



our impact

evolveEA 2021 report

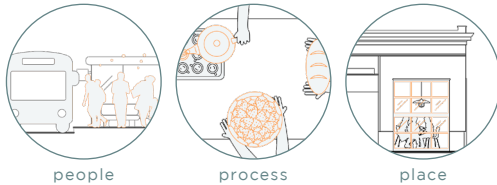


who we are

evolveEA is a nimble multidisciplinary practice situated at the intersection of sustainability and the built environment.

We help individuals, communities, and organizations take strategic action.

We look through three lenses of sustainability: **People**, **Process**, & **Place**.



what we do

placemaking

architecture. We create compelling and thought provoking landscapes, buildings, experiences, and objects to reexamine our relationship to our environment.

urban design. We enable communities to create more livable places, systems and economies by addressing ecological, social and economic issues.

sustainability services

buildings. We help teams add value to their building projects by identifying and implementing smart environmental strategies.

operations. We help building owners and operators optimize performance with attention to user needs and experience.

strategy + engagement

strategic planning. We build capacity for organizations to analyze, plan and execute short- and long-term sustainability efforts.

social engagement. We engage organizations and individuals in the design of sustainable systems.



evolve
environment :: architecture

www.evolveEA.com

introduction

evolveEA is dedicated to Triple Bottom Line success: we measure the impact of our business not only in terms of the economy, but also the environment and social equity. This report is intended to document our impact across all three lines, considering our workplace culture, the environmental implications of our business operations, and the impact of our projects.



CHRISTINE MONDOR
MARC MONDOR
evolveEA Principals & Cofounders

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GREENHOUSE GAS AUDIT

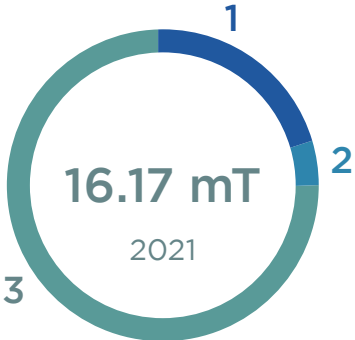
our commitment to carbon neutrality

evolve’s mission to advance sustainable systems and solutions for people, processes, and places has driven us to achieve and maintain carbon neutral operations since 2011. Our commitment to ongoing improvement led us to begin measuring our emissions starting with the 2009 base year, with the goal of becoming and remaining a carbon neutral company. This year, we analyzed our 2021 emissions and compared this to our past reports and industry averages to track changes and revisit our efforts.

our methodology

We follow the internationally accepted World Resources Institute Greenhouse Gas Protocol Corporate Standard, which defines the Three Scopes of GHG emissions and how to calculate them. Greenhouse Gas Protocol provides the world’s most widely used greenhouse gas accounting standards for companies (see ghgprotocol.org).

how are we doing?



scope 1

All direct emissions from the combustion of fuels on site.

