

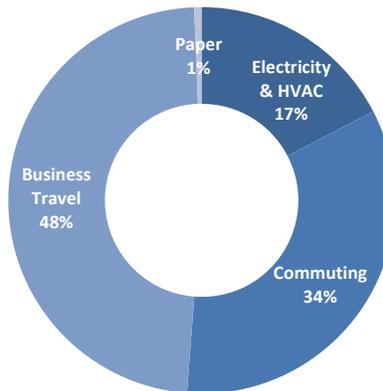
Sustainability at IEc

IEc's Green Committee aims to reduce the environmental impact of our company's activities and to provide resources for employees on improving sustainability at work, at home, and in our community. We focus on: pursuing alternative transportation, energy efficiency, waste minimization, and recycling measures in our workplace; measuring and managing our carbon footprint; and increasing employee engagement.

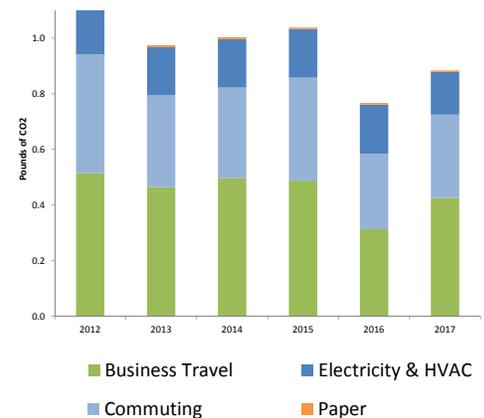
Carbon Footprint

Since 2012, IEc's Green Committee has completed an annual carbon footprint analysis of our staff and facilities to observe changes over time and guide carbon reduction efforts. Our analysis covers key categories of scope 1, 2, and 3 emissions; paper usage is also tracked but consistently accounts for less than one percent of emissions.

Distribution of IEc's Carbon Emissions by Category, 2017



Carbon Emissions Over Time



AREAS TO TARGET FOR IMPROVED WORKPLACE SUSTAINABILITY

- Business travel, green meetings, and teleconferencing
- Commuting practices (e.g., biking, working from home)
- Renewable energy purchase
- LED lighting retrofit (planned for 2018)
- Energy efficient computers and equipment
- Reusable materials for waste reduction

Workplace Sustainability

IEc takes significant steps to improve energy efficiency, reduce solid waste, and promote recycling in our office. These steps include:

- Promoting alternative transportation (e.g., Zipcar, Hubway, and public transit)
- Using energy efficient lighting and occupancy sensors
- Encouraging staff to print less
- Offering paperless office processes
- Providing reusable dishes and flatware
- Recycling paper, cardboard, plastic bags, and mixed containers
- Composting tea bags and coffee grounds
- Working with local companies to reuse or safely recycle electronic waste

Employee Engagement

A major focus of IEc's efforts to promote sustainability is to encourage employee engagement by:

- Coordinating volunteer opportunities with community partners working on local sustainable development initiatives
- Facilitating skill sharing on topics such as gardening and seeding, composting, and eco-friendly cooking (with pot-luck lunch!)



IEc volunteer day at Fenway Park