ENVIRONMENTAL, SOCIAL, AND GOVERNANCE REPORT 2022

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A Letter from Our CEO

At Ever-Green Energy, we are committed to continuous improvement that serves the interests and values of our employees, customers, and the communities we serve.

Last year, I was proud to announce our Environmental, Social, and Governance (ESG) platform, which illustrated our company's dedication to operating with integrity, sustainability, and transparency, in alignment with our core values.

This year, I am thrilled to introduce our 2022 ESG report. This report builds on our previous work to provide a more complete assessment of our environmental, social, and governance metrics and highlights the areas where we have taken strides to meet decarbonization goals, leverage innovative solutions, and promote stewardship of the communities and environments in which we operate.

We made notable progress in 2022 through our continued support of the higher education sector. At Oberlin College, we completed a second successful year of construction, converting more buildings from steam to hot water and moving the project closer to geothermal integration. We also began new partnerships with Kenyon

College and Denison University to study their options for decarbonization in support of their goals of carbon neutrality. With our company's steady growth, we took the strategic step to grow our senior leadership team. We were happy to welcome Luke Gaalswyk to our company this year and appoint him to the position of president, and we congratulate Michael Auger in his promotion to senior vice president and chief business officer.

Thank you to the entire Ever-Green team, including our employees and partners who work endlessly to strengthen our clients and communities while helping to make the world a better place. I look forward to what we will achieve together.

Thank you,

Ken Smith
CEO

[Watch Ever-Green's ESG video from Ken Smith, CEO](#)

A Letter from Our President

When I joined Ever-Green Energy in September of 2022, I was struck by the company's commitment to operating with integrity and dedication to its clients, communities, and employees while driving sustainable development and advancement of community energy systems. Our core values drive our decision-making, how we conduct our business, and inform our environmental, social, and governance priorities. The integration of our value system into everything we do makes us a stronger and more resilient company.

Looking forward, we are excited to continue expanding our work in the communities we currently serve and form new partnerships. In San Francisco, we have continued our work to support the development of the new district energy system and recycled water system, and in 2023 Mission Rock will welcome its first corporate and residential tenants. Oberlin College will enter the third year of their system transformation and begin geothermal well installation. We will further our partnership with the City of Duluth as we embark on a study for a new, innovative district energy system using waste heat from Duluth's waste water treatment plant. We will also be celebrating Ever-Green Energy's 25th anniversary and our parent company District Energy St. Paul's 40th anniversary, and we look forward to many more years of serving our communities and clients.

I am proud to share Ever-Green's second environmental, social, and governance report for 2022. This report is our opportunity to track our continuous progress in meeting climate goals, prioritizing dedication to our people, and exploring opportunities to serve our partners and their communities.

Thank you,

Luke Gaalswyk
PRESIDENT

About
Ever-Green Energy

Ever-Green Energy has demonstrated leadership and expertise in energy system advancement, from a project's conception to implementation. **Our mission is to make a difference each day by developing, owning, and operating energy systems that benefit our customers, owners, communities, employees, and the environment.** Our team has built an international reputation for success based on the delivery of exceptional service, operational excellence, environmental stewardship, 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, 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. Services include thermal energy production, electricity generation, blackwater recycling, and water services.

Ever-Green is under contract to operate and/or 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 operations and services are currently conducted in the United States in California, Illinois, Minnesota, Ohio, and Wisconsin.

