



OUR GOALS: 2020-25

We first set and began tracking goals in 2020, and we've been reporting on progress since YE2021.

Using a 2020 baseline, we set targets for the next 5 years — addressing the urgency of the climate crisis and the need to make progress now. Every 5 years, we'll revisit and raise our targets.

We're constantly revisiting our progress, adjusting when necessary, and striving for continuous improvement across our projects and practices.

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FRAMEWORK	GOAL	YEAR	STRATEGY/UPDATES
ENVIRONMENT	Get as close to climate-neutral as possible	2025	YOY reduction since 2020
	Transition to 100% renewable energy	2025	Solar electricity since 2019
	Transition to electric vehicle	2025	Completed by YE2022
	Get as close to zero-waste as possible	2025	Metrics reporting 2024
	Get as close to plastic-free as possible	2025	Metrics reporting 2024
EQUITY	Work with 20%+ BIPOC-Owned clients & 50%+ Woman-Owned clients	2020	Maintained since 2021
	Work with 20%+ BIPOC-Owned contractors & 50%+ Woman-Owned contractors	2020	Maintained since 2021
	Donate 1%+ of revenue to BIPOC organizations	2020	Maintained since 2021
ETHICS	Launch annual sustainability reporting	2020	First published in 2021
	Achieve third-party B Corp Certification	2025	In progress and on track