





# A LETTER FROM OUR CEO

**AT EVER-GREEN ENERGY**, we are dedicated to our employees, customers, and the communities we serve. One item of increasing importance to the company and these stakeholders is sustainability.

Integrity is a core value for all of us at Ever-Green Energy. Operating with integrity means being transparent about where we stand as a company on different sustainability and social aspects and ensuring that our stakeholders are aware of the great strides we are making to help our customers meet their decarbonization goals, as well as where we are working on improvements. Our commitment to transparency and continuous progress has led us to evolve our business disclosures to align with environmental, social, and governance reporting expectations.

Ever-Green Energy's commitment to sustainability is embedded in our core values. It is part of a long-term strategic growth strategy that shows dedication to our people and our stewardship of the environment.

Sustainability is an ongoing journey, and one in which we are proud to be a participant. As we look ahead, Ever-Green Energy will remain steadfast in our dedication to setting ambitious climate goals and exploring opportunities where we can make a positive impact for our customers, the communities we serve, and the environment as a whole.

[Watch Ever-Green Energy's ESG video](#)



**KEN SMITH**

President and CEO

# ABOUT EVERY-GREEN ENERGY

As a utility system owner, operator, manager, and developer, Ever-Green Energy has a proven record of accomplishment in leading energy system advancement, from a project's conception to implementation. At Ever-Green Energy, our mission is to make a difference each day by developing, owning, and operating efficient energy systems that benefit our customers, employees, communities, owners, and the environment. At our core is the talent and commitment of our employees. Our team has built an international reputation for success based on the delivery of exceptional service, operational excellence, environmental stewardship, and the promotion of a culture of respect and integrity in all that we do. As an organization, we are committed to the communities that we serve through education, volunteerism, philanthropy, and the encouragement of local development.

At Ever-Green Energy, we take pride in building an inclusive culture that encourages, supports, and celebrates employees of all backgrounds and beliefs. We believe that welcoming multiple approaches and points of view drives our innovation, allowing us to continue to provide creative solutions that improve the environmental profile of the communities we serve.

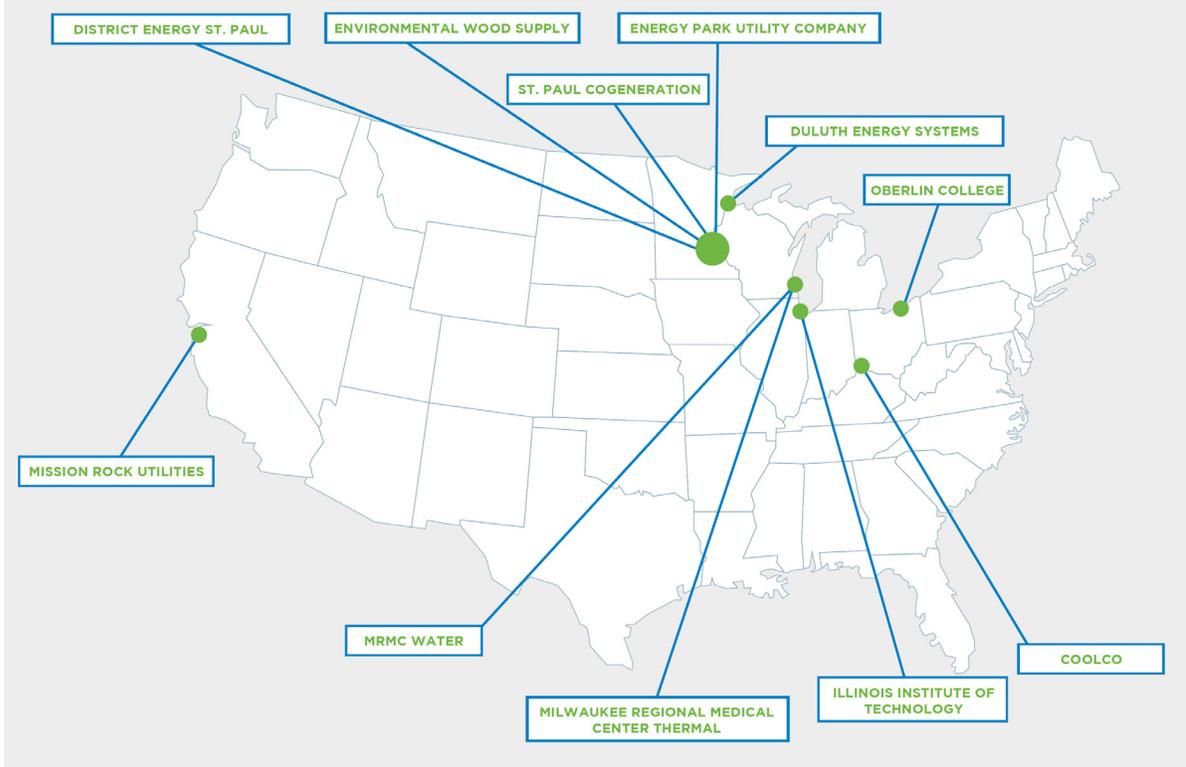
Formed under state of Minnesota law, Ever-Green Energy, Inc. is owned by a subsidiary of District Energy St. Paul, Inc., a 501(c)(3) nonprofit corporation. The company's activities are focused on the energy and water sectors, including the production of power,

thermal energy, blackwater recycling, and water services.

Ever-Green Energy is under contract to operate and manage the following energy utilities and operations:

- [CoolCo](#)
- [District Energy St. Paul](#)
- [Duluth Energy Systems](#)
- [Energy Park Utility Company](#)
- [Environmental Wood Supply](#)
- [Illinois Institute of Technology](#)
- [Milwaukee Regional Medical Center Thermal](#)
- Milwaukee Regional Medical Center Water
- [Mission Rock Utilities](#)
- [Oberlin College and Conservatory](#)
- [St. Paul Cogeneration](#)

All Ever-Green Energy operations and services are currently conducted in the United States in California, Illinois, Minnesota, Ohio, and Wisconsin.



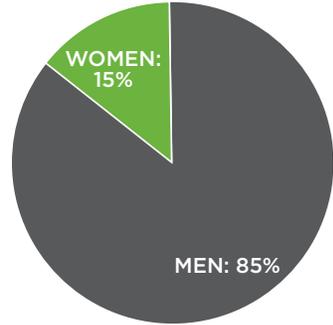
Ever-Green Energy provides utility operations for a variety of energy and water end users, including, but not limited to, city, county, state, and federal government, hospitals and clinics, private businesses (entertainment and sports complexes, commercial, and industrial), nonprofits, residential, and higher education buildings. There have been no significant changes to Ever-Green Energy’s size, structure, and ownership within this reporting period.

Ever-Green Energy prioritizes strategic growth. In 2021, Ever-Green Energy was proud to welcome the Illinois Institute of Technology and Oberlin College.

**CURRENT EMPLOYEE MAKEUP**

Total number of employees (FTE), permanent and temporary	153
Number of FTE men	129
Number of FTE women	22
Total number of non-employee workers (NEW), permanent and temporary	0

**FULL-TIME EMPLOYEES BY GENDER**





## REPORT FRAMEWORK

This formal report is Ever-Green Energy’s first annual Environmental, Social, and Governance Report (2021). In 2021, Ever-Green Energy began the development of its Environmental, Social, and Governance (ESG) platform as an extension of the Corporate Social Responsibility (CSR) platform previously developed for the organization. This ESG commitment extends throughout the business and operations, building from the company values that guide our everyday actions and long-term priorities.

We are providing the following information as an introduction to our ESG reporting efforts, using GRI General Disclosures as our guide. We welcome stakeholder input to these reporting efforts and general inquiries into the guiding principles directing our efforts to be good corporate stewards. Reporting inquiries can be directed to [Amy Stanton](#), Director of Environmental Health and Safety.