Map labels:
- ENVIRONMENTAL WOOD SUPPLY
- ENERGY PARK UTILITY COMPANY
- DISTRICT ENERGY ST. PAUL
- ST. PAUL COGENERATION
- DULUTH ENERGY SYSTEMS
- OBERLIN COLLEGE
- MISSION ROCK UTILITIES
- COOLCO
- MILWAUKEE REGIONAL MEDICAL CENTER WATER
- MILWAUKEE REGIONAL MEDICAL CENTER THERMAL
- ILLINOIS INSTITUTE OF TECHNOLOGY
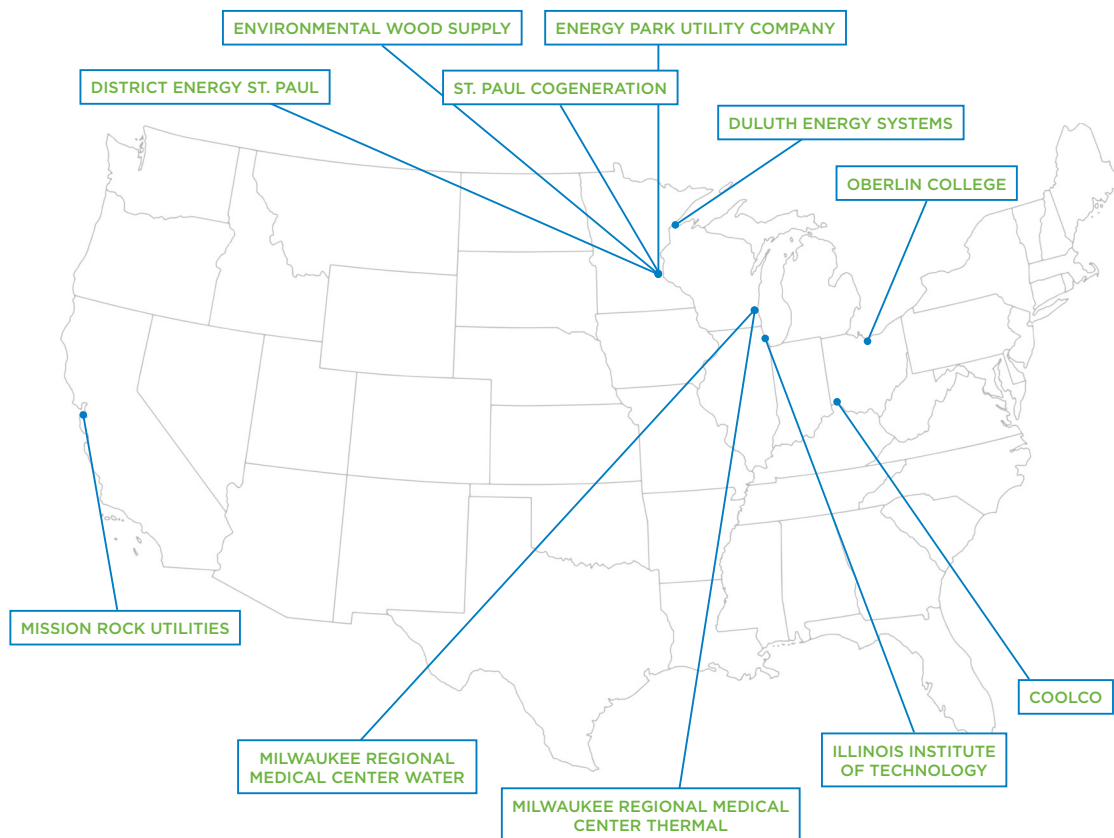
Ever-Green provides utility operations for a variety of end users, including, but not limited to, city, county, state, and federal government, hospitals and clinics, private businesses (entertainment and sports complexes, commercial, and industrial), nonprofits, residential, and higher education buildings. There have been no significant changes to Ever-Green's size, structure, and ownership within this reporting period.

CURRENT EMPLOYEE MAKEUP

157 — Total number of **employees (FTE), permanent and temporary**

0 — Total number of **non-employee workers (NEW), permanent and temporary**

22 — Number of **FTE women**

133 — Number of **FTE men**
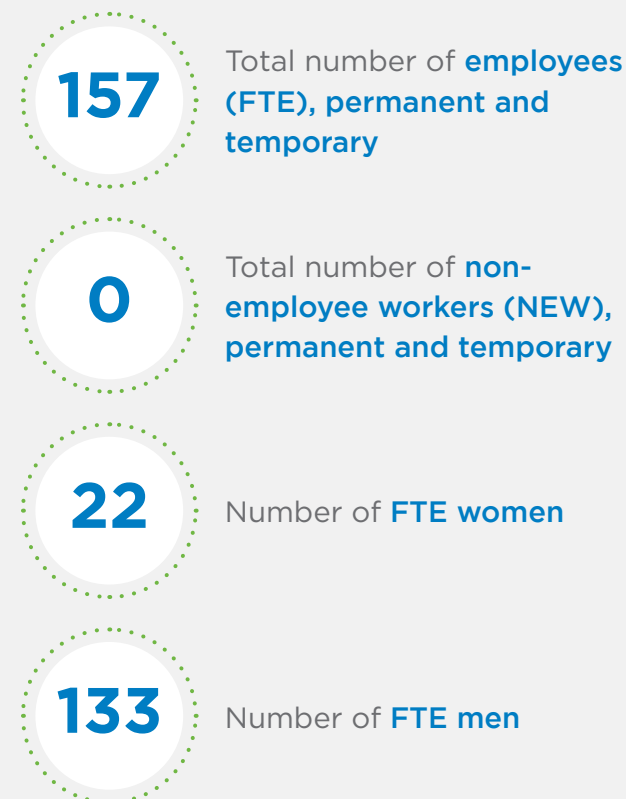
FULL-TIME EMPLOYEES BY GENDER

16% Women

84% Men
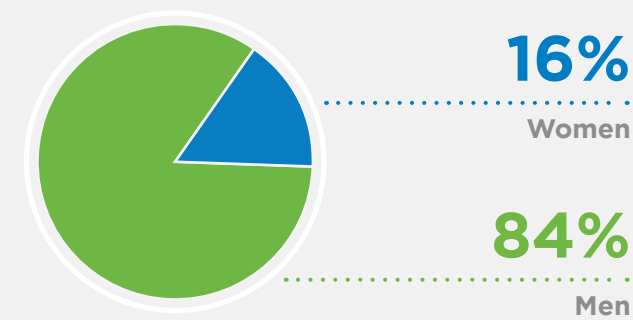
Report Framework

Ever-Green's second ESG report provides metrics and information regarding ESG commitment and efforts for the reporting period of 2022. 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 using **Global Reporting Initiative (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 maintains the practice of continuous improvement and looks beyond business as usual in order to identify areas of opportunity where we can make an impact on operations and projects in which we are engaged. Implementing the materiality assessment survey has bolstered this effort to include a larger audience in driving change across the organization while assisting in focusing on goals that are important to those that matter most to the company: our customers, communities, and team members. Ever-Green's goals for fiscal year 2023 (October 1, 2022-September 30, 2023) include the following:

All identified goals for the organization were met by the end of the fiscal year (September 30, 2022).

