

# UNGC COMMUNICATION ON PROGRESS

Jan 1, 2021 - Dec 31, 2021

## 1. STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER

August 8, 2022

To our stakeholders:

I am pleased to confirm that Sustain.Life, a pending B Corp, reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture, and daily operations.

Over the past year, we have made significant investments into the functionality of our software to help companies decarbonize their operations and value chain. At the same time, we've grown our fully remote workforce, expanded our benefits offering, and began measuring our own impact.

We're committed to sharing the details of our progress through our primary channels of communication and we invite stakeholder feedback.

Sincerely,

*Annalee Bloomfield*

Annalee Bloomfield  
Chief Executive Officer

## 2. DESCRIPTION OF ACTIONS AND MEASURES OF OUTCOME

### **Labor practices and human rights**

Our fully remote team is distributed across several U.S. states with external engineering support in the UK and Ireland. At the end of 2021, we employed eight permanent, salaried employees and one hourly contractor. Our lowest calculated hourly wage during the reporting year was USD 48.08, meaning that our entire workforce was paid above living wage rates for families. Our employee retention rate was 100% in 2021.

We had no reported work-related safety incidents and expanded our health and wellness benefits to include the following:

- Employer paid or subsidized (80%+) health care coverage
- Paid holidays and sick days

# SUSTAIN LIFE

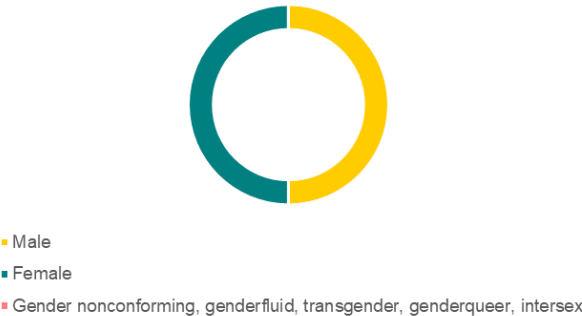
- Unlimited vacation time with a 2-week required minimum
- Paid parental leave
- Domestic partner benefits
- 401(k) with an SRI fund option

All full-time employees hold ownership interest in the company.

At onboarding, we share our policies with new employees, including non-discrimination, anti-harassment, and grievance resolution. We've had no reported instances of workplace harassment or discrimination during the reporting year.

As a start-up company, we've not formally launched a diversity, equity, and inclusion program. However, our CEO has joined CEO Action for Diversity and Inclusion and we plan to formalize a program soon.

Sustain.Life employees by gender (2021)



Ratio of male to female managers



Sustain.Life employees by age (2021)



Sustain.Life employees by race/ethnicity (2021)



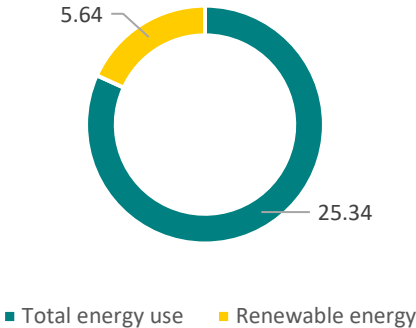
Based on our hiring practices and operating geographies, we're not at risk of human rights violations in our direct operations. In 2021, we attempted to assess labor, human rights, fair business, and environmental risks in our supply chain, but received no responses. This is a common challenge for start-ups with limited purchasing power, exacerbated by operating in the digital space where supplier relationships don't always exist due to automated service subscriptions. We intend to pursue supplier risk assessments again as we become more established.

## Environment

As a remote first company, Sustain.Life doesn't operate any facilities, company vehicles or other fuel-consuming equipment. Therefore, we didn't generate any scope 1 or scope 2 emissions during the reporting year. We also had no direct water use and so far, haven't generated company waste. We evaluated the home office energy consumption of our remote workforce, including contractors. We considered IT hardware use, cooling, heating, and renewable energy from green power purchase programs and onsite solar installations.

We estimated water use based on average household consumption and average household size from the U.S. EPA and prorated usage based on 8 working hours per day and 240 working days per year.