# GOALS AND PROGRESS

Ever-Green Energy maintains the practice of continuous improvement and looks beyond business as usual in order to identify areas of opportunity where it can make an impact on operations and projects in which it is engaged. Implementing the materiality assessment survey has bolstered this effort to include a larger audience in driving change across its organization while assisting in focusing on goals that are important to those that matter most to the company; its team members, customers and communities to which it delivers services. Ever-Green's goals for fiscal year 2021 (October 1, 2020-September 30, 2021) included the following:



## ENVIRONMENT

- Identifying opportunities to eliminate dependence on fuel oil as a back-up fuel at District Energy St. Paul
- Implementing priorities from District Energy St. Paul's Zero Carbon 2050 Plan
- Continuing the development of projects located at Oberlin, Mission Rock and Illinois Institute of Technology



## SOCIAL

- Strengthening work place resilience
- Updating purchasing, bidding and contracting processes to identify opportunities to support WBE and MBE suppliers, contractors and entry into the Company's industry



## GOVERNANCE

- Expand CSR report into comprehensive ESG report

All identified goals for the organization have already been met or are on track to be met by the end of the fiscal year (Sept. 30, 2022).



SOCIAL



## OUR EMPLOYEES

Ever-Green Energy takes great pride in its outstanding employees who are committed to delivering exceptional service that is rooted in a culture of integrity, respect, community, and environmental stewardship.

Total number of new employee hires	26
New hires <30 years old	8
New hires 30-50 years old	11
New hires >50 years old	7
New hires (women)	7
New hires (men)	19
Total number and rate of employee turnover	16
Turnover <30 years old	4
Turnover 30-50 years old	4
Turnover >50 years	7
Turnover (women)	6
Turnover (men)	10



# DIVERSITY, EQUITY, AND INCLUSION

## **DISCRIMINATION**

Ever-Green Energy is committed to a work environment in which all individuals are treated with respect and dignity. All employees should be able to work in an environment that promotes equal employment opportunities and is free from any form of harassment. To ensure a harassment-free workplace, Ever-Green Energy prohibits any form of harassment, discrimination, racism, and retaliation. Ever-Green Energy prohibits any offensive physical, written, or verbal conduct of a sexual or derogatory nature or based on an individual's race, color, creed, religion, sex, gender identity, gender expression, national origin, ancestry, marital status, familial status, public assistance, socioeconomic status, human rights commission activity, disability, age, sexual or affectional orientation, genetic information, status as a qualified protected veteran, or any other status protected by law. Anyone who engages in sexual or other harassment will be subject to discipline, up to and including termination.

There have been zero documented incidents of discrimination within this reporting period.

# TRAINING AND DEVELOPMENT

Ever-Green Energy works to advance employee skills by encouraging and supporting professional development and education through diverse pathways that best suit individual needs.



Ever-Green Energy University (EGE U) is the professional training institute of Ever-Green Energy coordinated by the Human Resources Department. This program provides training opportunities for employees from their first day of employment to retirement. EGE U is a multifaceted approach to employee learning and development. EGE U is purpose-driven, promoting the foundational elements of Ever-Green Energy's Company Values (Exceptional Service, Excellence, People, Integrity, Respect, Environmental Stewardship, and Community). EGE U encourages employees to invest in themselves through the company's commitment to developing, encouraging, and promoting high-quality talent. EGE U is structured into four schools:

Onboarding provides new employees the opportunity to get to know the organization through an orientation process.

**PROFESSIONAL DEVELOPMENT** offers employees diverse learning opportunities encouraging growth in knowledge, skill, and ability.

**LEADERSHIP TRAINING** is practical leadership development offered specifically to hone the skills of leadership and supervisors for their role in the organization.

**ORGANIZATIONAL LEARNING** educates employees on the foundational elements of Ever-Green Energy through staff-led training, roundtables, and tours.

Over 2,800 hours of training (approximately 18 hours per employee) was provided to Ever-Green Energy employees to help ensure they have the knowledge and skill sets to perform their jobs in a safe and ethical manner. In addition to the EGE U topics above, this curriculum also included safety training for our operations teams and other affected employees; information security training, specific to phishing attacks; mental health; and ethics training covering sexual harassment, unconscious bias, and conflict of interest.



Ever-Green Energy's educational assistance program encourages professional development through formal education. Ever-Green Energy's educational assistance program currently provides reimbursement of 90% of the cost of tuition and books up to an annual maximum of \$5,250 per calendar year to eligible employees who satisfactorily complete eligible courses. Ever-Green Energy encourages employees to take courses that are directly related to the employee's current job position and are business-oriented; however, courses unrelated to the employee's current job position may be approved on a case-by-case basis. Employees who wish to pursue additional education and/or development must complete an Educational Assistance Application form and the course must be pre-approved to be eligible for reimbursement. Approval will be determined on a case-by-case basis. Employees must receive a grade of "C" or better (or pass if taken on a pass/fail basis) for each course or obtain a certificate of attendance or completion to receive reimbursement. All regular, benefit-eligible, full-and part-time employees are eligible to apply for educational assistance under this policy.



# TRANSITION ASSISTANCE

The Voluntary Employee Retirement Notice (VERN) program provides an incentive to eligible employees who are contemplating near-term retirement to give Ever-Green Energy advance notice of their plans and to participate in a more orderly transition and transfer of essential knowledge before their final day of work. The VERN program is also a proactive step in Ever-Green Energy’s talent management strategy, which includes providing meaningful professional development opportunities to prepare our employees for success in their current and future roles within the organization.

# PERFORMANCE MANAGEMENT

As one component of the talent development process, Ever-Green Energy conducts annual performance reviews to assess employee overall performance during the previous year and provide a guide for goal setting and individual development in the coming year. Additionally, each manager is provided with the necessary tools and training in order to help each employee work toward their individual development goals.

Percentage of employees who received a performance and career development review, men	62%
Percentage of employees who received a performance and career development review, women	100%
Percentage of employees who received a performance and career development review	68%



## BENEFITS

Employee benefits can vary per operating location/collective bargained agreement. We offer a range of benefits to our non-union employees and union employees represented by a collective bargaining agreement providing for participation in the company-sponsored benefit program including:

- Medical insurance with choice of co-pay or high deductible plan
- Health savings account
- Flexible spending account
- Dental insurance
- Vision insurance
- Employee basic and voluntary life and AD&D insurance
- Dependent basic and voluntary life insurance
- Short- and long-term disability
- Group accident insurance
- Critical illness insurance
- 401(k) retirement plan
- Emergency travel protection
- Identity theft protection
- Employee assistance program
- Paid time off (PTO) and eleven paid holidays
- Tuition reimbursement program
- Company-paid parking or bus passes
- Paid leaves of absence: parental, military, jury, bereavement, bone marrow donation, volunteer
- Pet insurance

Approximately 92% of employees were participants in a company-sponsored 401(k) plan as of 12/31/2021.

## PARENTAL LEAVE

Parental leave entitlement may vary by location. Ever-Green follows applicable federal and state regulations. Parents who have not met the federal and/or state eligibility requirements may be eligible for two weeks of parenting leave for the birth or adoption of a child under the company's leave policy. All employees are entitled to parental leave and those who have opted to exercise this right have all returned to work following their leave within this reporting period.

## COLLECTIVE BARGAINING AGREEMENTS

In 2021, approximately 32% of Ever-Green Energy's employee population was covered by a collective bargaining agreement.

## SAFETY AND HEALTH

Ever-Green Energy strives for the highest safety standards for not only its employees but also those engaged in the company's work. Company decisions and policies are created with the foundational belief that safety does not occur by chance and is the result of careful attention to the work performed by all those involved, including managers, supervisors, and employees.



*Safety day training 2021*

## OUR SAFETY APPROACH

Upon beginning employment, employees are trained to complete work in a safe manner, recognize and address risks, and bring concerns that are beyond their control to their Supervisor or facility management. Workplaces are inspected by Environmental Health and Safety personnel, safety committees, consultants, as well as regulatory agencies that assist in identifying risks. Minor risks are corrected immediately, while others that require additional time or resources are tracked using a work order system. Company preference in resolving risk is always to eliminate it entirely where possible, otherwise make a substitution which replaces the hazard with a safer alternative, utilize engineering controls to isolate people from the hazard, issue administrative controls to change the way people work, and as a last resort, utilize personal protective equipment to protect the employee.



Employees are expected to report all observed work-related hazards and hazardous situations. Reports may be submitted informally, in a verbal, written, or electronic message to their supervisor, a member of the management team, or the Environmental Health and Safety Department. Additionally, employees in operational settings have the ability to enter work orders or have a coworker enter a work order through which the risk will be tracked and corrected.