- Implement additional priorities from District Energy St. Paul's Zero Carbon 2050 Plan

- Submit electrification proposal with Xcel Energy to Public Utilities Commission

- Advance a holistic wellness strategy that fosters a culture of wellbeing to support a changing workforce, retention efforts, and the health and safety of Ever-Green Energy's team members

Social

Our Employees

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

26
Total number of new employee hires

8
New hires <30 years old

11
New hires 30-50 years old

7
New hires >50 years old

7
New hires (women)

19
New hires (men)

16
Total number and rate of employee turnover

4
Turnover <30 years old

4
Turnover 30-50 years old

7
Turnover >50 years

6
Turnover (women)

10
Turnover (men)

Diversity, Equity, and Inclusion

Ever-Green 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 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

EGE•U
Investing in you

Ever-Green 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 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 that is purpose-driven, promoting the foundational elements of Ever-Green's Company Values—Exceptional Service, Excellence, People, Integrity, Respect, Environmental Stewardship, and Community. The program encourages employees to invest in themselves through the company's commitment to developing, encouraging, and promoting high-quality talent.

Ever-Green provided more than 4,300 hours of training (which averages to be over 27 hours per employee) to employees to provide them with the knowledge and skill sets to perform their jobs in a safe and ethical manner. In addition to the EGE•U topics categories above, the curriculum included training on information security, sexual harassment, unconscious bias, conflict of interest, and workplace safety, which covers a variety of topics based on job requirements and systems being operated.

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 through staff-led training, roundtables, and tours.

Educational Assistance

Ever-Green's educational assistance program encourages professional development through formal education. Our employees' knowledge and unique skillsets are fundamental to our company. To foster continued education and professional growth, Ever-Green offers an educational assistance program to which all regular, benefit-eligible, full-and part-time employees are eligible and encouraged to apply. Through the program, Ever-Green provides reimbursement of 90% of the cost of tuition and books up to an annual maximum of $5,250 per calendar year. We encourage our employees to take courses that are directly related to their current job position; however, other courses may be approved on a case-by-case basis. Employees who wish to receive education reimbursement must submit an internal application prior to enrollment. Approval will be determined on a case-by-case basis. Upon completion of the coursework, 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.

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 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'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 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.

67%
Percentage of employees who received a **performance and career development review**

Benefits

Employee benefits can vary per operating location and collective bargaining agreement. Ever-Green offers 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 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

$

92%
of employees were participants in a **company-sponsored 401(k) plan** as of 12/31/2022

Parental Leave

Parental leave entitlement varies 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 2022, 32% of Ever-Green's employee population was covered by a collective bargaining agreement.

Safety and Health

Ever-Green strives for a positive safety culture and adherence to 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.

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 to completion. 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 several 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 all employees to be able to perform their work in a safe and healthy environment.

Safety Day, 2022

Incident Response

All workplace injuries and incidents require immediate response. Upon report of a work-related incident, Ever-Green will follow procedures outlined in the Incident Investigation Policy. This 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'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 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 facility 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 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
- Electrical Safety
- 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 Health Care Services

Ever-Green 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 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 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 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

0

Total number of **injuries or fatalities due to work related ill health** in any incidents that occured in 2022

Organizational Membership

The company was founded as a public-private partnership. This remains a fundamental organizational 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
- Global Minnesota

Social Impact

Volunteerism

Ever-Green is committed to supporting activities that enhance and serve the communities where we live and work. The volunteer program is intended to allow the employees of Ever-Green 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 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.

Human Rights

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

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. All operations are assessed for risks related to corruption. There have been zero confirmed incidents.

155

Total **volunteer hours** logged by employees in 2022

Customer Privacy

Certain customer-related information constitutes confidential and proprietary information. All such information belonging to Ever-Green, 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, other than for approved use.

This restriction applies during and after employment with Ever-Green 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's proprietary information has or may have been compromised is reported immediately to Ever-Green'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.

0 Number of **substantiated complaints concerning breaches of customer privacy**
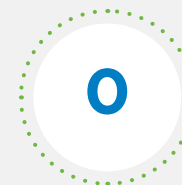
0 Number of **complaints received from outside parties**, substantiated by organization
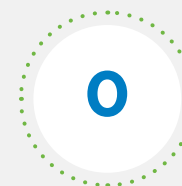
0 Number of **complaints from regulatory bodies**

Cybersecurity

Ever-Green's cybersecurity initiatives are essential in the protection of internal, customer, and partner information as well as supporting reliable energy service delivery. Ever-Green'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.

