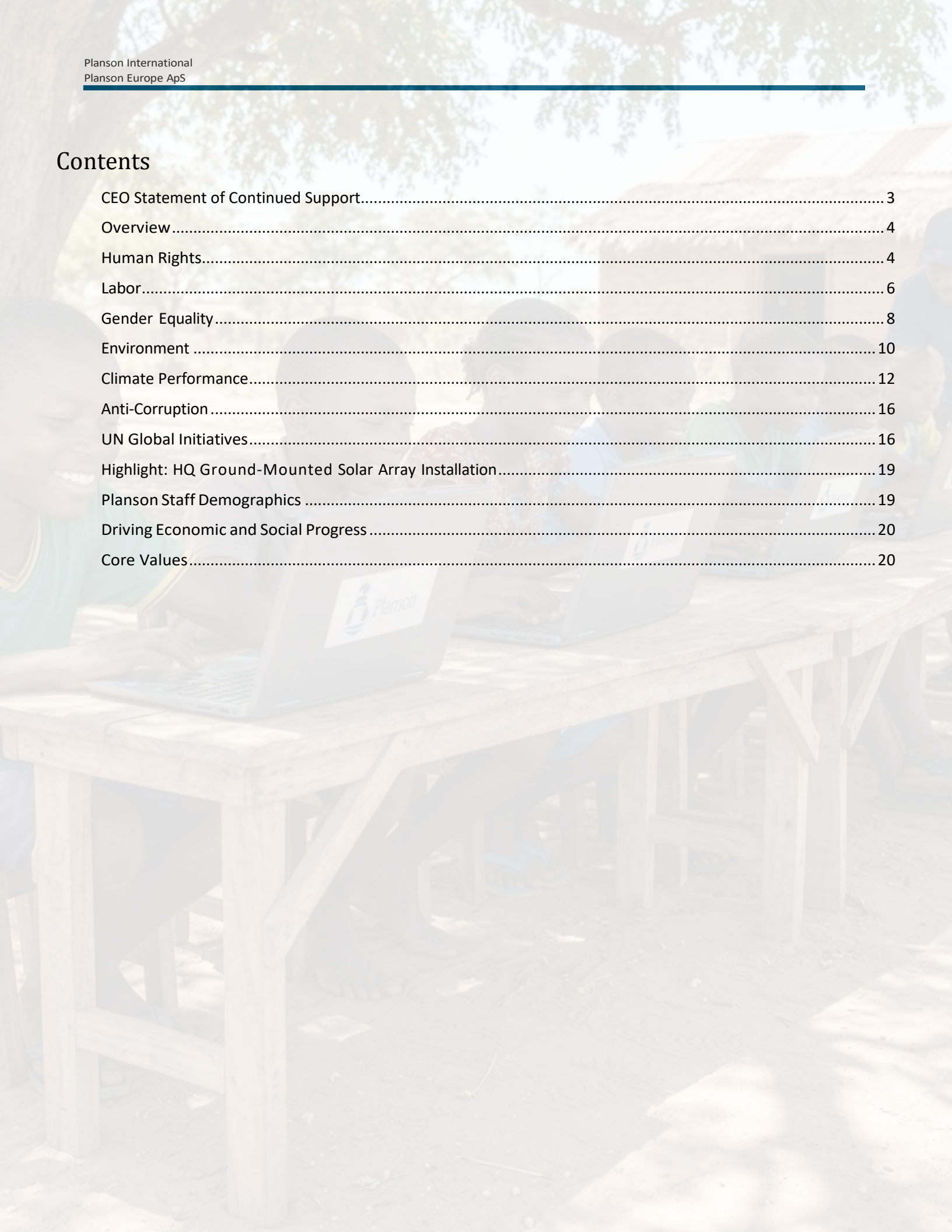
## Planson International

Prepared for annual sustainability  
and UN Global Compact  
Communication on Progress  
reporting 2026



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## CEO Statement of Continued Support

To our stakeholders,

I am pleased to confirm that Planson International reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment, and Anti-Corruption.