Employees are trained to avoid unnecessary risk and situations where there is a factor present that is believed to potentially cause an injury or adverse health effect. Employees who report unsafe conditions or remove themselves from a hazardous work area or task will never face negative repercussions for raising a concern and therefore helping to ensure all employees are able to perform their work in a safe and healthy environment.



## INCIDENT RESPONSE

All workplace injuries and incidents require immediate response. Upon report of a work-related incident, Ever-Green Energy will follow procedures outlined in the Incident Investigation Policy. The Incident Investigation Policy ensures that employees receive proper care and that the incident is thoroughly investigated to determine a root cause and proactive tasks to prevent a recurrence. Investigation is led by the employee's supervisor, manager, or the EHS department, who work with the affected employee and others who have knowledge of the process, risks, and can contribute to identifying and implementing corrective actions.

## MANAGING HEALTH RISK

Employees in roles with increased potential for exposure to conditions that could adversely impact health are enrolled in health monitoring programs overseen and deployed by licensed health care professionals. Monitoring employee health conditions and early identification of impacts helps to indicate where risks are not properly being mitigated by the company, or where there is a need for improved controls, following the hierarchy of controls by preferred control method.

Results of health monitoring are only provided to employees who can help to review records and determine if additional monitoring and controls are needed, and kept private from the rest of the company. Employees who have access to these records participate in HIPAA training annually to ensure they are aware of privacy policies and Ever-Green Energy's expectations.



# HEALTH AND SAFETY COMMITTEES

The Minnesota Occupational Health and Safety Administration (MNOSHA) requires that all employers with more than 25 employees are required to establish a joint labor-management safety and health committee for their workplace. Ever-Green Energy is committed to providing a safe workplace and protecting the well-being of its employees, and has established a joint management-worker health and safety committee for its Minnesota locations. Members meet monthly to:

- Generate and communicate ideas that lead to increased safety awareness
- Establish a culture that promotes reporting of injury, illness, and incident
- Review work-related incidents
- Ensure a system is in place to report hazards and safety-related suggestions
- Coordinate efforts of the committee with other company departments to facilitate active engagement
- Communicate activities with non-members and encourage their involvement in efforts to promote a strong safety culture
- Provide general support for the implementation of a comprehensive safety program

# SAFETY TRAINING

Safety training is provided to all Ever-Green Energy employees upon beginning work and periodically throughout the year. It is delivered through a variety of mechanisms including in-person classroom, virtual, and on the job training. Training topics vary based on job responsibilities and applicability or risk and awareness needs, and may include but are not limited to:

- Asbestos awareness
- Confined space
- Control of hazardous energy/lockout tag out
- Cranes, hoists, and rigging
- Emergency response
- Excavation and trenching
- Fall protection
- Fire prevention
- Hazard communication/right to know
- Hot work
- Hearing conservation
- Incident reporting
- Mobile equipment
- Personal protective equipment

- Powered industrial truck
- Respirator protection
- Traffic flow
- Walking working surfaces

## NON-OCCUPATIONAL MEDICAL AND HEALTHCARE SERVICES

Ever-Green Energy offers a competitive benefits package to employees, including medical, dental, and vision insurance. Depending on the medical plan chosen by the employee, they have the option to contribute pre-tax dollars to a flex savings account or health savings account (HSA) to assist in paying for medical costs. If the employee contributes to an HSA, the company will also make an additional contribution.

Ever-Green Energy provides all new employees with information on health care options. Options are also communicated annually prior to and throughout the enrollment time frame. Employees always have access to the most up to date information on insurance coverages and savings plans on the company's Sharepoint site. Additionally, information is provided on finding in-network health care providers and on contacting an in-network virtual health care clinic.

## VOLUNTARY HEALTH

Ever-Green Energy offers a wide range of benefits to its employees, including access to free apps that promote mental, behavioral, and preventative health. In addition, the company also has a wellness committee that supports and promotes health, community, social, and financial wellness initiatives for employees.



# OUR SAFETY PROGRAMS

In order to mitigate negative occupational health and safety impacts to employees and those engaged in work at facilities the company operates, Ever-Green Energy has created A Workplace Accident and Injury Reduction (AWAIR) Program. The objective of this program is to maintain a safe and healthy workplace, and outlines the following:

- How managers, supervisors, and employees are responsible for implementing the safety and health programs and policies and how continued participation of management will be established, measured, and maintained
- The established methods used to identify, analyze, and control new or existing hazards, conditions, and operations
- How the plan is communicated to all affected employees so that they are informed of work-related hazards and controls
- How workplace accidents are investigated and corrective actions are implemented
- How safe work practices and rules are enforced

Of the incidents that occurred in 2021, zero injuries or fatalities were due to work-related ill health.



*Asbestos Training 2016*



## ORGANIZATIONAL MEMBERSHIP

The company was founded as a public-private partnership. This remains a fundamental operating principle, with collaborative partnerships and organizations providing opportunities to connect, learn, and grow as a business. Of the many organizations in our realm of partners, the following have been key to our connection to business, environmental, and industry collaboration:

- International District Energy Association
- Building Owners and Managers Association
- Saint Paul Chamber of Commerce
- Saint Paul Port Authority
- City of Saint Paul
- City of Duluth
- Duluth Chamber of Commerce
- Saint Paul Downtown Alliance
- Bioeconomy Coalition
- Clean Energy Economy Minnesota
- Fresh Energy
- University of Minnesota Institute on the Environment
- Climate Smart Municipalities

# SOCIAL IMPACT

## VOLUNTEERISM

Ever-Green Energy is committed to supporting activities that enhance and serve the communities in which we live and work. The volunteer program is intended to allow the employees of Ever-Green Energy to share in this effort by providing time away from work to participate in activities that give back to and support the community.

Ever-Green Energy currently provides eligible employees up to eight (8) hours per calendar year of paid time off to use for group volunteer activities sponsored by the company.



*Volunteering for Audubon in Milwaukee 2019*

## CORRUPTION

Annual training surrounding conflict of interest is conducted to minimize the potential for corporate corruption. Additionally, external audits take place annually for both the parent corporation and Ever-Green Energy. All operations are assessed for risks related to corruption. There have been zero confirmed incidents.

## HUMAN RIGHTS

No operations or corporation suppliers are considered to have significant risk for incidents of forced or compulsory labor.

# CUSTOMER PRIVACY

Certain customer-related information constitutes confidential and proprietary information. All such information belonging to Ever-Green Energy, or its customers, is maintained in confidence whether or not it is marked “Confidential” or “Proprietary.” Employees may not copy or distribute any confidential or proprietary program, material, or other information which comes into their possession due to their employment with Ever-Green Energy, other than for approved use.

This restriction applies during and after employment with Ever-Green Energy or any of its affiliates. If in doubt as to whether any program, material or other information is confidential or proprietary, employees are required to consult the president or general counsel before disclosure. Any situation in which Ever-Green Energy’s proprietary information has or may have been compromised is reported immediately to Ever-Green Energy’s general counsel. Employees who violate this policy may be subject to discipline up to and including termination or face legal action from the company.

## CUSTOMER PRIVACY

Total number of substantiated complaints concerning breaches of customer privacy	0
Complaints received from outside parties, substantiated by organization	0
Complaints from regulatory bodies	0

# CYBERSECURITY

Ever-Green Energy's cybersecurity initiatives are essential in the protection of internal, customer, and partner information, and ensuring system reliability. Ever-Green Energy's cybersecurity framework is guided by the information security program. This program also includes directives for industrial control systems to address their unique security posture. The industrial control systems are segmented from the IT networks. Training is provided to all employees on an annual basis and targeted training as needed if the situation arises. Assessments or penetration testing are completed annually, with the outcomes being prioritized in ongoing efforts. Cyber insurance acts as the backstop of all cybersecurity efforts, working as a final guardrail in the instance of a technological breach.





# ENVIRONMENT

# UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

[The United Nations Sustainable Development Goals \(SDGs\)](#) are a holistic blueprint to achieving an equitable, sustainable future. Given Ever-Green Energy's diverse involvement in utility operations, management, and development, the company has the opportunity to assist in the advancement of many of these goals. We have identified various SDGs in which our alignment maximizes Ever-Green Energy's positive impact in the global transformation to a sustainable future.



