

our impact

evolveEA 2020 update



GREENHOUSE GAS AUDIT

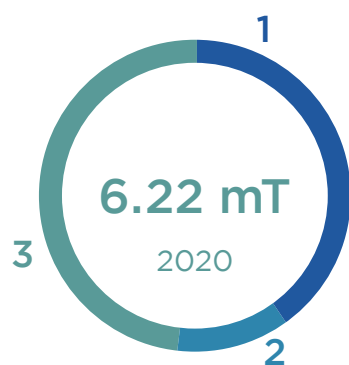
our commitment to carbon neutrality

evolve's mission to advance sustainable systems and solutions for people, processes, and places has driven us to achieve and maintain carbon neutral operations since 2011. Our commitment to ongoing improvement led us to begin measuring our emissions starting with the 2009 base year, with the goal of becoming and remaining a carbon neutral company. This year, we analyzed our 2019 emissions and compared this to our past reports and industry averages to track changes and revisit our efforts.

our methodology

We follow the internationally accepted World Resources Institute Greenhouse Gas Protocol Corporate Standard, which defines the Three Scopes of GHG emissions and how to calculate them. Greenhouse Gas Protocol provides the world's most widely used greenhouse gas accounting standards for companies (see ghgprotocol.org).

how are we doing?



scope 1

All direct emissions from the combustion of fuels on site.

scope 2

All indirect emissions from the purchase and transmission of electricity.

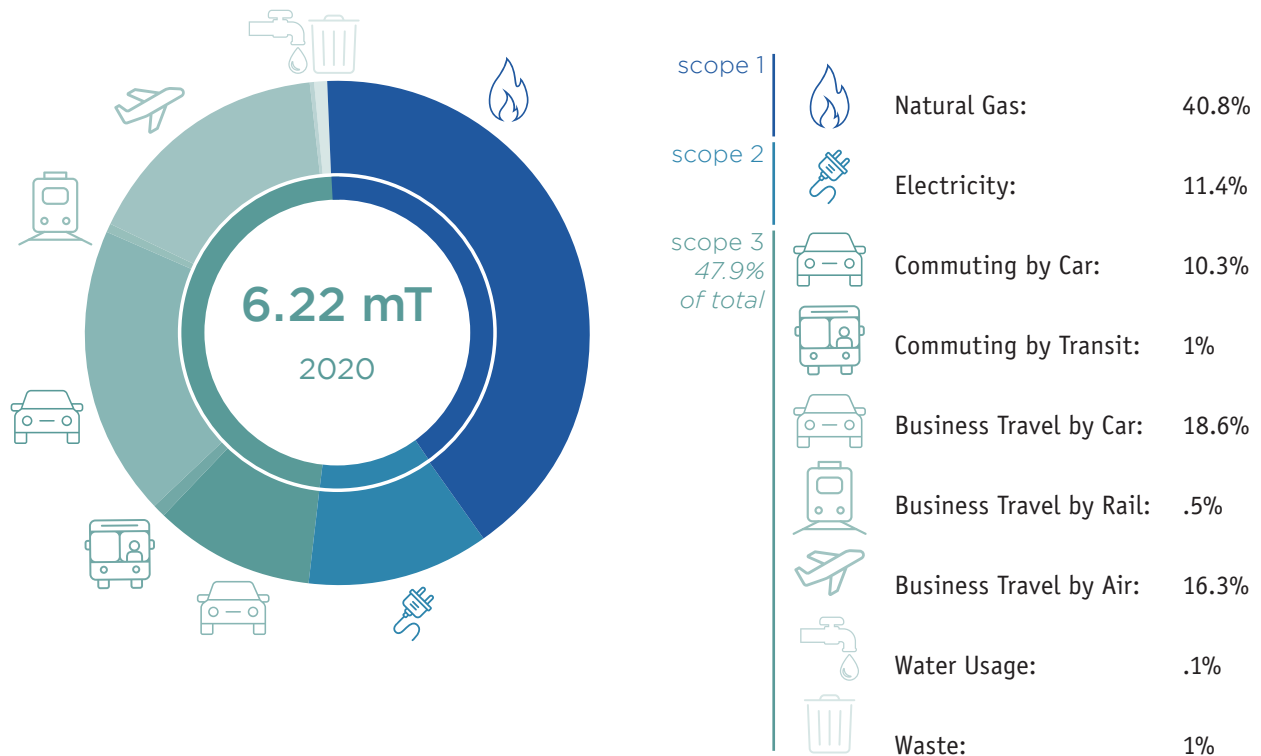
scope 3

All other indirect emissions that are a result of our operations, including transportation, water usage, and waste.