Employees who completed the trainings were evaluated on their individual cybersecurity proficiency through phishing simulations and testing. This allowed the information security team to avoid unnecessary training and provide additional guidance and education when needed.

73
Total **hours of security training** employees completed in 2022

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's diverse involvement in utility operations, management, and development, the company has the opportunity to assist in the advancement of several of these goals.

We have identified the SDGs that align with our work and highlight Ever-Green's positive impact in the transformation to a sustainable future.

Good Health and Wellbeing

Ever-Green supports the wellbeing of our employees through the implementation of robust safety policies and training, as well as promoting healthy choices through our 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.

Quality Education

Ever-Green plays a role in the function of higher education campuses where we operate and manage the campus heating and cooling systems. For campus projects and studies, Ever-Green supports academic enrichment by managing project interns, co-developing course curriculum, and creating student engagement opportunities.

The company has a long history of supporting educational opportunities to advance energy literacy from providing facility tours and guest lectures for college courses to creating public art that engages community dialogue. Additionally, Ever-Green provides educational scholarships, both internally to employees and externally to those outside of the company.

In 2019 and 2020, Ever-Green facilitated the Roadmap to Carbon Neutrality program to help higher education institutions accelerate their efforts to achieve carbon neutrality. The program provided 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.

Water and Sanitation

Water is critical for our facilities in the storage and transport of thermal energy. Additionally, it is a valuable resource in the communities we serve. Because we work closely with and rely upon water, Ever-Green prioritizes its conservation and responsible management by following best management practices and adhering to strict compliance codes that work to minimize the release of hazardous chemicals and materials while conserving the resource where practical.

Sustainable Energy

Ever-Green is committed to developing low-carbon energy solutions to address the impacts of climate change. The company works collaboratively with operations partners, utility customers, and local communities to continually improve our operations and contribute to planning for a more sustainable future. Alongside clients, Ever-Green works to utilize proven technologies with innovative solutions that are financially viable, resilient to changing markets and reliability threats, flexible, and environmentally responsible. Advancement of the energy systems

managed by Ever-Green is one of the company's highest priorities.

Ever-Green 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. 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 continually advance those systems.
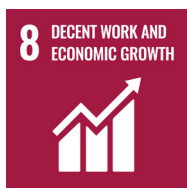
Economic Growth

Ever-Green's utilities provide exceptional energy services which support local businesses and economic growth. As Ever-Green 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.

Infrastructure / Sustainable Industry

Reliable infrastructure is essential to Ever-Green's ability to distribute heating and cooling to customers. Our energy systems benefit from well-maintained city, state, and federal infrastructure including roads, flood mitigation, and electricity and water utility infrastructure.

Sustainable Consumption and Production

Sustainable management and efficient use of natural 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 provides technical expertise to clients that are working to develop low-carbon energy systems to address the impacts of climate change. We work collaboratively with our operations partners and local communities to continually improve our operations and contribute to planning for a more sustainable future.

Fuel Mix and Emissions

Ever-Green works with clients of facilities it operates to explore options for and move to low-carbon systems.
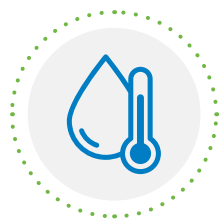
1,188,006 MWh
of **thermal and electricity produced and sold** in 2022

View carbon emissions and fuel mix data for each utility, on the **ESG website**.

Top: Volunteer trash pickup in Duluth
Bottom: Environmental Wood Supply Great River Passage tour

Environmental Impact

CO$_2$e 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 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 to estimate consumption.

CO$_2$e Emissions 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 2022, 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 2022 were used to offset emissions from electrical usage for the cooling system during the last quarter of the calendar year.

METRIC TONS OF CO$_2$e EMISSIONS BY SCOPE

15,009.37583
Scope 2

169,810.2373
Scope 1

Waste Management

Ever-Green 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 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. Fly 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.

13,478 tons of wood ash were applied to farmlands as a limiting agent **reducing the need for mined lime by farmers and reducing landfill space needed** in 2022

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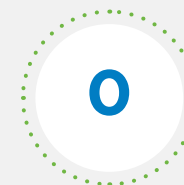
0 — Total number of **non-compliance instances (GRI416-2)**
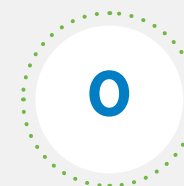
0 — Total monetary value of **significant fines (GRI419-1)**
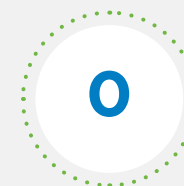
0 — Number of **cases brought through dispute resolution mechanisms (GRI419-1)**
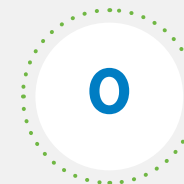
0 — Total value of **fines for instances of noncompliance (GRI419-1)**

Water Management

Water is an essential resource for delivering efficient heating and cooling to the communities and campuses Ever-Green operates. The company is committed to operating and managing utilities in a way that 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 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 losses.