## 3. GOOD HEALTH AND WELLBEING

Ever-Green Energy supports the wellbeing of its employees through implementation of robust safety policies and training, as well as promoting healthy lifestyles through its wellness activities and educational opportunities. The company also plays an integral role in maintaining the wellbeing of several communities by supporting the function of medical campuses.

## 4. QUALITY EDUCATION

Ever-Green Energy plays a critical role in ensuring the function of higher education campuses in which it operates as it is responsible for maintaining their heating and cooling systems' reliability and affordability. The company has a long history



*Macalester students visit District Energy St. Paul 2021*

of supporting educational opportunities based in energy system operations from providing facility tours and guest lectures for college courses to creating public art that engages community dialogue. For campus projects and studies,

Ever-Green Energy supports academic enrichment by managing project interns, co-developing course curriculum, and creating student engagement opportunities. Additionally, Ever-Green Energy provides educational scholarships, both internally to employees and externally to those outside of the company.

In 2019, Ever-Green Energy launched the Roadmap to Carbon Neutrality program to help higher education institutions accelerate their efforts to achieve carbon neutrality. The program provides schools with pro bono planning services to evaluate campus energy loads and pathways to reduce Scope 1 and 2 carbon. The program has provided services to five institutions.

## **6. WATER AND SANITATION**

The company employs water as its primary resource in the storage and transfer of thermal energy. Because of this, Ever-Green Energy prioritizes the conservation and responsible management of water by adhering to strict compliance codes that work to minimize the release of hazardous chemicals and materials.

## **7. SUSTAINABLE ENERGY**

Ever-Green Energy is committed to operating and managing utilities that promote clean air, clean water, and low-carbon solutions, and address the impacts of climate change. The company works collaboratively with operations partners, local communities, and environmental partners to continually improve our operations and contribute to planning for a more sustainable future. Alongside clients, Ever-Green Energy works to partner proven technologies with innovative solutions that are financially viable, resilient to changing markets and reliability threats, flexible, and environmentally responsible. Advancement and the decarbonization of all energy systems managed by Ever-Green is one of the company's highest priorities.



Ever-Green Energy takes a holistic approach to decarbonization, starting with improving efficiencies, reducing the energy needed, then moving to low carbon solutions. This applies both to existing and new energy systems utilizing low-carbon fuels and energy sources like biomass, solar thermal, geothermal, and bay water cooling while also improving system efficiencies with tools like advanced metering, and heat pumps. The company also works closely with energy system customers to improve their building efficiencies by providing energy use data as well as engineering and financial support for efficiency projects. The company has studied feasibility and continues to explore opportunities to build innovative systems that utilize aquifer thermal energy storage or wastewater energy capture. For the legacy systems that Ever-Green operates and manages, the company works to advance those systems and move them down the path to decarbonization.

## **8. ECONOMIC GROWTH**

By supporting local businesses, Ever-Green Energy aids in economic growth. Additionally, Ever-Green Energy engages with partners in various sectors, bolstering the diversification of business. Internally, the company works to expand into different sectors that serve its overall goal of responsibly serving communities with integrity. As Ever-Green Energy expands and continuously improves, the company explores and deploys technological upgrades that optimize resource efficiency in consumption and production while also applying circular economy principles to reduce energy usage and maximize the economic value of the energy used.

## **9. INFRASTRUCTURE/SUSTAINABLE INDUSTRY**

Sustainable, reliable, flexible and resilient infrastructure is essential to ensure Ever-Green Energy's ability to distribute heating and cooling to those who rely upon the company. We prioritize investing in and maintaining infrastructure that allows for reliable service in the face of environmental change.

## **12. SUSTAINABLE CONSUMPTION AND PRODUCTION**

Ever-Green Energy interacts with and relies upon natural resources to maintain its operations. These resources include water, biomass, and more. The sustainable management and efficient use of these resources is paramount to company activities and goal-setting. To further this commitment, the company has adopted sustainable practices and reporting.



# ENVIRONMENTAL IMPACT

## SUSTAINABILITY POLICY

Ever-Green Energy is committed to operating and managing utilities that promote clean air, clean water, and low-carbon solutions, and address the impacts of climate change. We work collaboratively with our operations partners, local communities, and environmental partners to continually improve our operations and contribute to planning for a more sustainable future.

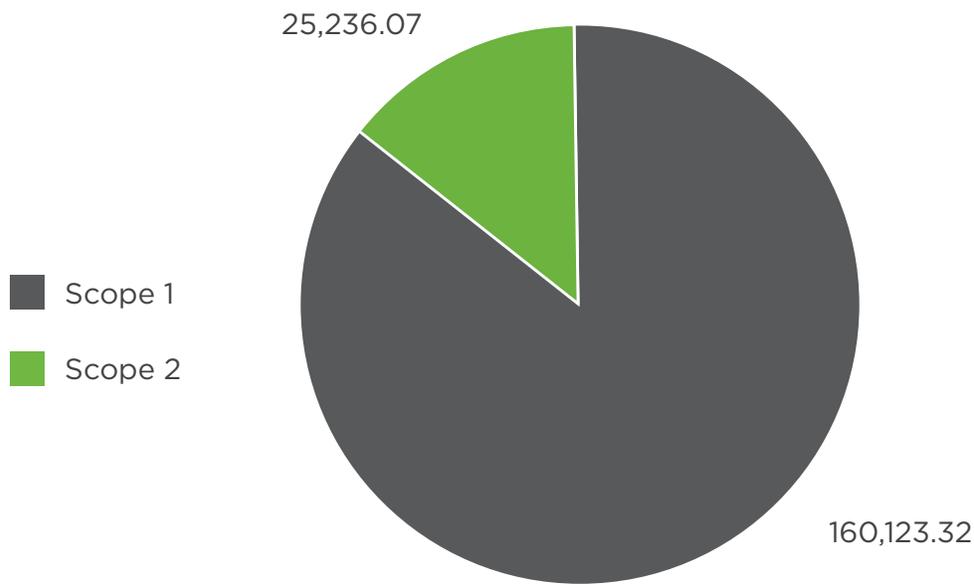
## FUEL MIX AND EMISSIONS

Ever-Green Energy works with clients of facilities it operates to explore options for and move to low-carbon systems. In 2021, thermal and electricity produced and sold totaled 1,087,767 MWh. Coal use in thermal systems has significantly been reduced, and the company will continue to help these operations as they work to meet their internal carbon neutrality goals.

View carbon emissions and fuel mix data for each utility, on the [ESG website](#).

# ENVIRONMENTAL IMPACT

Metric Tons of CO<sub>2</sub><sub>e</sub> emissions



## SCOPE 1

Scope 1 emissions for normal operating conditions of the district heating systems are generated from the combustion of natural gas and woody biomass. Fuel oil and coal are used at some operations as a backup fuel when natural gas curtailments occur, or to supplement high demand during extreme cold. Emissions are also included from the combustion of gasoline and diesel in fleet and mobile equipment. EPA November 2015 CO<sub>2</sub> Emission factors were used in calculations for Scope 1 emissions. In instances where fuel consumed by a fleet vehicle was not known, mileage for the year and information from the EPA's [www.fueleconomy.gov](http://www.fueleconomy.gov) to estimate consumption.

## SCOPE 2

Scope 2 emissions are calculated from electricity purchased for each operation. If an emission factor from the electrical utility provider was not available for 2021, the previous year's emission factor was used. If the electrical utility provider does not release region-specific data, the emission factor from the EPA eGRID's subregion was used. Renewable Energy Credits retired by District Energy St. Paul for 2021 were used to offset emissions from electrical usage for the cooling system during the last quarter of the calendar year.

# WASTE MANAGEMENT

Ever-Green Energy has taken important steps to help reduce environmental impacts from waste going to landfills. Preventing waste from being generated is preferable, but when that is not possible, the company looks to how they can minimize, reuse, or recycle the waste before resorting to disposal. Waste can be generated from combustion processes, routine operations and maintenance tasks, construction, and other support tasks. Working with customers and clients to reduce dependency on coal has minimized the production and need for disposal of coal ash. Ash generated from the combustion of biomass is beneficially reused as a liming agent on farm fields. Other wastes such as scrap metal, electronics, paper, used oil, and batteries are sent to facilities where they can be processed and recycled. In 2021, 12,200 tons of wood ash was applied to farm lands as a liming agent, reducing the need for mined lime by farmers and reducing landfill space needed.

