

2015 SUSTAINABILITY REPORT LIVING OUR VALUES

As an environmental non-profit organization, we are committed to living and acting upon our values within our very own walls. Here's how we're doing in six key areas and the steps we're taking to improve our organizational footprint next year.



energy

- Our office energy intensity (amount of energy used per area) was 1.07 GJ/m², which is slightly less than an average office of 1.08 GJ/m².

NEXT YEAR'S GOAL:

- Quantify our overall carbon emissions using our new Carbon 613 Carbon Accounting Tool (CAT) and look for further ways to reduce our energy consumption.



water

- Our water consumption intensity (amount of water used per area) was, on average, 29.3 liters per staff per day, or 0.66 m³/m², which is less than an average office of 0.8 m³/m².

NEXT YEAR'S GOAL:

- Reduce total water consumption and improve practices around water use and conservation.



waste

- Our waste diversion rate (amount of waste not sent to landfill) was 85% and our total waste was 506.84 kg. (Note: based on six months of data and pro-rated for the year)

NEXT YEAR'S GOAL:

- Complete an in-depth waste audit to get a more accurate picture of our total waste produced and diversion percentage.



transportation

- 50% of staff do not own a car and of the staff that do, all are committed to taking the most sustainable transportation when possible. As well, workshifting has had a dramatic impact on reducing the need to drive, especially for staff who live outside the city.

NEXT YEAR'S GOAL:

- Improve our data collection system to make more accurate annual comparisons by mode of transportation and GHG emissions.



procurement

- Although we have not formally tracked our green purchases and services, for day-to-day operations, we purchased recycled office and toilet paper, FSC-certified envelopes, biodegradable dish and hand soap, and when catering meetings or events, we strived to work with local suppliers.

NEXT YEAR'S GOAL:

- Develop a sustainable purchasing guideline and establish a means of tracking compliance.



work environment

- Although we had an employee turnover rate of 16%, which is higher than average, we offer flexible work arrangements, as well as disability insurance and extended health and dental benefits coverage comparable to sector standards.

NEXT YEAR'S GOAL:

- Develop methods to measure employee engagement and strategies to improve employee attraction, development and retention.