Ever-Green also partners with customers and clients to create and implement plans to continue to reduce consumption and create more efficient systems.

TOTAL THERMAL AND ELECTRICITY WATER USAGE
(gal/MWh sales)

Legend: — gal water/MWh   ⋯⋯ Trendline (water intensity)
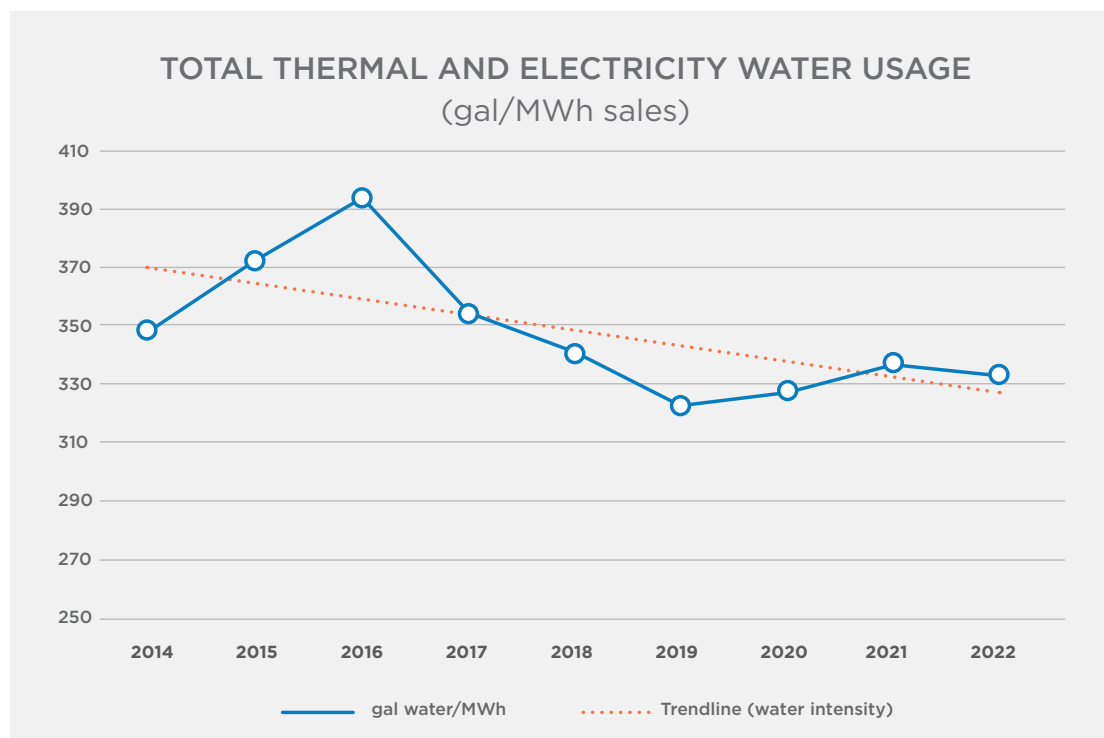
While total water use increased in thermal energy and electricity production due to company growth in 2022, the intensity of water use required per MWh sold decreased.

402.8 million gallons
of water were **withdrawn for thermal systems and the production of electricity** in 2022

Governance and Ethics

Our Core 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 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 for these public-serving utility systems. Within some Ever-Green systems, there are opportunities for additional input through regular customer meetings, annual events, and training. 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 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, customer and materiality surveys are conducted so that stakeholder concerns and perspectives are considered as the company develops and grows.

Materiality Assessment 2021

Understanding the goals and values of Ever-Green's stakeholders is critical in shaping future company operations, partnerships, and investment decisions. In 2021, Ever-Green introduced our first materiality survey to identify the priority values and interests of our internal and external stakeholders, including employees, board members, and clients. In the survey, stakeholders were asked to evaluate the importance of a variety of priorities across Ever-Green's ESG work. This survey will be conducted on a semi-annual basis as determined by the senior leadership team. The feedback provided by the 2021 survey was analyzed and is summarized in the chart on the right.

MATERIALITY MATRIX (CONDUCTED IN 2021)

Y-axis: Significance to Stakeholders (70–95)
X-axis: Impact on Ever-Green Energy (45–100)

Data points:
- System Reliability
- Employee Health, Safety, and Wellness
- Cust. Serv. Quality and Responsiveness
- Cybersecurity, Data Privacy, Security
- Public Health and Safety
- Energy Efficiency/Storage
- Customer Health and Safety
- System Efficiency
- Corporate Stability
- Air Quality
- Contractor/Vendor Health and Safety
- Decarbonization
- Support/Commitment to AntiRacism Efforts
- System Affordability
- Waste Management
- Diversity in Workforce and Supply Chain
- Board Oversight
- Supplier Sustainability
- Community Engagement, Outreach, and Philanthropy

Materiality Assessment 2021

Impact on Ever-Green

These results underscored **Ever-Green'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
- The understanding of the value of diversity in the workforce and the supply chain

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

About
Our Board

Ever-Green 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.