Home office energy consumption (GJ)



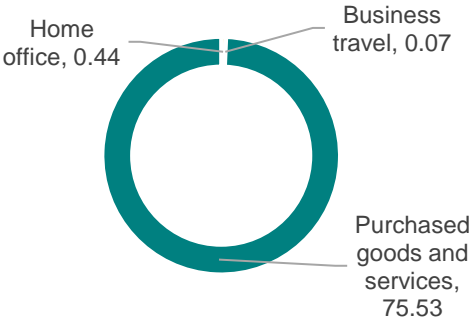
Home office water withdrawals



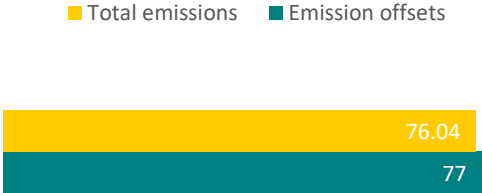
297,009 liters

Using our own SaaS platform, we calculated our scope 3 emissions for all relevant categories, including employee commuting (telecommuting in our case), business travel and purchased goods and services, where the latter comprised over 99% of our impact.

Scope 3 emissions distribution (MT CO2e)



Emissions and offsets (MT CO2e)



We compensated for our emissions by purchasing offsets to support the IdleAir Oregon truck stop electrification program, which provides advanced idle reduction services to the long-haul trucking industry and, in addition to reducing emissions, eliminates diesel exhaust pollutants.

We recognize that emissions abatement is critical, but due to lack of influence over our suppliers at this stage in our journey, we at least wanted to compensate for our impact through financial support of near-term emissions abatement elsewhere.

## **Anti-Corruption**

Sustain.Life organized as a Benefit Corporation in 2021, obliging us to create public benefit, to consider social, environmental, and financial factors at the board of directors' level, and transparently report on our progress to create public benefit. Even as a start-up, fair business and ethical practices are at the core of our company.

We attempted to assess corruption risk through a supplier evaluation process launched in 2021. However, lack of response from our suppliers thwarted this effort. We can reasonably assume that corruption risk is very low in a company of our size and operating in the digital space but believe in the necessity of formal assessments to fully understand and address potential risk factors. We're committed to re-launching our supplier evaluation process as our company grows and gains influence.

In the meantime, we've developed a supplier code of conduct and a set of policies outlining our expectations of value chain partners going forward. We also stipulate compliance obligations in supplier contracts.

We engaged with reputable investors and service providers and experienced no instances of corruption during the reporting year.

## **3. MEASURES OF OUTCOME**

While tracking our own impact is important to us, we also plan to assess the influence of our software on the decarbonization progress of our client companies. We expect to share our first set of progress measures in our 2022 impact report.

2021 was Sustain.Life's first full year in operation and our base year for data collection. We expect our footprint to increase as we scale, both in terms of digital environmental impact and in terms of achieved impact reduction by users of our software. We plan to report year-over-year intensity metrics and introduce formal targets by 2023.

In 2021, Sustain.Life became a pending B Corp and a GRI certified software partner.

If you have questions about this report, [please contact us](#).

## Data summary

<b>Labor and human rights</b>	
Percentage of permanent employees	89%
Percentage of independent contractors	11%
Percentage male employees	50%
Percentage female employees	50%
Percentage gender nonconforming, genderfluid, transgender, genderqueer, intersex	0%
Percentage ethnic or racial minority	25%
Percentage white	75%
Percentage 20-50 years of age	88%
Percentage <20 years of age	0%
Percentage >50 years of age	12%
Percentage female managers	80%
Employee retention rate	100%
Parental leave return-to-work rate	100%
Minimum calculated hourly wage	USD 48.08
Percentage participation in healthcare coverage	80%
Occupational safety incident rate	0
Instances workplace of harassment or discrimination	0
<b>Environment</b>	
Total home office energy consumption (gigajoules)	30.98
Home office energy from fossil fuels (gigajoules)	25.34
Home office energy use from RECs and onsite solar (gigajoules)	5.64
Home office estimated water consumption (liters)	297,009
Scope 1 emissions (MT)	0
Scope 2 emissions (MT)	0
Scope 3 emissions (MT)	76
Business travel emissions (MT)	0.07 (0.09%)
Employee commuting emissions (telecommuting) (MT)	0.44 (0.6%)
Purchased goods and services emissions (MT)	75.53 (99.31%)
Offsets (MT)	77
<b>Anti-corruption</b>	
Instances of corruption	0
<b>Supply chain</b>	
Supplier risk assessments requested	42
Supplier risk assessments completed	0