scope 2

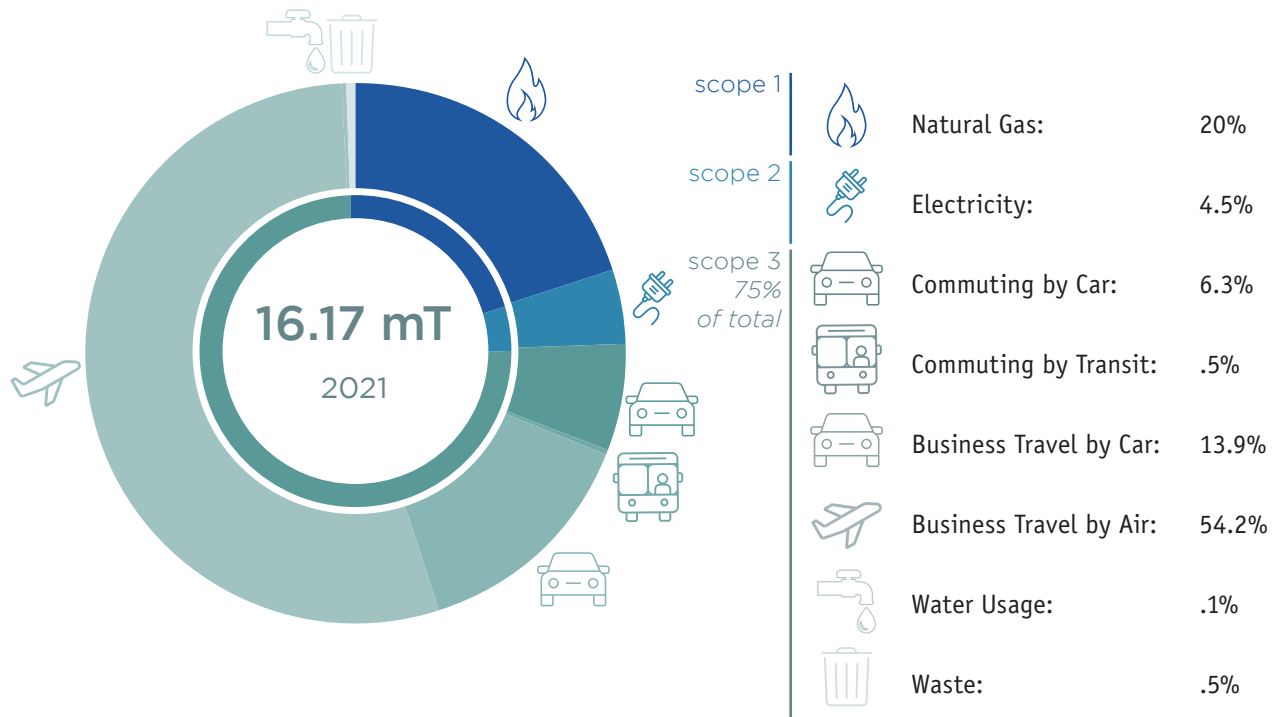
All indirect emissions from the purchase and transmission of electricity.

scope 3

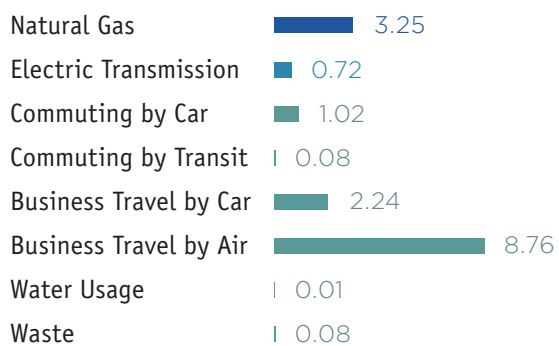
All other indirect emissions that are a result of our operations, including transportation, water usage, and waste.

our operations generated **16.17 tonnes** of CO₂ equivalent in 2021. higher than our 2020 total of **6.22**, though lower than 2019’s **28.23 tonnes**, our emissions reflect a hybrid workplace.

distribution of carbon emissions



energy use in metric tonnes CO₂



CARBON NEUTRALITY PLAN

our carbon neutrality strategy involves three steps:

1 ENERGY REDUCTIONS

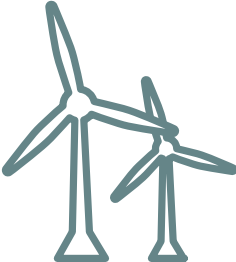
As evolveEA grows, we are determined to conserve energy wherever possible. Regular GHG audits, along with performance frameworks like LEED, B Corp and JUST, prompt us to look for ways improve.

Since behavior is a driving factor for energy use, we ensure our staff are educated and understand best practices for energy management.



2 CLEAN ENERGY SOURCING

We are buying Green-e Certified Renewable Energy for all of our electricity needs and also encouraging staff to use green energy at home.



