

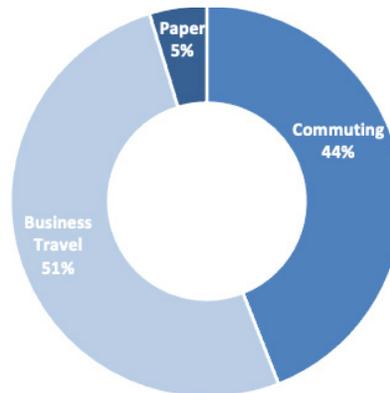
Sustainability at IEC

IEc's Green Committee aims to reduce the environmental impact of our company's activities and to provide resources for employees on improving sustainability at work, at home, and in our community. We focus on: pursuing aggressive alternative transportation, energy efficiency, waste minimization, and recycling measures in our workplace; measuring and managing our carbon footprint; and increasing employee engagement.

Carbon Footprint

Since 2012, IEC's Green Committee has completed an annual carbon footprint analysis of our staff and facilities to observe changes over time and guide carbon reduction efforts. Our analysis covers key categories of scope 1, 2, and 3 emissions.

Distribution of IEC's Carbon Emissions by Category, 2020



We offset our electricity and HVAC emissions by sourcing 100% of that usage from Massachusetts Class 1 renewable sources through the Cambridge Community Electricity Program.

Carbon Emissions Over Time



Carbon emissions decreased by 83% from 2019 to 2020 but a large portion of this decrease is due to the rise in remote work and a reduction of business travel from the COVID-19 pandemic.

AREAS TO TARGET FOR IMPROVED WORKPLACE SUSTAINABILITY

- Business travel, green meetings, and teleconferencing
- Commuting practices (e.g., biking, working from home)
- Thermostat programming adjustments
- Reusable materials for waste reduction

Workplace Sustainability

IEc takes significant steps to improve energy efficiency, reduce solid waste, and promote recycling in our office. These steps include:

- Promoting alternative transportation (e.g., Zipcar, Bluebikes, and public transit)
- Using energy efficient lighting, including LED lights
- Encouraging staff to print less
- Offering paperless office processes
- Providing reusable dishes and flatware
- Recycling paper, cardboard, plastic bags, and mixed containers
- Composting all food waste and paper towels
- Working with local companies to reuse or safely recycle electronic waste

Emerald Necklace Conservancy Clean-up Team, 2019



Employee Engagement

A major focus of IEC's efforts to promote sustainability is to encourage employee engagement by:

- Coordinating volunteer opportunities with community partners working on local sustainable development initiatives

- Facilitating skill sharing on topics such as bike maintenance, gardening, composting, and eco-friendly cooking (with potluck lunch!)