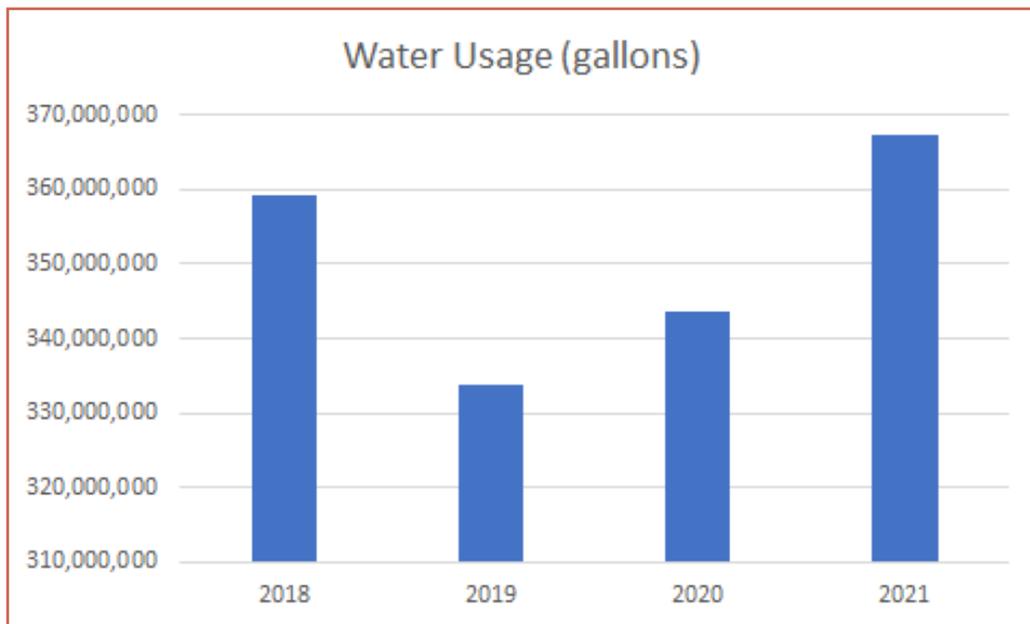
## COMPLIANCE

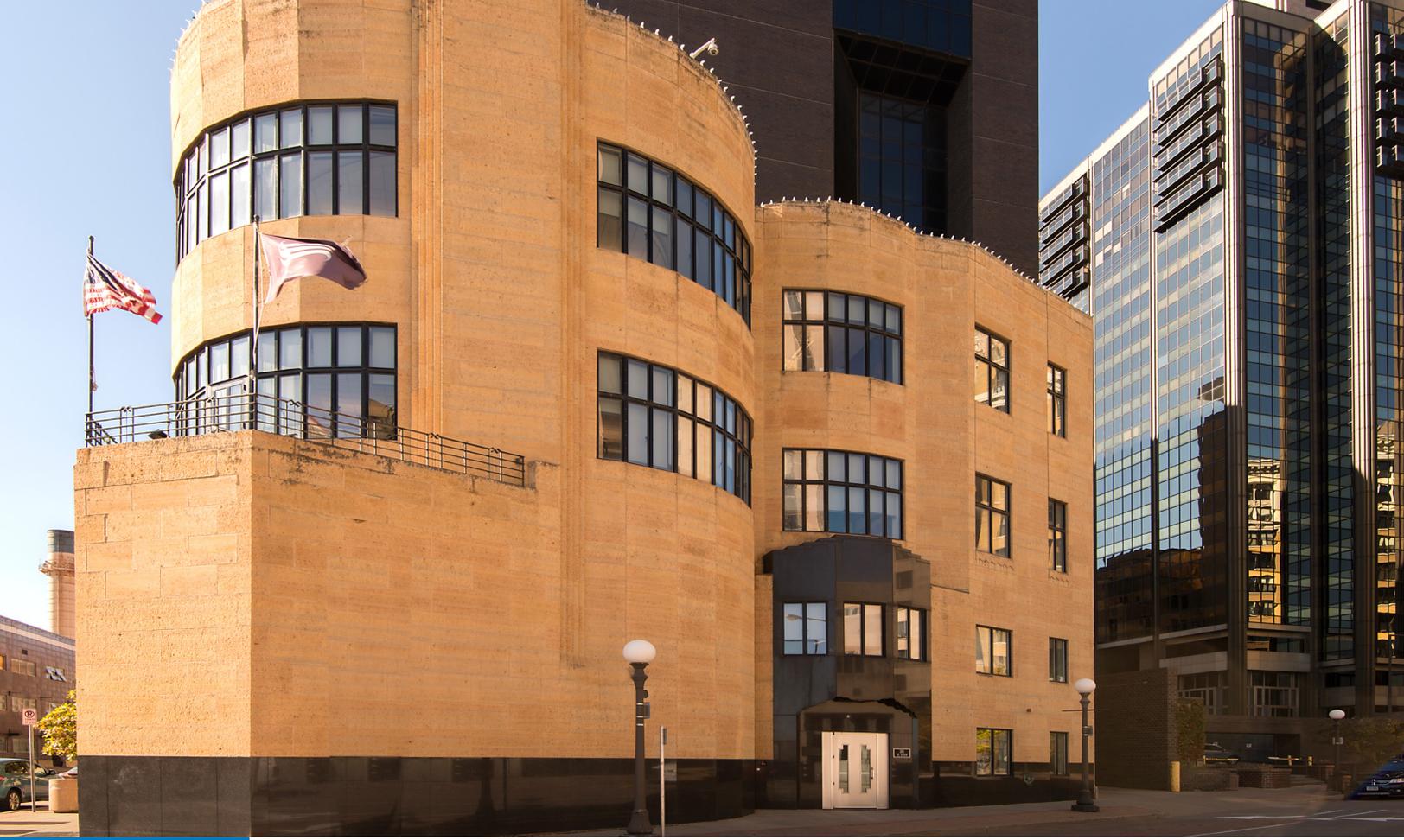
Total number of non-compliance instances (GRI416-2)	0
Total monetary value of significant fines (GRI419-1)	0
Cases brought through dispute resolution mechanisms (GRI419-1)	0
Total value of fines for instances of noncompliance (GRI419-1)	0

# WATER MANAGEMENT

Water is an essential resource for delivering efficient heating and cooling to the communities and campuses where Ever-Green Energy operates. The company is committed to operating and managing these utilities in a way that promotes clean water and reduces the risk of potential negative environmental impacts. Water is withdrawn from city water supplies and groundwater wells for process use and is monitored for potential contamination in accordance with discharge permits to ensure that water leaving Ever-Green Energy facilities meet regulations set by the US Environmental Protection Agency Clean Water Act, as well as state regulatory requirements and those set by municipal wastewater treatment plants. Water not directly discharged to a wastewater treatment system or surface water body is lost due to evaporation or distribution system leaks.

Systems are routinely monitored for leaks and repaired accordingly to reduce water usage. Ever-Green Energy also partners with customers and clients to create and implement plans to continue to reduce consumption and create more efficient systems. 367 million gallons of water were withdrawn in 2021 for thermal systems and the production of electricity.





# GOVERNANCE AND ETHICS





# OUR CORE VALUES

## EVER-GREEN ENERGY VALUES:

**DELIVER EXCEPTIONAL SERVICE.** We put our customers first, providing innovative solutions and responsive services that exceed expectations.

**OPERATE WITH EXCELLENCE.** Our operations pursue the highest standards, prioritizing reliability, safety, conservation, and advanced energy solutions for the systems we own, operate, and manage.

**PEOPLE MATTER.** We value our employees as our greatest asset. We embrace multiple approaches and points of view. We invest in their professional development and encourage work-life balance.

**INTEGRITY IN ALL WE DO.** We strive for excellence in our business and in our conduct. We are committed to accountability and fairness. Our reputation depends on it.

**UPHOLD A CULTURE OF RESPECT.** We provide a safe, healthy, respectful, and inclusive work environment. We demonstrate open communication and adaptability to the changing needs of our business.