3 CARBON OFFSET PURCHASES

For all other emissions, we purchase third-party verified carbon offsets to zero out our carbon footprint by supporting projects that eliminate greenhouse gases and produce renewable energy. This year we purchased offsets from TerraPass, which works with farms using anaerobic digesters to capture methane as manure breaks down and use it as fuel to produce electricity.



reducing energy use shrinks our carbon footprint

Saving energy is the most effective way that we can prevent GHG emissions. There are two categories for ways that we promote using less energy in our company operations: Policy and Engagement.

Policies create physical conditions and standards for processes that would otherwise use more energy than needed. These are some of the areas where policies help us avoid emissions:

- Equipment and Appliances
- Office Closing Protocol
- Business Travel Policy
- Office Waste
- Commuting and Telecommuting

Engagement of our team in energy reductions can boost the effectiveness of our policies and incentivize individual energy-saving behavior. We often participate in programs and events to reduce energy use, and incentivize greener commuting choices by reimbursing staff for bike commuting expenses, tax-free.

goals for the future

We continue to take a strategic approach to reducing our emissions, focusing on reducing our energy usage, driving miles, and waste production first, purchasing renewable energy, and offsetting that which we can't reduce through financial support for GHG reduction projects.

As the company grows, our goals are to

- Maintain or reduce business travel emissions by traveling via public transit, biking, carpooling, and walking when possible
- Engage in purchasing practices that reduce packaging waste and prefer reused materials and high recycled content materials when possible; continue to monitor office waste streams and identify opportunities to continue reducing, reusing, and recycling
- Continue demonstrating high standards of sustainable operations by maintaining and improving our LEED O+M performance rating



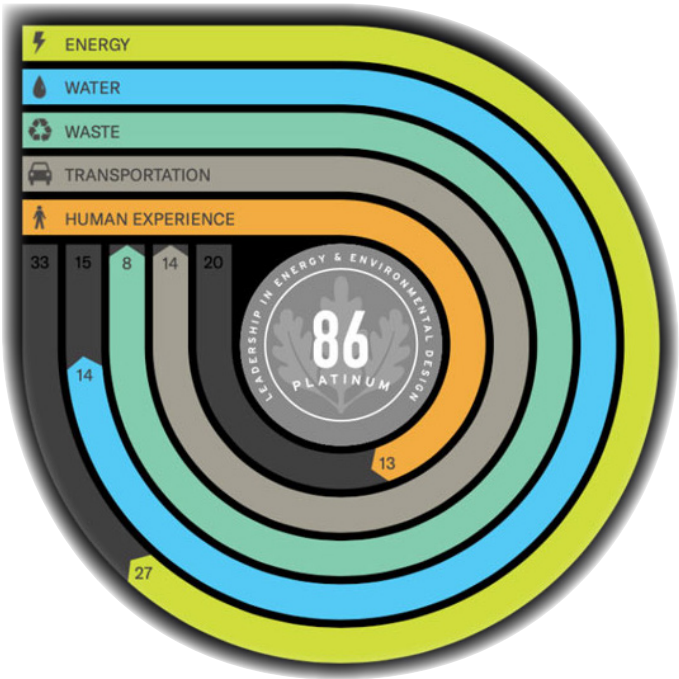
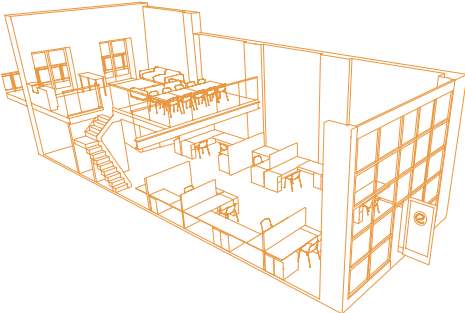
2021 marks our tenth year as a carbon neutral business!