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

Bonnie Holub
CHAIRPERSON
Infosys Consulting

Heather Braimbridge-Cox
Windings, Inc.

Heidi Conrad
UW School of Medicine and Public Health

Rao Konidena
Rakon Energy LLC

Channon Lemon
Intent Energy, LLC

Harry Melander
Building & Construction Trades Council

Mark Rancone
Roseville Properties Management Co.

Kris Taylor
Ecolab

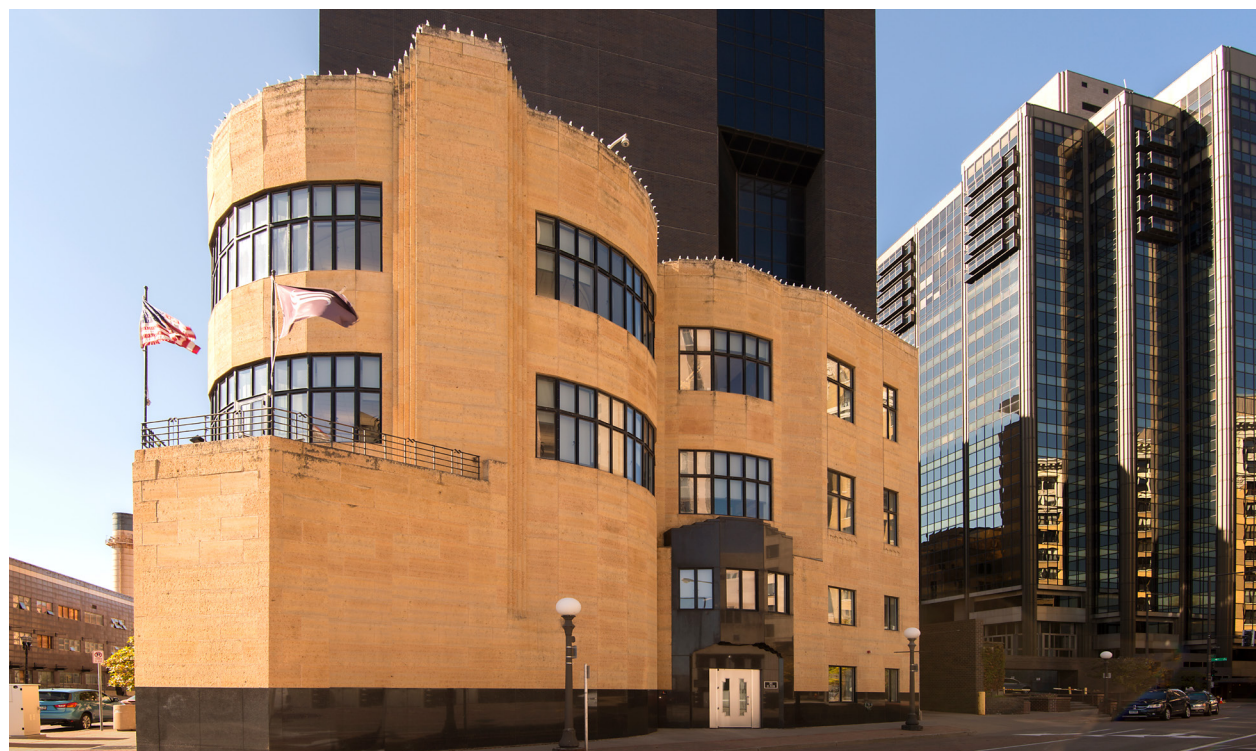**Ken Smith**
EX OFFICIO

Governance

Ever-Green'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.

Ever-Green Energy CEO Ken Smith receiving the IDEA Norman R. Taylor Award

Ever-Green Energy St. Paul office

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'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 or any affiliate. **Ever-Green 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 maintains the practice of continuous improvement and looks beyond business as usual in order to identify areas of opportunity and vulnerability where it can make an impact on operations and projects in which it is engaged. Implementing our materiality assessment survey has bolstered this effort by including a larger audience in driving change across our organization, and focusing on goals that are important to those that matter most to our team members, customers, and the communities we serve.

Closing

Thank You

Thank you for reading Ever-Green's ESG report. ESG is an ongoing journey of organizational improvement, inspired by our peers, stakeholders, and employees. If you have any questions, comments, or suggestions for how we can continue to grow in our ESG efforts, please direct them to Amy Stanton, Director of Environmental Health and Safety.