In this annual Communication on Progress, we disclose our continuous efforts to integrate the Ten Principles into our business strategy, culture, and daily operations, and contribute to United Nations goals, particularly the Sustainable Development Goals.



Alisa Planson Churchill  
CEO

## Overview

Planson International provides global IT solutions to the United Nations and NGOs in a shared commitment to humanitarian goals. We compete intensely within transparent and ethical international procurement processes to deliver timely, complete, cost-effective and reliable goods and services. We uphold the UN Global Compact and its ten principles supporting human rights, labor, the environment, and anti-corruption. We have integrated the UN's Sustainable Development Goals into all aspects of our work. We are acutely aware of the impact our decisions and actions have in the world. A summary of our sustainability actions, outcomes and goals can be found below.

## Human Rights

### Our Commitment to Human Rights

Planson is committed to the informed, proactive and unflinching support of [human rights and freedoms](#).

We promote equal treatment of all persons regardless of race, color, sex, language, religion, political or other opinion, physical or mental disability, familial status, sexual orientation, age, national or social origin, property, birth or other status



RACE



COLOR



SEX



LANGUAGE



RELIGION



POLITICAL OR  
OTHER OPINION



PHYSICAL OR  
MENTAL DISABILITY



FAMILIAL STATUS



SEXUAL  
ORIENTATION



AGE



NATIONAL OR  
SOCIAL ORIGIN



PROPERTY



BIRTH



OTHER STATUS

We believe that respect for human rights is fundamental to a just, inclusive and sustainable world – and we are committed to upholding it, every day.

## Actions

### Stay informed of best practices

We hold regular training to ensure understanding and implementation of all laws governing protection of human rights, prevention of sexual harassment, and guarantees of nondiscrimination.

### Observe and implement the law

We observe all laws and regulations protecting the privacy of employees, vendors, customers and partners.

### Support the empowerment of women

We strongly support women's advancement in education, employment, business, health, and family. We are a woman-owned business.

### Contribute to the cause

We support human rights organizations with financial, material and time contributions.

### Collaborate with trusted sources

We do not do business with any entity identified as a violator of the Universal Declaration of Human Rights.

## Our Human Rights Outcomes

Planson is committed to making a positive and lasting impact through respect for human rights and meaningful action.



All Planson staff, customers, business partners, and suppliers are informed that Planson supports and respects the protection of internationally proclaimed human rights, and that we are not complicit in human rights abuses.



We contribute to nonprofits promoting human rights, civil rights, education, the health and wellbeing of girls and women, fitness, sports, the arts, mine action, poverty reduction, refugee support, and environmental protection.



# Labor

Planson is an Equal Opportunity Employer (EOE).



Washington, D.C.: Planson CEO, Connie Justice (far left), at EXIM Bank signing ceremony with President Obama

Lima, Peru: Planson Senior Project Manager, Florys Samuely Lund-Hansen, with local partners

## Actions

### Follow regulatory guidance

We comply with all laws, including labor laws, which prohibit:

- Unfair treatment because of race, color, religion, sex (including pregnancy), national origin, age, disability or genetic information.
- Harassment by managers, co-workers, or others in the workplace, including external vendors, partners and customers, because of race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability or genetic information.
- Denial of reasonable workplace accommodations an employee may need due to religious beliefs or disability.
- Retaliation because the employee complained about job discrimination or assisted with a job discrimination investigation or lawsuit.

### Pursue equality throughout the employee experience

Our EOE policy encompasses all aspects of the employment relationship, including hiring, promotion and transfer, selection for training opportunities, wage and salary administration, and the application of benefit and policies.

### Seek internal feedback

Planson surveys employees for feedback, holds human resource training and development sessions, and submits official reports bi-annually on the office working environment. Feedback areas include quality of training, ergonomics, mental health, conflicts, indoor climate, and creating a discrimination-free workplace.