FRAMEWORKS SUMMARY

Sustainability frameworks have always been a cornerstone of evolveEA’s consulting practice, helping us track our performance on environmental and social equity goals.

leed o+m platinum

Our recent LEED platinum score reflects high performance at our Pittsburgh office for waste, transportation, water, and energy, supporting a healthy workplace. Arc Skoru also recognized the office with awards for exceptional transportation performance and improvement in 2020.



b corp certification

evolveEA has been a certified B Corp since 2013. The framework’s Impact Assessment measures policies, practices, and impact. At the start of 2022 we completed our third recertification, with our score summarized in the report card (shown on the opposite page).

In every year since 2016, evolveEA was recognized as one of B Corp’s “Best For The World: Environment” companies because we achieved scores in the top tenth percentile of all certified companies, especially in the Environment category.



just label

This year we also had our biannual recertification for the International Living Future Institute program called JUST. evolveEA was one of the first companies internationally to participate in the JUST labelling program, which encourages transparency by helping organizations publish a label summarizing workplace practices and company ethics.



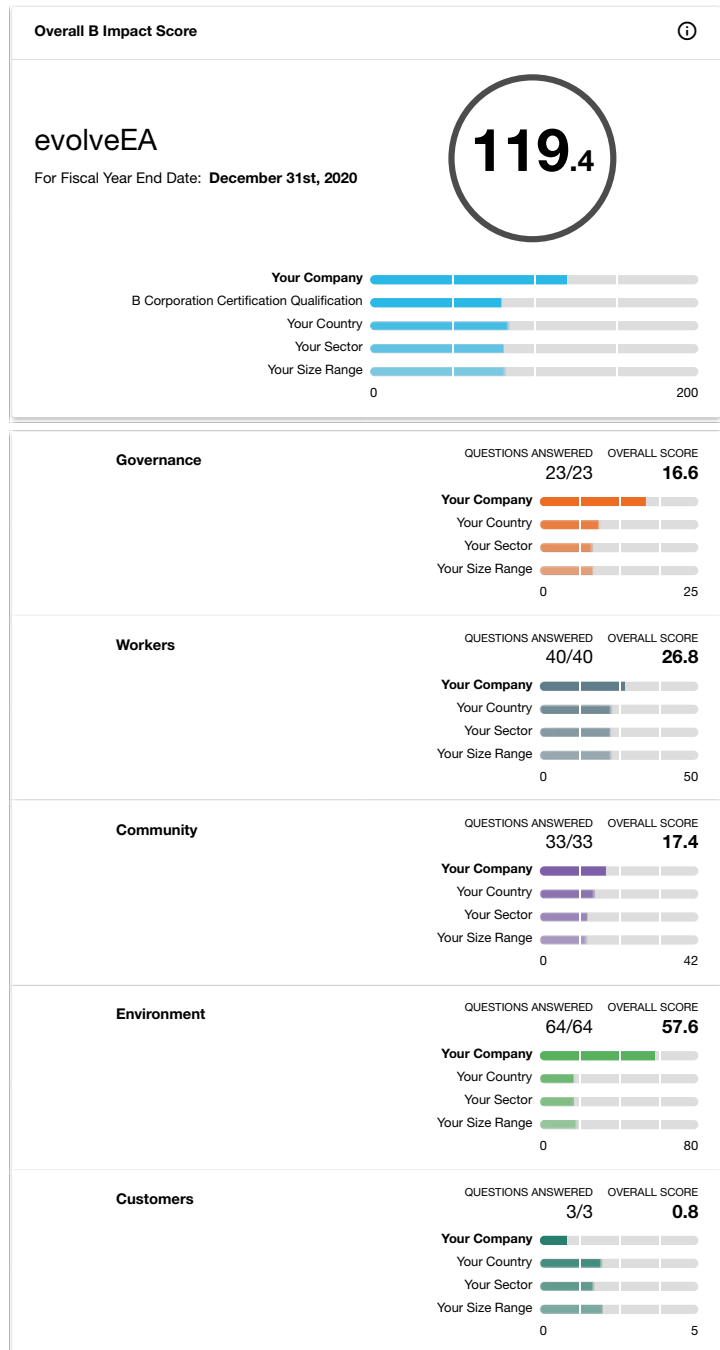
Organization Name: evolveEA
Organization Type: Architecture
Headquarters: Pittsburgh, Pennsylvania
Number of Employees: 16