Amy Stanton
DIRECTOR OF ENVIRONMENTAL
HEALTH AND SAFETY

Appendix: GRI Standard

GRI Standard	Metric	GRI Standard
Principles for defining report content		
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	**Sustainability Policy**	1.2
Materiality	**Materiality Assessment**	1.3
Restatements of info from previous reporting	None	2.3
Reporting period for the information provided	2022-2023	2.3
Reporting period for financial reporting	October 2022 – September 2023	2.3
Contact point for questions regarding the report	Amy Stanton, Director of Environmental Health and Safety	2.3
Claims of reporting in accordance with the GRI Standard	GRI General Disclosures	2.2

GRI Standard	Metric	GRI Standard
About		
Name of Organization	Ever-Green Energy, Inc.	2.1
Activities, brands, products, and services	Utility operation, management and maintenance, and consulting activities related thereto.	2.1
Location of operations	North America	2.1
Location of headquarters	Saint Paul, MN	2.1
Ownership	Parent organization is District Energy St. Paul, Inc. a Minnesota non-profit corporation	2.1
Geographic locations where products and services are offered;	North America	2.6
Sectors served	Utilities	2.6
Types of customers and beneficiaries	Higher education institutions, municipalities, health care	2.6
Significant changes from previous reporting period	No significant changes in customers and beneficiaries since previous reporting period	2.6
A list of externally-developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes, or which it endorses	Social Impact	102-12

GRI Standard	Metric	GRI Standard
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	**Ever-Green Energy ESG Video**	2.12
Key impacts, risks, and opportunities	• 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, Increased privatization of energy infrastructure • Additional services being added by legacy utilities • Cybersecurity, geopolitical unrest, and its impact on energy markets	12.2
Values, principles, standards, and norms of behavior	**Our Core Values**	2.23
Mechanisms for seeking advice about ethical and lawful behavior, and organizational integrity	The handbook and Conflict of Interest policy contain provisions that provide direction	102-17

GRI Standard	Metric	GRI Standard
Mechanisms for reporting concerns about unethical or unlawful behavior, and organizational intergrity	Reporting directed to the offic eof the General Counsel, Human Resources, the CEO, or the board.	102-18
Child labor		
Activities and workers		
Total number of employees (FTE), permanent and temporary	157	2.7
Number of FTE, men	133	2.7
Number of FTE, women	22	2.7
Total number of non-employee workers (NEW), permanent and temporary	0	2.8
Number of NEW, men	0	2.8
Number of NEW, women	0	2.8
Most common types of non-employee worker and their contractual relationship with the organization		2.8
New employee hires and employee turnover		
Total number and rate of new employee hires	20	401-1
New hires <30 years old	2	401-1

GRI Standard	Metric	GRI Standard
New hires 30-50 years old	15	401-1
New hires >50 years old	3	401-1
New hires (women)	3	401-1
New hires (men)	17	401-1
Total number and rate of employee turnover	16	401-1
Turnover <30 years old	3	401-1
Turnover 30-50 years old	4	401-1
Turnover >50 years	9	401-1
Turnover (women)	3	401-1
Turnover (men)	13	401-1
Governance		
Board size	9	2.9
Governance structure of the organization, including committees of the highest governance body	Corporation, Governance & Social Responsibility Committee, Audit & Risk Committee, Personal & Compensation Committee	2.9
Committees responsible for decision-making on economic, environmental, and social topics.	All	2.9

GRI Standard	Metric	GRI Standard
How responsibility is delegated	All committees of board are responsible for economic, environmental, and social decision-making	2.10
Process of reporting to highest governance body	Employees report concerns to direct managers, or alternatively, the VP, Human Resources, or VP, General Council. These concerns will then be brought before the board of directors and audit committee.	2.1
Chair of highest governance body	The chair of the highest governance body is elected by the board. In 2022, Tom Kingston served as the board chairperson. Currently, Bonnie Holub serves as the board chairperson.	2.11
Women board members	4	2.9
Executives	8	2.9
Women executives	2	2.9
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	2.1
Role of highest governance body in setting purpose, values, and strategy	Review, comment, and approve	2.12

GRI Standard	Metric	GRI Standard
Highest governance body's role in sustainability reporting	Review, comment, and approve	2.14
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	2.15
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.	2.18
Whether such evaluation is independent or not, and its frequency, whether such evaluation is a self-assessment	Only independent financial audits are conducted	2.18
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
Whether stakeholder consultation is used to support the highest governance body's identification and management	Materiality and customer surveys conducted	102-29

GRI Standard	Metric	GRI Standard
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
Stakeholders		
List of stakeholder groups	**Our Stakeholders**	102-40
The basis for identifying and selecting stakeholders with whom to engage.	**Selecting Our Stakeholders**	102-42
The organization's approach to stakeholder engagement	**Stakeholder Engagement**	102-43
Key topics and concerns raised by stakeholders	**Materiality Assessment**	102-44
Collective bargaining agreements		
Percentage of total employees covered	In 2021, approximately 32% of our employee population were covered by a collective bargained agreement.	407-1

