



People, Planet, Profit.

2023 Annual Sustainability Report

2023 was a year of renewal for the CGRS Sustainability initiative. Our goal was to bring a new vision to our primary objectives: **People, Planet, & Profit**. This update ensures that all of our activities and goals center on finding the right balance for success and growth as this program evolves. All the while, investing in our team and community, strengthening our financial health, and refining our commitment to environmental performance. This report summarizes our accomplishments, in addition to highlighting the areas we plan to focus on in 2024.



PEOPLE.



Safety



Investing in People



Community & Civic Involvement

| 2023 Objectives | 2023 Metrics | Focus for 2024 |
|---|---|--|
| Unwavering focus on worker safety | <ul style="list-style-type: none"> ✓ Recordable Injuries: 0.0 ✓ Total Recordable Incident Rate: 0.0 ✓ Days Away Restricted or Transferred Rate: 0.72 ✓ Experienced Modification Rate: 1.12 ✓ Average Employees: 118 ✓ Number of Work Hours: 232,370 | <ul style="list-style-type: none"> ○ Continued emphasis on safe work practices, including safe driving |
| Clear and consistent communication and education on our plans and strategies for sustainable operations | <ul style="list-style-type: none"> ✓ Quarterly P3 meetings ✓ Company Rounding with P3 updates ✓ Core Team Formed | <ul style="list-style-type: none"> ○ Company-wide YouTube Video to continue P3 message and update on progress and focus areas. |
| Deep commitment to volunteer involvement in our community | <ul style="list-style-type: none"> ✓ Sponsor and Exhibitor at Earth Day 2023 with Fort Collins Sustainable Living Association ✓ Household Hazardous Waste Collection Event Support (City of Fort Collins Utilities/Sustainability) | <ul style="list-style-type: none"> ○ Sponsor and Exhibitor at Earth Day 2024 with Fort Collins Sustainable Living Association ○ Participate at the Coalition of the Poudre River Watershed's Poudre River Clean Up ○ Provide a variety of other volunteer opportunities |
| Invest in employee development | <ul style="list-style-type: none"> ✓ Skills Advance Training with the Colorado Office of Economic Development and International Trade (OEDIT)- provided training to 49 unique learners in a variety of coursework including Principals in Project Management, Electrical Concepts, Welding Concepts, and Finance for Non-Finance Professionals. The value of the training grant was \$54, 192.60 ✓ Leadership Training (EQ and DiSC). Provided training to 47 unique learners in leadership (DiSC) and emotional intelligence (EQ) skills | <ul style="list-style-type: none"> ○ CGRS will apply for an Existing Industry Grant during the next Skills Advance Training grant cycle in July of 2024 ○ Company Connectivity- YouTube Shorts and other information sharing techniques. |



PLANET.



Minimize Operational Waste



Reduce Impacts to Natural Resources

| 2023 Objectives | 2023 Metrics | Focus for 2024 |
|---|--|--|
| Operational waste diversion | <ul style="list-style-type: none"> ✓ Renewed CGBN at Silver Level ✓ Developed bulk metal recycling process | North and South Yard materials management improvements |
| Improve office recycling | <ul style="list-style-type: none"> ✓ "Starved the trash" by removing 10 trash bins from offices ✓ Improved signage at recycling bins to ensure proper materials made it in proper bins | <ul style="list-style-type: none"> ○ Educational campaigns related to single-use plates and plastic silverware |
| Develop better methods to track vehicle miles traveled and fuel use | <ul style="list-style-type: none"> ✓ Improved data tracking and management | <ul style="list-style-type: none"> ○ Build out tracking for fuel purchases to include type of fuel (ie, gasoline or diesel) and fuel use (ie, fleet versus equipment) ○ |
| Establish office energy and water use targets | <ul style="list-style-type: none"> ✓ LED Lighting retrofits completed throughout building ✓ Completed window film on one side of building ✓ 4% reduction in energy use between 2022 and 2023 ✓ 26% reduction in water use between 2022 and 2023 <ul style="list-style-type: none"> ○ CGRS continues to maintain water useage well below city allotment | <ul style="list-style-type: none"> ○ Water Use increased from 2021 to 2022 by 73,527 gallons. A sub-committee will research causes of increase and develop strategies, tactics, and targets for improved water efficiency |



PROFIT.



Company Value



Customer Service



Innovation

| 2023 Objectives | 2023 Metrics | Focus for 2024 |
|---|--|--|
| Accuracy and consistency of materials related to P3 efforts (e.g., Request for Proposals) | ✓ SOQ Toolbox and Sustainability Statement Completed | <ul style="list-style-type: none"> ○ Form a Sustainability Policy Sub-Committee ○ Form a Sustainability Metrics Committee |
| Exploring potential service offerings to support our clients' Sustainability goals | ✓ Provided environmental audits to two clients in 2023 | <ul style="list-style-type: none"> ○ Continue to market environmental compliance audits ○ Explore GHG Emissions Inventory services |