### Support local communities

We believe in the power of information technology to create opportunities for community empowerment and foster positive change. We partner with established local ICT companies, who provide high-level technical support as well as hardware and software installation, end user training, last-mile logistics, and warranty repair, depending on customer needs. This global partner network has also committed to respect the ten principles of the Global Compact. Collaboration ultimately leads to a deeper level of success, leveraging Planson's international project management expertise while investing in local economies.

### Celebrate diversity

Planson respects and promotes a multi-cultural, multi-ethnic, and diverse environment. Planson is comprised of a diverse staff, who collectively speak Arabic, Cantonese, Danish, English, French, German, Russian, and Spanish.

## Our Labor Outcomes

Planson consistently upholds Labor principles internally and externally.



#### CELEBRATING DIVERSITY

We embrace diverse perspectives and create an inclusive environment where everyone belongs.



#### SUPPORTING LOCAL COMMUNITIES

We invest in the communities where we live and work through partnerships, volunteerism, and local giving.



#### SEEKING INTERNAL STAFF FEEDBACK

We listen to our employees and act on their feedback to build a stronger, more engaged workplace.



#### FOLLOWING REGULATORY GUIDELINES

We comply with applicable laws and regulations and uphold the highest ethical standards.



#### PURSuing EQUALITY THROUGHOUT THE EMPLOYEE EXPERIENCE

We are committed to fair treatment and equal opportunity at every stage of the employee journey.



#### One of the best places to work in Maine

7 YEARS IN A ROW

#### BEST PLACES TO WORK IN MAINE 2017-2023



We have been designated as one of the Best Places to Work in Maine for all seven years of participation.

This award is won through a rigorous evaluation of workplace policies, benefits, culture, and values.

We are proud to foster a workplace where people thrive, communities grow, and everyone has the opportunity to succeed.

# Gender Equality



## Actions

**Achieve and maintain gender equality in senior management and board positions**

Planson is a Certified Women's Business Enterprise. We are Women-Owned, our CEO is a woman, and the majority of our Executive Team are women.

**Achieve and maintain gender equality in middle management positions**

We provide equal employment opportunities regardless of gender in hiring, compensation, promotions, and leadership opportunities. Our middle management is equally divided between women and men.

**Commit to equal pay for work of equal value**

Planson ensures that we offer equal and competitive pay to all employees by conducting annual compensation analyses. Wage bands are defined for all positions and include guiding principles and parameters to ensure that compensation - base pay, increases, and incentive pay - are awarded based on performance.

**Provide flexible work options**

Planson has in place a hybrid work schedule for all local staff, except warehouse teams needed onsite. Planson also offers an option for qualified workers to work remotely on a permanent basis. During the COVID-19 pandemic, 94% of employees worked from home. They were provided with all necessary IT tools and had full support to follow a schedule that best met their personal and family circumstances.

**Provide access to child and dependent care**

Planson provides a dependent care option as part of our health insurance offerings. We also offer our employees schedule flexibility to help them manage childcare issues that may arise, such as school closings, appointments, holidays, and illnesses.

**Support pregnant women and those returning from maternity leave**

Planson provides Maine Paid Family Medical Leave (MPFML), private space, and breaks for nursing mothers in the workplace. Planson allows flexible "return-to-work" schedules for mothers, including a mix of part- and full-time telework. Employees cite this flexibility as a significant benefit to working at Planson.

**Recruit and retain female employees**

Planson encourages all female employees to participate in the hiring of new colleagues. Interested employees receive training for successful interviews and candidate evaluation. Upon hire, new employees complete an extensive onboarding and training process, which includes working closely with several female members of our Management and Leadership teams.

**Address gender-specific health and safety issues**

Free hygiene and safety products for men and women are available onsite. CPR and First Aid training is offered, and certified responders are on staff.