GRI Standard	Metric	GRI Standard
Political contributions		
Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization, by recipient	0	415-1
Benefit plans		
Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees	Benefits	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 12/31/2022.	201-3
Total monetary value of financial assistance received by the organization from any government during the reporting period	0	201-4

GRI Standard	Metric	GRI Standard
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
Discrimination incidents		
Total number of incidents of discrimination during the reporting period	0	406-1
Performance metrics		
Total recordable injuries	6 (NAICS 221330*)	403-9
Total Recordable injury rate	4.5 (NAICS 221330*)	403-9
Lost time cases	1	403-9
Lost time incident rate	0.7	403-9
Occupational Disease rate	1.5	403-9
Work-related fatalities	0	403-9
Health		
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	Our Safety Approach	403-2

GRI Standard	Metric	GRI Standard
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	Safety Reporting	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	Safety Processes	403-2
A description of the processes used to investigate work-related incidents	Incident Response	403-2
A description of the occupational health services' functions that contribute to the identification and elimination of hazards and minimization of risks	Managing Health Risk	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	Health and Safety Committees	403-4
Formal joint management–worker health and safety committees	Health and Safety Committees	403-4
A description of any occupational health and safety training provided to workers	Safety Training	403-5

GRI Standard	Metric	GRI Standard
An explanation of how the organization facilitates workers' access to non-occupational medical and health care services	Non-Occupational Medical and Health Care Services	403-6
A description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks	Voluntary Health	403-6
Approach to preventing or mitigating significant negative occupational health and safety impacts	Our Safety Programs	403-7
2022 significant work-related injuries and illnesses		
North American Industry Classification System (NAICS) Code	221330	403-9
Hours Worked	269,443.50	403-9
First Aid Incidents	4	403-9
OSHA Recordable Injuries	6	403-9
OSHA Total Recordable Injury Rate (TRIR)	4.5	403-9
Days Away / Restricted Duty or Transfer (DART) Injuries		
DART Rate	1.5	403-9

GRI Standard	Metric	GRI Standard
Lost Time Injuries	1	403-9
Lost Time Injury Rate	0.7	403-9
Fatalities	0	403-9
2022 significant work-related injuries and illnesses	**All other miscellaneous wood product manufacturing**	
North American Industry Classification System (NAICS) Code	321999	403-9
Hours Worked	26,208	403-9
First Aid Incidents	0	403-9
OSHA Recordable Injuries	1	403-9
OSHA Total Recordable Injury Rate (TRIR)	7.6	403-9
Days Away / Restricted Duty or Transfer (DART) Injuries	1	403-9
DART Rate	0	403-9
Lost Time Injuries	0	403-9
Lost Time Injury Rate	0	403-9
Fatalities	0	403-9

GRI Standard	Metric	GRI Standard
Compliance		
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
Non-Compliance in the social and economic area		
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
Breaches of customer privacy		
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
Training		
Average training hours	15hrs/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	90%	404-3
Percentage of employees who received a performance and career development review, by employee category	67%	404-3

GRI Standard	Metric	GRI Standard
Type and scope of programs implemented and assistance provided to upgrade employee skills.	**Training and Development**	404-2
Transition assistance programs provided to facilitate continued employability and the management of career endings	**Educational Assistance Program**	404-2
Parental leave		
Total number of men entitled to parental leave	133	401-3
Total number of women entitled to parental leave	24	401-3
Total number of men who took parental leave	5	401-3
Total number of women who took parental leave	0	401-3
Total number of employees who returned to work in reporting period, men	5	401-3
Total number of employees who returned to work in reporting period, women	0	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

GRI Standard	Metric	GRI Standard
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
Company energy consumption, selling		
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. 3.34E+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. 3.89E+15	302-1
Electricity consumption (total), joules	2.45E+14	302-1
Total sold (j):		
Electricity	6.01E+14	302-1
Heating	2.67E+15	302-1
Cooling	1.01E+15	302-1

GRI Standard	Metric	GRI Standard
Total consumption (j):		
Electricity	2.45E+14	302-1
Energy intensity		
Scope 1 (metric tons CO_2 equivalent)	169810.24	305-1
Gross location scope 2 (metric tons CO_2 equivalent)	16151.5	305-2
Total water withdrawal		
Total water withdrawal (megaliters)	1524	303-3
Description of how the organization interacts with water	Water and Sanitation	303-1
A description of the approach used to identify water-related impacts	Water Management	303-1
A description of how water-related impacts are addressed	Water Management	303-1
An explanation of the process for setting any water-related goals and targets	Water Usage Monitoring	303-1
Ozone-depleting substances		
Production of ODS in metric tons CFC-11	0	305-6

GRI Standard	Metric	GRI Standard
Import of ODS in metric tons CFC-12	0	305-6
Export of ODS in metric tons CFC-13	0	305-6
Waste generated		
Description of inputs, activities, and outputs that lead or could lead to these impacts	**Waste Management**	306-1