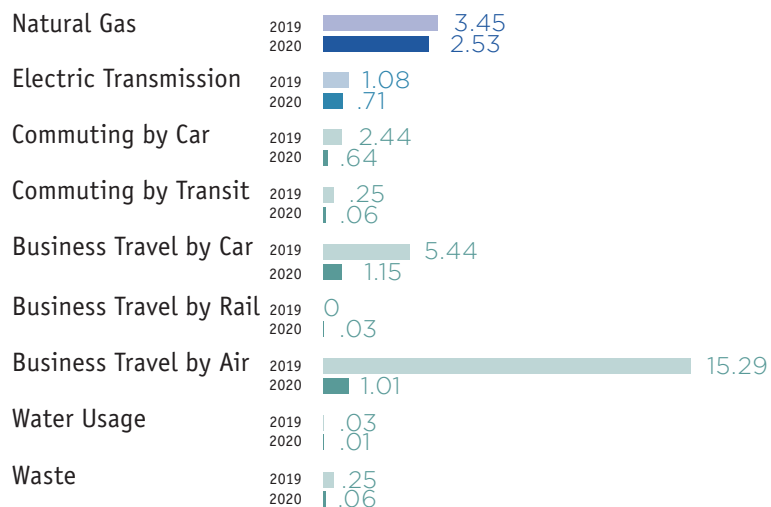
our operations generated
6.22 tonnes
of CO₂ equivalent in 2020

compared to our 2019 total,
28.23 tonnes
our CO₂ footprint was **reduced by 78%**

distribution of carbon emissions



energy use in metric tonnes CO₂



In 2020, we have been challenged by the Covid pandemic to work from home almost exclusively, which has drastically reduced our environmental impact. Managing projects and professional relationships without travel is shifting our thinking and behavior in ways that will likely reduce business travel for the long-term and keep travel emissions down.

CARBON NEUTRALITY PLAN

our carbon neutrality strategy involves three steps:

1 ENERGY REDUCTIONS

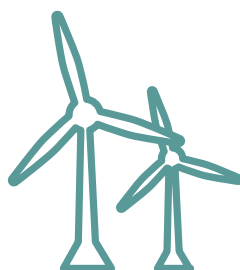
As evolveEA grows, we are determined to conserve energy wherever possible. Regular GHG audits, along with workplace performance frameworks like B Corp and JUST, prompt us to look for ways improve.

The timing of this report coincides with the COVID-19 pandemic that has halted travel and closed our office. In reopening, we can use this experience to challenge the necessity of carbon intensive activities.



2 CLEAN ENERGY SOURCING

We are buying Green-e Certified Renewable Energy for all of our electricity needs and also encouraging staff to use green energy at home.



3 CARBON OFFSET PURCHASES

For all other emissions, we purchase third-party verified carbon offsets to zero out our carbon footprint by supporting projects that eliminate greenhouse gases and produce renewable energy. This year we purchased offsets from TerraPass, which works with farms using anaerobic digesters to capture methane as manure breaks down and use it as fuel to produce electricity.



reducing energy use shrinks our carbon footprint

Saving energy is the most effective way that we can prevent GHG emissions. There are two categories for ways that we promote using less energy in our company operations: Policy and Engagement.

Policies create physical conditions and standards for processes that would otherwise use more energy than needed. These are some of the areas where policies help us avoid emissions:

- Equipment and Appliances
- Office Closing Protocol
- Business Travel Policy
- Office Waste
- Commuting and Telecommuting

Engagement of our team in energy reductions can boost the effectiveness of our policies and incentivize individual energy-saving behavior. We often participate in programs and events to reduce energy use, such as Daylight Hour, when we turn off artificial lighting for an hour and work by natural daylight. Also, we incentivize greener commuting choices by reimbursing staff for bike commuting expenses, tax-free.

goals for the future

We continue to take a strategic approach to reducing our emissions, focusing on reducing our energy usage, driving miles, and waste production first, purchasing renewable energy, and offsetting that which we can't reduce through financial support for GHG reduction projects.

Business travel historically has been our largest category for emissions. In 2020, an extremely difficult year for so many people, staying in one place and avoiding travel brought our total emissions down to the lowest level since we began tracking our carbon emissions.

We are hopeful that in 2021 and beyond we may still enjoy some time with other people and be able to perform site work safely, and also pledge to take climate impact into consideration when planning travel or making decisions about our operations.





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