**Reject gender-based violence and harassment**

Planson maintains strict anti-harassment and workplace conduct policies which address violence, bullying, and all forms of harassment, whether of sexual nature or otherwise. These policies and associated periodic training apply to all employees regardless of gender, and all employees adhere to the same standards of expected behavior. Employees know how to report any issues and have options to report issues to any member of management. All employees receive harassment prevention training on an annual basis.

**Foster education and training opportunities for women workers**

Planson provides extensive training and educational opportunities. Clear career path guidelines are available to all employees to ensure that everyone understands what steps are necessary to advance. Planson offers tuition reimbursement to all staff. In many cases, we provide additional educational support for key roles and for career advancement. Planson also provides Volunteer Time Off (VTO) to staff to use as they choose.

**Maintain workplace awareness of gender equality, inclusion, and non-discrimination for all workers**

Planson recognizes and embraces the improved performance and employee morale that diversity in the workplace produces. We emphasize the importance of gender, racial, national, and cultural diversity through various trainings and encourage all employees to volunteer for special projects and committees.

**Create mentoring and sponsorship opportunities for women workers**

Female leaders in the company mentor, and sponsor educational and professional events for, female staff, interns and family members.



*Lead Account Manager, Katya Planson (left) and Senior Advisor, Connie Justice at Dell World*

# Environment



*Planson HQ: Employees stand in front of on-campus solar arrays*

## Actions

Planson strives for continual improvement to our environmental footprint.

### **Reward sustainability with business**

We select, audit and hold accountable manufacturers and suppliers who are committed to environmentally friendly technologies, including but not limited to:

- GHG emissions Scope 1,2, and 3 targets to meet Race to Zero 1.5o commitments
- Carbon offset as short-term mitigation strategy
- Critical water supply protection in operations and supply chain
- Waste reduction in operations and supply chain
- Guaranteed high content of recycled content, post-consumer and post-industrial
- Energy Star rating, EPEAT power supply efficiency
- Asset Recovery Services and IT Asset Disposal services
- E-Waste recycling
- ISO 14001:2004 certification for EMS

### **Improve internal processes**

We implement environmentally sound policies in our own facilities:

- Water filtration systems to eliminate use of plastic water jugs
- 40kW photovoltaic system provides 100% electricity, hot water, cooling/heating via solar power generation
- High-efficiency electric water heater
- High-efficiency air source heat pumps for heating and cooling
- Reduce, Reuse, Recycle Program
- Biodegradable packaging materials
- Digitizing of 99.9% of documents, default no-print policy
- Hybrid company vehicle and electric materials handling equipment
- Weatherization, super-insulation, environmental monitoring of building
- Low energy appliances, electronics and all-LED lighting
- Support for flexible telework schedules
- 400 acres conserved green space under professional management plan
- Onsite apiary, restoration of native meadows and plants

**Support external initiatives**

We assist our customers in their efforts to protect the environment:

- TCO assessment
- Identify and offset costs for recycling programs for expended consumables and e-Waste
- Certified Destruction and Recycling Recovery service for commodity grade metals and non-metals, destruction of all data, no portion of such material deposited in a landfill

**Commit to limit strategic travel**

Planson team travels onsite at times for large-scale project management and customer collaboration, but most local services are delivered by our local in-country partners, minimizing the environment impact of air travel. Videoconferencing is routinely employed for open communication.

**Outcomes (Operations)**

**Packaging**

Our packaging is 99% biodegradable

**Non-recycled waste**

50% reduction in waste  
Remainder fuels local green waste-to-energy plant

**Recycled waste**

99% of paper and toner/ink is recycled

**Electric use**

100% reduction in commercial usage  
Excess solar power provided to the grid

**Fossil fuel use**

80% reduction in usage

**Green space**

Member of Maine Woodland Owners  
400 acres of fields and forest preserved and managed sustainably under a Certified Forest Management Plan  
Apiary for pollination and native plant restoration



*Planson HQ: apiary inspection*



*Planson HQ: native plant restoration*

## Climate Performance

Planson maintains an SBTi-approved target aligned with a 1.5°C pathway. Transportation and logistics activities remain the company’s largest measured source of greenhouse gas emissions. The following section adds quantitative GHG performance data to complement Planson’s existing environmental policies, solar energy investments, supplier engagement, and conservation activities.

