Green Guru Cleaning LLC Sustainability Policy

Business Statement

Green Guru Cleaning LLC is committed to doing business in a way that is environmentally friendly, socially responsible, and supports a vibrant local economy in our community. The Green Guru Cleaning LLC Sustainability Policy has been agreed upon by founder and owner Audrey Talbert and staff and will be adopted as a guiding document in doing business.

Existing Best Practices

The mission of Green Guru Cleaning LLC is to provide "Conscious Cleaning" services that prioritize the health of our clients, their families, and pets through the exclusive use of low-toxicity, biodegradable, nature-based products, prioritizing technique and tools over chemicals.

Our vision is to elevate the standard of the residential cleaning industry by proving that radical transparency, employee empowerment, and zero-compromise environmental stewardship can thrive together.

To that end, we are focusing on the following areas:

Developing a Culture of Sustainability

1. All new and existing employees are trained in precise dilution and eco-friendly protocols, including spray reduction techniques, before their first job.
2. Supplies ship directly to staff homes, eliminating driving to and from a central office for restocking.
3. Staff set aside towels and mop heads that are beyond their useful life. These are sent to Goodwill of Southern Arizona for industrial textile recycling.

Paperless Operations & Digital Management

1. We operate a 100% paperless administrative workflow. By utilizing our proprietary digital platform, CleanCompass, for all client quotes, scheduling, invoicing, and terms of service agreements, we have entirely eliminated paper waste from our front-office

operations.

2. Our hiring and employment process is also paperless. We recruit through online job boards and in-person QR code applications. New hire documents are signed and stored electronically through our proprietary software. Handbooks and training materials are distributed digitally. Staff are paid by direct deposit, and pay stubs and year-end tax forms are delivered digitally. We are also expanding CleanCompass to include an AI-powered FAQ so cleaners can get answers in the field without referencing a printed guide.

Water Conservation

1. We utilize specialized reusable microfiber mopping systems and spray reduction practices that limit our active cleaning water usage to an average of 1.5 gallons per home (excluding standard household plumbing flushes).
2. We exclusively employ no-rinse cleaning products to eliminate secondary water consumption during the cleaning process.

Waste Diversion

1. We order all cleaning supplies in concentrated, bulk formats to drastically reduce single-use plastic packaging.
2. We utilize specialized reusable microfiber throughout the cleaning process, alongside dual-chamber mop buckets where applicable, to eliminate the need for paper towels and reduce disposable waste on job sites.
3. Staff are trained to wash cleaning textiles in one full load at the end of each week, using cold water and microplastic filter bags. Each staff member is stocked with enough cloths and mop heads to make this possible. We are also moving toward sustainable bamboo microfiber to reduce microplastic shedding.

Toxics Elimination

1. We restrict our core cleaning inventory to four biodegradable, naturally derived agents: a plant-based biodegradable detergent, a silica-based hard water stain remover, powdered citric acid, and sodium percarbonate.
2. We strictly prohibit the use of conventional high-toxicity chemicals to ensure a safer environment for children, pets, and sensitive families.
3. We utilize physical tools, such as pumice stones for toilet cleaning, to eliminate the need for highly acidic or corrosive liquid cling cleaners.

Indoor Air Quality (IAQ)

1. Our Conscious Cleaning methodology actively protects and improves Indoor Air Quality (IAQ). By strictly avoiding aerosolized VOCs (Volatile Organic Compounds) and synthetic fragrances, we prevent the introduction of respiratory irritants into our clients' homes and protect our staff from chronic occupational exposure.
2. Our vacuum units are equipped with HEPA filters to effectively capture fine particulate matter and allergens.
3. We utilize a wet dusting technique rather than dry dusting, which physically traps particulate matter and prevents dust from being aerosolized into the home's breathing zone during the cleaning process.

Energy Efficiency

1. We deploy two-person teams whenever possible to synchronize vacuuming and mopping. This shortens time on site and reduces appliance run time per home.
2. We utilize efficient, low-power-draw vacuum units to minimize our energy footprint on-site.

Local Sourcing, Education & Community

1. We focus our operations exclusively within Tucson and the immediate surrounding communities of Catalina Foothills, Oro Valley, and Vail to minimize our operational travel footprint and support the local economy.
2. We maintain a permanent 15% discount on recurring services for local retirees and foster families to ensure eco-friendly cleaning remains accessible to our community.
3. We publish a free, weekly educational blog tailored to maintaining homes in the unique Tucson desert environment, providing accessible expertise to our community.
4. We actively support local education by tabling as vendors at community schools and donating services as raffle prizes for school fundraisers.

Social Sustainability & Worker Well-being

1. We believe true sustainability must include human capital. We protect our workforce by prioritizing their physical health by eliminating exposure to corrosive chemicals, and by providing stable W-2 employment with a 20-hour minimum weekly guarantee for all fully trained cleaning staff, rejecting the industry standard of contractor cleaning labor.

2. We champion restorative, fair-chance employment practices. By removing historical barriers to entry and providing structured training, mentorship, and a safe, stable environment, we empower motivated individuals to re-enter the workforce, build reliable careers, and achieve economic stability within our community.

Future Goals & Commitments

Towards Zero Waste (Target: end of 2027): We will continually evaluate our supply chain to ensure our bulk chemical containers are recycled, upcycled, or returned to the manufacturer. We will also transition from single-use latex gloves to biodegradable or recyclable alternatives.

Fleet and Route Efficiency (Ongoing): As our operations grow, we will utilize the CleanCompass software platform to further optimize route density and scheduling. This will systematically reduce drive times, fuel consumption, and carbon emissions for our field staff. This is an ongoing commitment.

Client Textile Recycling Drive (Launching May 2027): We will launch a biannual clothing and textile recycling initiative for our residential clients in partnership with two local nonprofits: Spreading Threads, which provides children's clothing to foster families in Tucson, and Eagles Wings of Grace, which provides clothing to adults reentering society after incarceration or rehabilitation. During the months of May and November, our field staff will collect gently used clothing directly from clients' homes during their regularly scheduled cleaning visits. This program leverages our existing routing to divert textiles from the landfill and redistribute them through these partners.

Signed by: Audrey Talbert, Founder and Owner

Effective: November 1, 2026. Reviewed annually.