



People, Planet, Profit.

2024 Annual Sustainability Report

The 2024 Annual Sustainability Report marks an evolution in the CGRS Sustainability initiative, emphasizing our commitment to our core objectives: People, Planet, and Profit. This report showcases our dedication to professional development for employees, civic engagement in the communities we serve, enhancing our financial health, and continuously improving our environmental performance. It summarizes our key accomplishments while also outlining our focus areas for 2025.



PEOPLE.



Safety



Investing in People



Community & Civic Involvement

2024 Objectives	2024 Metrics	Focus for 2025
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 ✓ Average Employees: 124 ✓ Number of Work Hours: 244,840 	<ul style="list-style-type: none"> ○ Continued emphasis on safe work practices, including safe driving ○ Updated and standardized process for developing Job Hazard Analysis
Clear and consistent communication and education on our plans and strategies for sustainable operations	<ul style="list-style-type: none"> ✓ Provided routine email updates on P3 processes ✓ Sustainability article included in Company-wide Newsletter 	<ul style="list-style-type: none"> ○ Company-wide YouTube Video to continue P3 message and update on progress and focus areas. ○ Implement a Quarterly Sustainability Newsletter or Digest
Deep commitment to volunteer involvement in our community	<ul style="list-style-type: none"> ✓ Sponsor and Exhibitor at Earth Day 2024 with Fort Collins Sustainable Living Association ✓ Household Hazardous Waste Collection Event Support (City of Fort Collins Utilities/Sustainability) ✓ Annual CGRS Food Drive 	<ul style="list-style-type: none"> ○ Sponsor and Exhibitor at Earth Day 2025 with Fort Collins Sustainable Living Association ○ Participate at the Coalition of the Poudre River Watershed's Poudre River Clean-Up ○ Official Adopter of the City of Fort Collins Kingfisher Point Natural Area ○ Pepper's Senior Dog Sanctuary Volunteer Day
Invest in employee development	<ul style="list-style-type: none"> ✓ Leadership Training (EQ and DISC). Provided training to 20 unique learners in leadership (DISC) and emotional intelligence (EQ) skills. 	<ul style="list-style-type: none"> ○ CGRS has received an Industry Grant from the Colorado Skills Advance Training program and will be offering several courses in spring of 2025 ○ Company Connectivity- YouTube Shorts and other information sharing techniques.



PLANET.



Minimize Operational Waste



Reduce Impacts to Natural Resources

2024 Objectives	2024 Metrics	Focus for 2025
Policy and Leadership	<ul style="list-style-type: none"> ✓ Renewed CGBN at Silver Level ✓ 2024 Annual Report Completed 	<ul style="list-style-type: none"> ○ Complete a Sustainability Strategic Plan ○ Applying for CGBN at Gold Level
Operational waste diversion/pollution prevention	<ul style="list-style-type: none"> ✓ Developed bulk metal recycling process ✓ North and South Yard Refurbishments ✓ Waste Fluid Management System 	<ul style="list-style-type: none"> ○ Stormwater Management Improvements at facility
Improve office recycling	<ul style="list-style-type: none"> ✓ "Starved the trash" by removing 10 trash bins from offices and reducing plastic trash bag use. ✓ Improved signage at recycling bins to ensure proper materials are made in proper bins ✓ Purchased multi-use cutlery and plates to reduce single-use plastics in onsite kitchens 	<ul style="list-style-type: none"> ○ Advance the Starve Your Trash Campaign Facility-Wide.: We have an approved plan to move forward, further eliminating individual waste receptacles and placing waste and recycling containers in strategic locations across the office and shop floors.
Reduce fuel use	<ul style="list-style-type: none"> ✓ Improved fuel use data tracking and management using Expensify ✓ Removed 16 vehicles/equipment from company fleet 	<ul style="list-style-type: none"> ○ Continue advancing tracking methods for fuel purchases to include type of fuel (i.e., gasoline or diesel) and fuel use (i.e., 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 ✓ 1% reduction in energy use between 2023 and 2024 ✓ water use between 2022 and 2024 has been stable- no increase or decrease and CGRS continues to maintain water usage well below city allotment 	<ul style="list-style-type: none"> ○ Research options to improve landscaping water use ○ Research ROI for building solar



PROFIT.



Company Value



Customer Service



Innovation

2024 Objectives	2024 Metrics	Focus for 2025
Accuracy and consistency of materials related to P3 efforts (e.g., Request for Proposals)	<ul style="list-style-type: none"> ✓ SOQ Toolbox and Sustainability Statement Completed ✓ Sustainability Metrics Subcommittee ✓ Sustainability Policy Subcommittee 	<ul style="list-style-type: none"> ○ Complete a Sustainability Strategic Plan ○ Implement a Quarterly Sustainability Newsletter or Digest
Improve service delivery, budget management, and financial data reporting	<ul style="list-style-type: none"> ✓ Implemented standardized reporting to staff on profitability and efficiencies in project delivery ✓ Implemented Divisional managers' meetings within each department semi-monthly. 	<ul style="list-style-type: none"> ○ Host Divisional managers' meeting across the company on a quarterly or semi-annual basis. ○ Explore use of AI in data mining applications ○ Provide training in financial processes and reporting ○ Provide training in project management/project delivery ○ Develop Project Management and IT SOPs