### Science Based Targets Initiative (SBTi)

Planson’s approved target is to reduce Scope 1 and Scope 2 greenhouse gas emissions by 50% by 2030 from a 2018 baseline and to measure and reduce Scope 3 emissions. The target was approved by the Science Based Targets initiative on March 17, 2022 under the SME Streamlined Validation Route.

### 2025 GHG Emissions Summary

Category	2025 Emissions (tCO2e)	Notes
Scope 1	2-5	Estimated direct emissions associated with hybrid/electric fleet and minor operational sources
Scope 2 Market-based	~0	Renewable electricity supplied through onsite solar generation at U.S. headquarters
Scope 3 Transportation & distribution	1,129.8	Measured transportation emissions from DSV shipment-level data
<b>Total</b>	<b>1,132-1,135</b>	<b>More than 99% attributable to transportation and logistics activities</b>
<b>Employees</b>		<b>40</b>
<b>Estimated emissions intensity</b>		<b>28.3 tCO2e per employee</b>

### Transportation Emissions Performance (2022-2025)

Transportation emissions are tracked using shipment-level logistics data provided by DSV. The data show that transportation emissions are driven primarily by transport mode rather than shipment volume. Air freight is the dominant source of emissions despite representing less than half of total cargo tonnage in several years.

Year	Air Cargo (t)	Road Cargo (t)	Sea Cargo (t)	Total Cargo (t)	Shipments	Transport Emissions (tCO2e WTW)	Intensity (tCO2e/t Cargo)
2022	385.9	158.0	51.0	594.9	1,004	1,832.8	3.08
2023	245.9	212.7	214.2	672.9	841	1,258.4	1.87
2024	253.4	174.6	8.1	436.1	744	1,921.5	4.41
2025	170.5	138.9	95.9	405.3	639	1,129.8	2.79

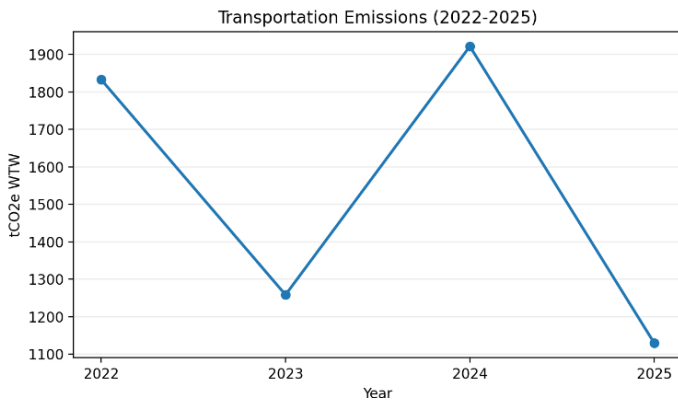


Figure 1. Transportation emissions declined ~ 41% from 2024 to 2025 and approximately 38% from 2022 to 2025.

