

Sustainability at IEC

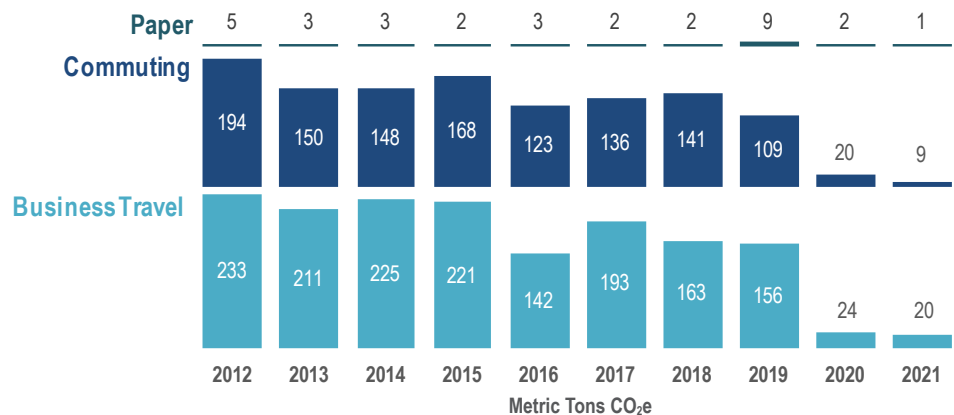
IEc's Green Committee aims to reduce the environmental impact of our company's activities and to provide resources for employees on improving sustainability at work, at home, and in our community. We focus on: pursuing aggressive alternative transportation, energy efficiency, waste minimization, and 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.

By participating in our utility's renewable power program and purchasing Build New RECs, IEC has been carbon neutral for our office operations (Scope 1 and 2) since 2019.

The large drop in Scope 3 emissions is largely due to the reduction in travel and office use from the COVID-19 pandemic. We expect this to rise in the future.



AREAS TO TARGET FOR IMPROVED WORKPLACE SUSTAINABILITY

- Business travel, green meetings, and teleconferencing
- Commuting practices and incentives (e.g., carpooling, 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!)