**SERVE AS ENVIRONMENTAL STEWARDS.** As energy planners and providers, we have a tremendous responsibility to find solutions that are technically and financially feasible, while improving the environmental profile of every system we influence.

**BE A PART OF OUR COMMUNITY.** We give back to the community through education, volunteerism, philanthropy, and encouragement of local development.



## OUR STAKEHOLDERS

The Senior Leadership Team consults with the following key stakeholders for input on operational and strategic direction, as well as yearly initiatives:

### STATE AGENCIES

responsible for commerce, energy, environmental protection, natural resources, and labor

### LOCAL GOVERNMENT AGENCIES

responsible for planning, climate action, workforce, economic development, and finance

### KEY PARTNERS

involved in the planning and execution of regional well-being, climate action community engagement, energy planning, business development, higher education and technological advancement

Stakeholders are reviewed and added to program work and engagement on an ongoing basis. They are selected based on the potential impacts, benefits, and opportunities generated by operations and development. Current stakeholders in collaborative work are often consulted for recommendations to expand the reach and partnership of Ever-Green Energy operations at the community, regional, and national levels.

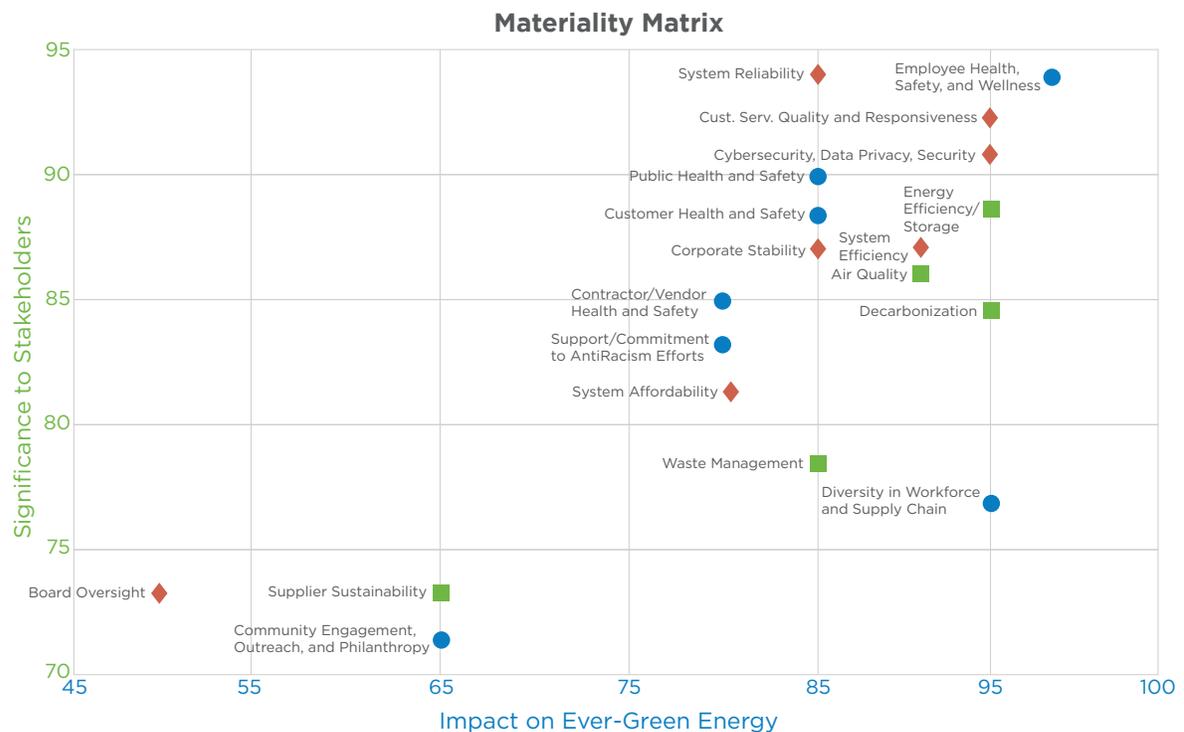
This may include groups and individuals served by utility systems, or potentially served by future systems under design, as well as those interested in the environmental, social, and economic considerations of the work.

### STAKEHOLDER ENGAGEMENT

District Energy St Paul and Duluth Energy Services customers are surveyed annually in public-serving utility systems. Within some Ever-Green Energy systems, there are opportunities for additional input through regular customer meetings, annual events, and trainings. Regular meetings are hosted with local officials to discuss applicable rules and regulations, local initiatives, anticipated policy changes or goals, and opportunities to work together. Ever-Green Energy participates in local, regional, and national work groups focused on workforce, environmental stewardship and climate action, equity, workplace safety, policymaking, industry advancement, training, and technology exchange. Additionally, annual customer and materiality surveys are conducted to ensure that stakeholder concerns and perspectives are considered as the company develops and grows.

# MATERIALITY ASSESSMENT

Understanding the goals and values of Ever-Green Energy’s stakeholders is critical in shaping future company operations, partnerships, and investment decisions. In 2021, Ever-Green Energy introduced its first materiality survey to identify the priority values and interests of Ever-Green Energy’s internal and external stakeholders, including current team members, board members, and clients. In the survey, stakeholders were asked to evaluate the importance of a variety of priorities across Ever-Green Energy’s environmental, social, and governance (ESG) work. The feedback provided was analyzed and is summarized below:



These results underscored Ever-Green Energy’s commitment to maintaining the safety of its employees while providing service that prioritizes quality and reliability. The survey also identified areas of potential further education for employees, such as in the comprehension of the importance of decarbonization and the understanding of the value of diversity in the workforce and the supply chain.

This information will help to shape Ever-Green Energy’s ESG policy and goals. Additionally, this survey will be updated in response to feedback collected and re-distributed in future surveying cycles.



## OUR BOARD

Ever-Green Energy has been led by an exceptional [Board of Directors](#) since its inception. As the parent organization, District Energy St. Paul's Board of Directors is the highest governing body with accountability to its operations, creating an additional layer of oversight to the organization.

Within the Ever-Green Energy Board structure, the Board of Directors convenes the following committees:

- Audit and Risk
- Personnel and Compensation
- Governance and Social Responsibility

All committees are responsible for decision-making on economic, environmental, and social topics.

Economic, environmental, and social topics are reviewed and prioritized by committees for full board review and approval annually. Additionally, special learning sessions with the engagement of external speakers from a variety of relevant backgrounds are presented to the group regularly.

The Board, Governance and Social Responsibility Committee, and Audit and Risk Committee all play roles in the review of the organization's risk management process. The Senior Leadership Team conducts a comprehensive enterprise risk assessment process every three to four years that identifies action items related to organizational risk, including those related to economic, environmental, and social topics. The identified action items are then shared with and reviewed by the board and the relevant committees. The board has an abundance of essential responsibilities, including reviewing, editing, and approving the company's purpose, values, and strategy, reported information, and sustainability policy. The board is also responsible for identifying and managing economic, environmental, and social topics and their impacts, risks, and opportunities - including the implementation of due diligence processes. To ensure that stakeholder perspectives are considered in this work, materiality and customer surveys are conducted and presented to the board.

## OUR BOARD



Tom Kingston  
Chairperson



Heather  
Braimbridge-Cox



Bonnie Holub



Rao Konidena



Channon Lemon



Harry Melander



Mark Rancone



Kris Taylor



Ken Smith  
Ex Officio

## BOARD NOMINATION

District Energy St. Paul, Inc.'s board members are appointed (3 by the City of St. Paul and 2 by the Board at large) and elected (3 representing the size of the customer buildings - small, medium, and large). One board member (President of the Company) acts as the ex officio board member. Each board below District Energy is appointed by the process as defined in each organization's governing documents. The processes all incorporate input from the parent organizations. Board members at Ever-Green Energy, Inc. (the entity that retains all employees) are selected for a variety of factors including diversity, independence, expertise, and experience related to economic, environmental, and social topics.



9 BOARD MEMBERS, 4 WOMEN

## BOARD EVALUATION

The board undergoes an annual evaluation, in respect to economic, environmental, and social topics, which is formatted as self-reviews that are overseen by the parent organization District Energy St. Paul board.

Only independent financial audits are conducted.