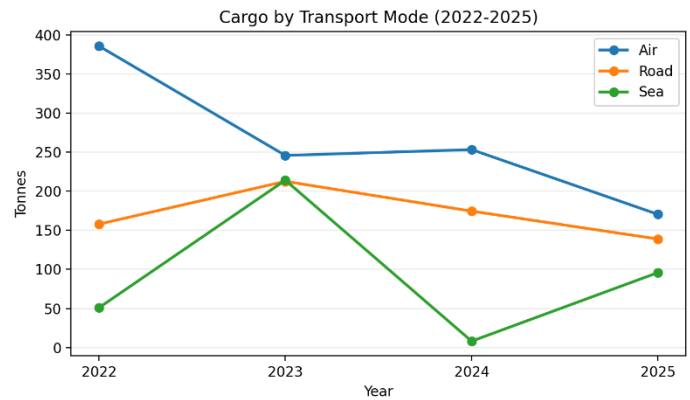


Figure 2. Changes in emissions are closely linked to cargo mode selection. Sea freight increased substantially in 2025 compared with 2024.

## Key Findings

Transportation emissions declined approximately 41% between 2024 and 2025. Transportation emissions declined approximately 38% compared with 2022. 2023 was the most carbon-efficient year of the reporting period, achieving the lowest emissions intensity while moving the highest cargo volume. 2024 had the highest emissions intensity due primarily to heavy reliance on air freight and minimal use of sea freight. Sea freight increased from 8.1 tonnes in 2024 to 95.9 tonnes in 2025, contributing significantly to emissions reduction. Decreased reliance on air freight remains the primary opportunity for future emissions reductions.

## 2025 Transportation Emissions by Mode

Mode	Emissions (tCO <sub>2</sub> e)	Share
Air Freight	1,081.8	95.8%
Road Freight	34.8	3.1%
Sea Freight	13.3	1.2%

Although air freight represented 42.1% of cargo tonnage in 2025, it accounted for 95.8% of transportation-related emissions. Increasing the share of lower-emission transport modes is therefore the most significant near-term opportunity for reducing measured Scope 3 emissions.

## Methodology and Boundary

Transportation emissions for 2022-2024 were calculated using shipment-level reporting and EcoTransIT-based Well-to-Wheel methodology. Transportation emissions for 2025 were calculated in with ISO 14083:2023 and the GLEC Framework v3.1 using IPCC GWP100 conversion factors. While minor methodological differences may exist between reporting years, the year-over-year trends are driven primarily by changes in shipment mix, transportation mode selection, and logistics activity rather than calculation methodology. Scope 3 values currently cover transportation and distribution; future reporting will expand Scope 3 coverage as supplier and product-level data improve.

## Emissions Reduction Strategy

<b>Operating emissions</b>	Maintain renewable energy generation and use, electric vehicles, and high-efficiency facilities and equipment.
<b>Transportation &amp; logistics</b>	Increase utilization of sea freight and lower-emission transportation modes where operationally feasible; improve shipment forecasting, consolidation, and advance planning; collaborate with logistics providers on emissions reduction initiatives, including sustainable aviation fuel programs.
<b>Supplier engagement</b>	Monitor supplier climate commitments and sustainability performance; prioritize manufacturers and distributors with science-based emissions reduction targets and transparent reporting.
<b>Workforce &amp; travel</b>	Maintain hybrid/remote work practices and reduce business travel through video and local partner delivery models.

## Reduction Priorities

Priority	Rationale	Planned Action
Air freight reduction	Air freight generated 95.8% of 2025 transport emissions.	Identify non-urgent lanes eligible for sea or road freight and discuss lower-emission options during customer planning.
Shipment consolidation	Fewer, better-planned shipments reduce emissions intensity and improve logistics efficiency.	Improve forecasting, consolidate compatible orders, and use larger planned movements where delivery requirements permit.
Supplier & carrier engagement	Scope 3 reduction depends on partners across the value chain.	Continue monitoring supplier climate commitments and work with carriers offering science-based targets and lower-carbon fuel programs.
Data quality	Improved emissions data strengthens customer reporting and UNGC CoP submissions.	Expand supplier-specific data collection and add purchased-goods estimates over the 2026-2028 reporting period.

# Data Improvement Plan 2026-2028



①

Expand Scope 3 measurement beyond transportation and distribution.



②

Improve purchased goods and services emissions estimates using supplier-specific or product category factors.