Social Justice Indicators:

<p>Diversity & Inclusion</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Gender Diversity <input checked="" type="checkbox"/> Ethnic Diversity <input checked="" type="checkbox"/> Inclusion <input checked="" type="checkbox"/> Engagement <p>Equity</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Full-Time Employment <input checked="" type="checkbox"/> Pay-Scale Equity <input type="checkbox"/> Freedom of Association <input checked="" type="checkbox"/> Living Wage <input checked="" type="checkbox"/> Gender Pay Equity <p>Employee Health</p> <ul style="list-style-type: none"> <input type="checkbox"/> Physical Health <input checked="" type="checkbox"/> Well-Being 	<p>Employee Benefits</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Health Care <input type="checkbox"/> Retirement Provision <input type="checkbox"/> Family/Medical Leave <input type="checkbox"/> Training/Education <p>Stewardship</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Local Communities <input type="checkbox"/> Volunteering <input type="checkbox"/> Animal Welfare <input type="checkbox"/> Charitable Giving <input checked="" type="checkbox"/> Positive Products <p>Purchasing & Supply Chain</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Equitable Purchasing <input type="checkbox"/> Supply Chain
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THE SOCIAL JUSTICE LABEL 2.0
 EVO-004 EXP. 07/01/2024

INTERNATIONAL LIVING FUTURE INSTITUTE™



GREEN BUILDING PROJECT METRICS

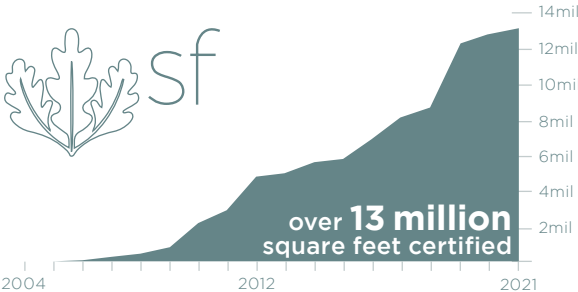
since 2004, evolveEA has consulted on hundreds of green building projects

certified projects

- living building challenge 2
- leed platinum 13
- leed gold 47
- leed silver 37
- leed certified 8
- well certified 1
- well health safety rating 1
- energy star certified 3

105 leed certified projects

over \$1.71 billion total leed projects construction budgets



leed certification levels

- platinum
- gold
- silver
- certified



OUR WORK IN THE NEWS

select headlines about our projects & achievements

Marc Mondor, AIA, elected Vice-Chair of the Climate Change Advisory Committee (CCAC)
American Institute of Architects, Aug 7, 2020

Partnerships forging new path to homeownership in Bozeman
Bozeman Daily Chronicle, June 5, 2020

Riverlife Plan To Connect Neighborhoods To Riverfronts Via Parks, Better Pedestrian Walkways
WESA, Feb 25, 2021

Meet UpstreamPgh: New name, same dedication to Nine Mile Run watershed
NextPittsburgh, May 4, 2021

US Steel Tower Earns WELL Health-Safety Rating
Property Management, June 2, 2021

AIA Pennsylvania's Resolutions Advancing Equity and Architects' Influence Receive National Support
AIA PA, June 16, 2021

Pittsburgh Mayor-elect Ed Gainey announces transition team goals, members
WESA, Dec 20, 2021

Allentown Receives Vision 2030 Grant
The Valley Ledger, Jan 10, 2020

Sharpsburg Ecodistrict the World's Third EcoDistricts™ Certified Community
Planetizen, Feb 18, 2021



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