# ESG GOVERNANCE

Ever-Green Energy's governance includes the following committees:

- Audit and Risk
- Personnel and Compensation
- Governance and Social Responsibility

All committees are responsible for decision-making on economic, environmental, and social topics.



7 EXECUTIVES, 2 WOMEN

# ETHICS

Integrity is a core value of the organization and its people. The company strives for excellence in business and conduct and is committed to accountability and fairness. As industry standards evolve, the company works diligently to update internal training and expectations to continue the commitment to integrity throughout the company culture.

All employees review and, when necessary, receive training on, and acknowledge Ever-Green Energy's employee handbook. The handbook and Conflict of Interest policy contain provisions that provide direction to employees on how to seek advice and guidance about ethical and lawful behavior and how to report related concerns. Reporting can be directed to the office of the general counsel, human resources, the CEO, or the board.

Financial transparency and diligence are essential to business ethics and sustainability. On an annual basis, the organization completes consolidated financial statements.



## FINANCIAL DISCLOSURE

No company funds or other assets are paid or furnished, directly or indirectly, to a political party or political candidate or incumbent. No political contributions are made by employees, individually, in the name of Ever-Green Energy or any affiliate.

Ever-Green Energy has not received financial assistance from any government during the reporting period.

## CONFLICT OF INTEREST

If an employee is unsure whether a transaction, activity, or relationship constitutes a conflict of interest, they are encouraged to discuss it with their manager or Human Resources. An officer of the company must approve any exceptions to this guideline in writing.

The governing body plays a key role in mitigating conflicts of interest. They are responsible for reviewing and approving the Conflicts of Interest policy, and if needed, arbitrate any conflicts. To bolster this policy, annual Conflict of Interest training is completed each year. If a conflict arises, it is required to be reported to the general counsel of the organization.



## RISK MANAGEMENT

Ever-Green Energy maintains the practice of continuous improvement and looks beyond business as usual in order to identify areas of opportunity where it can make an impact on operations and projects in which it is engaged. Implementing the materiality assessment survey has bolstered this effort to include a larger audience in driving change across its organization while assisting in focusing on goals that are important to those that matter most to the company; its team members, customers and communities to which it delivers services. Ever-Green's goals for fiscal year 2021 (October 1-September 30) included the following:

- Impacts of COVID on central business districts, supply chain and inflation, and culture and connection
- Workforce and labor market trends including the great resignation and retirement along with changes to total compensation
- Acceleration of decarbonization efforts and reporting including electrification and the ESG movement
- Cybersecurity
- Geopolitical unrest and its impact on energy markets



CLOSING



## LOOKING FORWARD

As we continue on this ESG journey, we remain committed to pursuing continuous improvement inspired by our peers, stakeholders, and employees. Together, we can help others shape their own vision for system advancement, take meaningful steps to address climate change, and create a more just and equitable energy industry.

## REFERENCES AND RESOURCES

Thank you for reading Ever-Green Energy's Environmental, Social, Governance report. If you have any questions or comments, please direct them to [Amy Stanton](#), Director of Environmental Health and Safety.

# APPENDIX: GRI SUMMARY

GRI Standard	Metric	GRI Standard
<b>Principles for defining report content</b>		
Stakeholder inclusiveness; identify its stakeholders, and explain how it has responded to their reasonable expectations and interests.	State agencies, local government agencies, key nonprofit partners. Materiality assessment.	1.1
Sustainability context	<a href="#">Sustainability Policy</a>	1.2
Materiality	<a href="#">Materiality Assessment</a>	1.3
Restatements of info from previous reporting	None	102-48
Reporting period for the information provided	2021-2022	102-50
Contact point for questions regarding the report	Amy Stanton, Director of Environmental Health and Safety	102-53
Claims of reporting in accordance with the GRI Standard	GRI General Disclosures	102-54
<b>About</b>		
Name of Organization	Ever-Green Energy, Inc.	102-1

GRI Standard	Metric	GRI Standard
Activities, brands, products, and services	Utility operation, management and maintenance, and consulting activities related thereto.	102-2A
Location of operations	North America	102-4
Location of headquarters	Saint Paul, MN	102-3
Ownership	Parent organization is District Energy St. Paul, Inc. a Minnesota non-profit corporation	102-5
Geographic locations where products and services are offered;	North America	102-6
Sectors served	Utilities	102-6
Types of customers and beneficiaries	Higher education institutions, municipalities, health care	102-6
A list of externally-developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes, or which it endorses	<a href="#">Social Impact</a>	102-12
A list of the main memberships of industry or other associations, and national or international advocacy organizations	International District Energy Association	102-13
Statement from senior decision-maker: relevance of sustainability to the organization	<a href="#">Ever-Green Energy ESG Video</a>	102-14

GRI Standard	Metric	GRI Standard
Key impacts, risks, and opportunities	<p>Impacts of COVID on central business districts, supply chain and inflation and culture and connection</p> <p>Workforce and labor market trends including the great resignation and retirement along with changes to total compensation</p> <p>Acceleration of decarbonization efforts and reporting including electrification and the ESG movement</p> <p>Increased privatization of energy infrastructure Additional services being added by legacy utilities</p> <p>Cybersecurity, geopolitical unrest, and its impact on energy markets</p>	102-15
Values, principles, standards, and norms of behavior	<a href="#">Our Core Values</a>	102-16
Mechanisms for seeking advice about ethical and lawful behavior, and organizational integrity	The handbook and Conflict of Interest policy contain provisions that provide direction to employees on how to seek advice and guidance about ethical and lawful behavior and how to report related concerns.	102-17
Mechanisms for reporting concerns about unethical or unlawful behavior, and organizational integrity	Reporting directed to the office of the General Counsel, human resources, the CEO, or the board.	102-18

GRI Standard	Metric	GRI Standard	
<b>Activities and workers</b>			
	Total number of employees (FTE), permanent and temporary	153	102-7
	Number of FTE, men	129	102-8
	Number of FTE, women	22	102-8
	Total number of non-employee workers (NEW), permanent and temporary	0	102-8
	Number of NEW, men	0	102-8
	Number of NEW, women	0	102-8
<b>New employee hires and employee turnover</b>			
	Total number and rate of new employee hires	26	401-1
	New hires <30 years old	8	401-1
	New hires 30-50 years old	11	401-1
	New hires >50 years old	7	401-1

GRI Standard	Metric	GRI Standard
New hires (women)	7	401-1
New hires (men)	19	401-1
Total number and rate of employee turnover	16	401-1
Turnover <30 years old	4	401-1
Turnover 30-50 years old	4	401-1
Turnover >50 years	7	401-1
Turnover (women)	6	401-1
Turnover (men)	10	401-1
<b>Governance</b>		
Board size	9	102-18
Governance structure of the organization, including committees of the highest governance body	Corporation, Governance & Social Responsibility Committee, Audit & Risk Committee, Personal & Compensation Committee	102-18
Committees responsible for decision-making on economic, environmental, and social topics.	All	102-18

GRI Standard	Metric	GRI Standard
Women board members	4	102-22/ 405-1
Executives	7	102-22/ 405-1
Women executives	2	102-22/ 405-1
Nomination and selection processes for the highest governance body and its committees: stakeholders, diversity, independence, expertise and experience relating to economic, environmental, and social topics	Board members selected by parent company board	102-24
Role of highest governance body in setting purpose, values, and strategy	Review, comment, and approve	102-25
Highest governance body's role in sustainability reporting	Review, comment, and approve	102-32
Highest governance responsibility in reviewing reported information	Review, comment, and approve	102-27
Process of governing body to prevent/mitigate conflicts of interest	Review and approve conflicts of interest policy and if needed, arbitrate any conflicts	102-25
Processes for evaluating the highest governance body's performance with respect to governance of economic, environmental, and social topics.	Conduct self reviews and review by parent organization board.	102-28
Whether such evaluation is independent or not, and its frequency, whether such evaluation is a self-assessment	Only independent financial audits are conducted	102-28
Highest governance body's role in identifying and managing economic, environmental, and social topics and their impacts, risks, and opportunities – including its role in the implementation of due diligence processes	Review, comment, and approve	102-29