③

Increase supplier-specific emissions data collection and review.



④

Continue evaluating opportunities for modal shifts away from air freight where customer timelines allow.



⑤

Enhance data quality, transparency, and comparability in annual sustainability reporting.

By strengthening our data and collaboration, we are building a more sustainable future for our business and our planet.

## 2026-2027 Focus

In 2025, Planson completed a pilot ITAD program for El Salvador. Upon the success completion of the pilot, Planson has now made a proposal to UN entities and the government of El Salvador to recycle the +1 million laptops supplied to K-12 students during COVID. These laptops are now reaching end-of-life. Planson has the solution, developed in partnership with Quantum Lifecycle, to responsibly recycle these laptops within the region. Our goal is to launch this program at scale and at no cost to the end users.

## Anti-Corruption

### Actions

Planson upholds Principle 10 of the UN Global Compact by working against corruption in all its forms, including extortion and bribery.

#### Reinforce ethical norms

We maintain a strict code of ethics in all our business transactions. We reject all questionable advances, promptly report incidents of impropriety, and file protests when we encounter corrupt actions. We do not engage in corrupt activity or sanction corrupt activity by any business associates or outside partners. We require our partners to agree to our Code of Conduct. All staff study our principles and receive annual training on:

- Planson Core Values
- Planson Code of Business Ethics
- Planson Partners Code of Conduct
- Planson Guide to UN Ethics

#### Review and update internal resources

We maintain a library of Global Ethics documents from the UN, World Bank, OECD, ISO37001, US Government and EU.

#### Train on federal guidelines

We access training from US officials implementing anti- corruption initiatives. We access a direct line to report any instances of improper sales, extortion, or bribery.

#### Encourage ethical behavior across business sectors

We continually encourage our manufacturers and vendors to ensure that there is a level playing field for all suppliers, which protects the interest of our customers and results in open, fair, and transparent competition.



### Outcomes

We have a zero-tolerance policy toward corruption. Our business operations are free of all corrupt practices.

### UN Global Initiatives

We support the UN Global Compact and Sustainable Development Goals.



**SUSTAINABLE DEVELOPMENT GOALS**



**End poverty in all its forms everywhere**

Planson supplies information technology solutions to help elevate the standard of living of beneficiaries through increased access to education, economic, and employment opportunities.

**End hunger, achieve food security and improved nutrition, and promote sustainable agriculture**

Planson works closely with UN agencies working to end hunger and improve agriculture, including the World Food Programme and the Food and Agriculture Organization.

**Ensure healthy lives and promote well-being for all ages**

Planson is dedicated to supplying entities for whom SDG 3 is a core mission, including UNICEF, UNDP, UN Secretariat, UNFPA, UNHCR, ILO, UNOG, UNESCO, UNIDO, UNOPS, UN Women, FAO, IFAD, WFP, WHO, International Rescue Committee, Save the Children, and Mercy Corps

**Ensure inclusive and quality education for all and promote lifelong learning**

Planson has supplied, delivered, installed, and supported turnkey computer labs and technology solutions to thousands of schools around the world.

**Achieve gender equality and empower all women and girls**

Planson is committed to being an exemplary Women-Owned business. We serve as a supplier to UN Women and women-focused NGOs. We support nonprofits dedicated to protecting women and advancing women's rights and opportunities.

**Ensure access to water and sanitation for all**

Planson participates in WASH projects, supports clean water and sanitation projects through volunteering, and partners with local companies to deliver these basic human rights

**Ensure access to affordable, reliable, sustainable and modern energy for all**

Planson supports businesses and nonprofits developing affordable and practical electric alternatives for the working waterfront.

**Promote inclusive and sustainable economic growth, employment and decent work for all**

As a supplier to the International Labor Organization (ILO), Planson helps safeguard workers' rights. We contribute to projects that promote entrepreneurship, job creation, and advancement of workers by providing innovative IT solutions in every region of the world.

**Build resilient infrastructure, promote sustainable industrialization and foster innovation**

Planson delivers innovative, cost effective and robust infrastructure solutions that support economic growth and development.



**Reduce inequality within and among countries**

Planson's IT solutions help reduce inequality through providing access to education and knowledge. Planson's partnerships with local IT companies in almost 100 countries provide substantial economic growth opportunities for local service providers

**Make cities inclusive, safe, resilient and sustainable**

As a cloud service provider, Planson supplies IoT technologies that contribute significantly to this goal. Planson also delivers IT, security and power solutions that safeguard urban citizens

**Ensure sustainable consumption and production patterns**

Planson promotes manufacturers and suppliers who practice sustainable manufacturing and are committed to environmentally friendly technologies.

**Take urgent action to combat climate change and its impacts**

Planson has validated SBTi targets. Scope 1 and 2 emissions are extremely low, and we are continually improving Scope 3 emissions through partnership with manufacturers, freight forwarders and UN and NGO partners.

**Conserve and sustainably use the oceans, seas and marine resources**

Planson is a substantial supporter of the Royal River Conservation Trust and the Sea Meadow Marine Foundation, two Maine nonprofits dedicated to conservation and sustainable marine economic activities.

**Sustainably manage forests, combat desertification, halt and reverse land degradation, halt biodiversity loss**

Planson actively contributes to management of 400 acres of fields and forests for biodiversity, conservation, species protection, and regeneration of native flora and fauna.

**Promote just, peaceful and inclusive societies**

Planson passionately supports equality, empathy, understanding and compassion in all our business relationships and activities.

**Revitalize the global partnership for sustainable development**

Planson affirms that to preserve and protect our world, a global commitment by countries, businesses and individuals is the foundation for sustainable development.

# Highlight: HQ Ground-Mounted Solar Array Installation

## PV System Profile

<b>Location</b>	New Gloucester, Maine, USA	<b>CO<sub>2</sub> Avoided</b>	23.6 tons per annum (approx.)
<b>Commissioning</b>	24 June 2015	<b>Modules</b>	Canadian Solar Inc. CS6P-255P
<b>PV System Power</b>	39.780 kWp	<b>Communication</b>	3 x SMA Webconnect
<b>Annual Production</b>	53,580 kWh (1,200 kWh/kWp) (approx.)	<b>Inverter</b>	3 x Sunny Boy 11000TLUS-12



Planson HQ: On-campus solar arrays



Planson celebrates 30 years in business

## Planson Staff Demographics Global Employees by Gender

		2021	2022	2023	2024	2025
<b>Employee Count</b>	Women	20	20	21	20	17
	Men	17	17	17	17	16
<b>Employee Percentage</b>	Women	54%	54%	55%	54%	52%
	Men	46%	46%	45%	46%	48%
<b>Managers &amp; Execs</b>	Women	46%	46%	45%	46%	52%
	Men	54%	54%	58%	54%	48%

## Employee Engagement

	2021	2022	2023	2024	2025
<b>Best Places to Work in Maine Nomination</b>	98%	98%	90%	N/A	N/A
<b>401(k) &amp; Pension Plan Participation</b>	54%	54%	55%	54%	52%

## Driving Economic and Social Progress Charitable Donations

<b>Focus 2018-2024</b>	K-12 Education: Annual donations to school district Support for women displaced from their homes due to domestic violence
<b>Focus 2025-2026</b>	Community & Recreation Center – New Gloucester, ME Childcare Facility – Greenville, ME Support for women displaced from their homes due to domestic violence
<b>Other Contributions</b>	Nonprofits focused on issues aligned with Planson core values

## Core Values

Human rights  
Safety for women and girls  
Poverty reduction  
Healthcare

Civil rights  
Mine action  
Refugees and displaced persons  
Physical fitness

Education  
Arts  
Climate action  
Working waterfront