GRI Standard	Metric	GRI Standard
Whether stakeholder consultation is used to support the highest governance body's identification and management	Materiality and customer surveys conducted	102-29
Highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental, and social topics.	Review, comment, and approve	102-30
Frequency of the highest governance body's review	Annually	102-31
<b>Stakeholders</b>		
List of stakeholder groups	<a href="#">Our Stakeholders</a>	102-40
The basis for identifying and selecting stakeholders with whom to engage.	<a href="#">Selecting Our Stakeholders</a>	102-42
The organization's approach to stakeholder engagement	<a href="#">Stakeholder Engagement</a>	102-43
Key topics and concerns raised by stakeholders	<a href="#">Materiality Assessment</a>	102-44
<b>Collective bargaining agreements</b>		
Percentage of total employees covered	In 2021, approximately 32% of our employee population were covered by a collective bargained agreement.	407-1
<b>Political contributions</b>		
Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization, by recipient	0	415-1

GRI Standard	Metric	GRI Standard
<b>Benefit plans</b>		
Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees	<a href="#">Benefits</a>	401-2
Estimated value of those liabilities	Can vary per operating location/collective bargained agreement	201-3
Percentage of salary contributed by employee or employer	Can vary per operating location/collective bargained agreement	201-3
Level of participation in retirement plans	Approximately 92% of our employee population were participants in a company-sponsored 401(k) plan as of 12/31/2021.	201-3
Total monetary value of financial assistance received by the organization from any government during the reporting period	0	201-4
Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary	0	415-1
<b>Discrimination incidents</b>		
Total number of incidents of discrimination during the reporting period	0	406-1

GRI Standard	Metric	GRI Standard
<b>Performance metrics</b>		
Total recordable injuries	5 (NAICS 221330*)	403-9
Total Recordable injury rate	4.1 (NAICS 221330*)	403-9
Lost time cases	0	403-9
Lost time incident rate	0	403-9
Occupational Disease rate	0	403-9
Work-related fatalities	0	403-9
<b>Health</b>		
A description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimize risks	<a href="#">Our Safety Approach</a>	403-2
A description of the processes for workers to report work-related hazards and hazardous situations, and an explanation of how workers are protected against reprisals	<a href="#">Safety Reporting</a>	403-2
A description of the policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health	<a href="#">Safety Processes</a>	403-2

GRI Standard	Metric	GRI Standard
A description of the processes used to investigate work-related incidents	<a href="#">Incident Response</a>	403-2
A description of the occupational health services' functions that contribute to the identification and elimination of hazards and minimization of risks	<a href="#">Managing Health Risk</a>	403-3
A description of the processes for worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system	<a href="#">Health and Safety Committees</a>	403-4
Formal joint management-worker health and safety committees	<a href="#">Health and Safety Committees</a>	403-4
A description of any occupational health and safety training provided to workers	<a href="#">Safety Training</a>	403-5
An explanation of how the organization facilitates workers' access to non-occupational medical and health care services	<a href="#">Non-Occupational Medical and Health Care Services</a>	403-6
A description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks	<a href="#">Voluntary Health</a>	403-6
Approach to preventing or mitigating significant negative occupational health and safety impacts	<a href="#">Our Safety Programs</a>	403-7

GRI Standard	Metric	GRI Standard
<b>2021 significant work-related injuries and illnesses</b>	<b>Steam and air conditioning supply</b>	
North American Industry Classification System (NAICS) Code	221330	403-9
Hours Worked	245,924	403-9
First Aid Incidents	5	403-9
OSHA Recordable Injuries	5	403-9
OSHA Total Recordable Injury Rate (TRIR)	4.1	403-9
Days Away / Restricted Duty or Transfer (DART) Injuries	3	403-9
DART Rate	2.4	403-9
Lost Time Injuries	0	403-9
Lost Time Injury Rate	0	403-9
Fatalities	0	403-9

GRI Standard	Metric	GRI Standard
<b>2021 significant work-related injuries and illnesses</b>	<b>All other miscellaneous wood product manufacturing</b>	
North American Industry Classification System (NAICS) Code	321999	403-9
Hours Worked	28,323	403-9
First Aid Incidents	2	403-9
OSHA Recordable Injuries	2	403-9
OSHA Total Recordable Injury Rate (TRIR)	14.1	403-9
Days Away / Restricted Duty or Transfer (DART) Injuries	0	403-9
DART Rate	0	403-9
Lost Time Injuries	1	403-9
Lost Time Injury Rate	7.1	403-9
Fatalities	0	403-9

GRI Standard	Metric	GRI Standard
<b>Compliance</b>		
Total number of non-compliance instances	0	416-2
Breakdown of fined vs none	0	416-2
Total value of fines for instances of noncompliance	0	416-2
Number of fatalities as a result of work-related ill health	0	403-10
Number of cases of recordable work-related ill health	0	403-10
<b>Non-Compliance in the social and economic area</b>		
Total monetary value of significant fines	0	419-1
Total number of non-monetary sanctions	0	419-1
Cases brought through dispute resolution mechanisms	0	419-1
Percentage of significant product and service categories for which health and safety impacts are assessed	N/A	416-1

GRI Standard	Metric	GRI Standard
<b>Breaches of customer privacy</b>		
Total number of substantiated complaints concerning breaches of customer privacy	0	418-1
Complaints received from outside parties, substantiated by organization	0	418-1
Complaints from regulatory bodies	0	418-1
Total number of identified leaks, thefts, or losses of customer data	0	418-1
<b>Training</b>		
Average training hours	18hrs/employee	404-1
Percentage of employees who received a performance and career development review, men	52%	404-3
Percentage of employees who received a performance and career development review, women	16%	404-3
Percentage of employees who received a performance and career development review, by employee category	68%	404-3
Type and scope of programs implemented and assistance provided to upgrade employee skills.	<a href="#">Training and Development</a>	404-2
Transition assistance programs provided to facilitate continued employability and the management of career endings	<a href="#">Educational Assistance Program</a>	404-2

GRI Standard	Metric	GRI Standard
<b>Parental leave</b>		
Total number of men entitled to parental leave	129	401-3
Total number of women entitled to parental leave	20	401-3
Total number of men who took parental leave	1	401-3
Total number of women who took parental leave	1	401-3
Total number of employees who returned to work in reporting period, men	1	401-3
Total number of employees who returned to work in reporting period, women	1	401-3
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, men	1	401-3
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, women	1	401-3
Return to work and retention rates of employees that took parental leave, men	100%	401-3
Return to work and retention rates of employees that took parental leave, women	100%	401-3

GRI Standard	Metric	GRI Standard
<b>Company energy consumption, selling</b>		
Total fuel consumption (non-renewable), joules, fuel type used	Nonrenewable fuel types for thermal and electricity production, in order of MMBtu include natural gas, fuel oil, and coal. 3.02E+15	302-1
Total fuel consumption (renewable), joules, fuel type used	Renewable fuel types for thermal and electricity production, in order of MMBtu include biomass and solar. 2.58E+15	302-1
Electricity consumption (total), joules	2.62E+17	302-1
<b>Total sold (j):</b>		
Electricity	5.55E+14	302-1
Heating	2.32E+15	302-1
Cooling	1.04E+15	302-1

GRI Standard	Metric	GRI Standard
<b>Total consumption (j):</b>		
Electricity	2.62E+17	302-1
<b>Energy intensity</b>		
Scope 1 (metric tons CO2 equivalent)	160,123.30	305-1
Gross location scope 2 (metric tons CO2 equivalent)	25236.07	305-2
<b>Total water withdrawal</b>		
Total water withdrawal (megaliters)	1389	303-3
Description of how the organization interacts with water	<a href="#">Water and Sanitation</a>	303-1
A description of the approach used to identify water-related impacts	<a href="#">Water Management</a>	303-1
A description of how water-related impacts are addressed	<a href="#">Water Management</a>	303-1
An explanation of the process for setting any water-related goals and targets	<a href="#">Water Usage Monitoring</a>	303-1

GRI Standard	Metric	GRI Standard
<b>Ozone-depleting substances</b>		
Production of ODS in metric tons CFC-11	0	305-6
Import of ODS in metric tons CFC-12	0	305-6
Export of ODS in metric tons CFC-13	0	305-6
<b>Waste generated</b>		
Description of inputs, activities, and outputs that lead or could lead to these impacts	<a href="#">Waste Management</a>	306-1

