

Sustainable Report

TradeSun ESG Performance from
2019-2021

Sustainable + **tradesun**



Agenda

- Dashboard Review
- Opportunities for Improvement
- Next Steps
- Appendix
 - *Methods and Assumptions*
 - *Data Collection Summary*

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Executive Summary



Over the past six weeks we have collected over 10,000 data points to calculate 17 KPIs for 2019 - 2021 at TradeSun...

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Summary

- TradeSun is performing in the the top 25% of benchmark on its Environmental metrics
- TradeSun is performing in the top 50% on its Social metrics
- Because we lack pay related data, we are less confident on TradeSun's Governance performance
- After, we finalize your KPIs today, we will roll them up and provide a final Sustainable Score

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Dashboard Review

Opportunities for Improvement

- To improve your emissions, you could explore procuring carbon offsets or Renewable Energy Credits (RECs)
- To improve your social performance you should focus on bringing in more minority employees both at the staff and management level in the future
- To raise your social score, you could provide compensation data in the future

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Next steps

- Finalize Sustainable Score
- Set up monthly check-in to assess progress
- Kick off Q2 Data collection process in mid-July
- Prepare to communicate ESG performance later this year
- Quick reminder to use the @sustainablehq.com email going forward

Methods and Assumptions



Key Assumptions

Metric	Input	Assumption
Scope 1 Emissions	Fugitive Emissions (HVAC)	We assume that TradeSun is responsible for 15.23% of the emissions from HVAC equipment for the building. We made this assumption based on the percentage of square footage that TradeSun leases. Out of the 9,903 sq ft of space at Carmel Valley Road, TradeSun leases 1,508 sq ft or 15.23%.
Scope 1 Emissions	Fugitive Emissions (Mini Fridge)	In lieu of not receiving the refrigerant capacity for your mini fridge, we found a similar sized freezers on the market and used its refrigerant capacity as a proxy.
Scope 2 Emissions	SDG&E / Solar	We did not include the TradeSun Annex. Per the GHG Protocol, a company needs to own or lease a facility in order for it's emissions to fall within the boundaries of its greenhouse gas inventory.

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Key Assumptions (cntd)

Metric	Input	Assumption
Scope 3 Emissions	Products and Services Business Travel Employee Commute Waste	There are 15 categories in the GHG Protocol Scope 3 analysis - to start we only analyzed 4 of them: products and services, business travel, employee commute, and waste.
Waste & Recycling	Waste Bills	We assume that TradeSun is responsible for 15.23% of the emissions from waste for the building. We made this assumption based on the percentage of square footage that TradeSun leases. Out of the 9,903 sq ft of space at Carmel Valley Road, TradeSun leases 1,508 sq ft or 15.23%. We did not include the TradeSun Annex. Per the GHG Protocol, a company needs to own or lease a facility in order for it's emissions to fall within the boundaries of its greenhouse gas inventory.
Water	Water Bills	We assume that TradeSun is responsible for 15.23% of the water use at the building. We made this assumption based on the percentage of square footage that TradeSun leases. Out of the 9,903 sq ft of space at Carmel Valley Road, TradeSun leases 1,508 sq ft or 15.23%. We did not include the TradeSun Annex. Per the GHG Protocol, a company needs to own or lease a facility in order for it's emissions to fall within the boundaries of its greenhouse gas inventory.

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Data Collection Summary



Data Collection Summary

KPI	Input	Source	Status
Scope 1 Emissions	Gas combustion	SDGE Bills (Mary Lou)	Complete
	HVAC	Landlord Records (Howard)	Complete
	Refrigeration	Model specs (Barbara)	Complete
Scope 2 Emissions	Energy purchased	SDGE Bills (Mary Lou)	Complete
Scope 3 Emissions	Business Travel	Spreadsheets (Mary Lou)	Complete
	Employee Commute	Spreadsheets (Mary Lou)	Complete
	Waste	Volumes and Estimates (Barbara)	Complete
	Products & Services	P&L Spreadsheets (Mary Lou)	Complete

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Data Collection Summary (cntd)

KPI	Input	Source	Status
Electricity Use	Electricity consumed	SDGE Bill (Mary Lou)	Complete
Waste Produced	Waste produced	Volumes & Estimates (Barbara)	Complete
Waste Diverted	Wasted diverted	Volumes & Estimates (Barbara)	Complete
Water Use	Water consumed	Water Bill (Barbara)	Complete
Women in Workforce	Raw Data	Spreadsheet (Mary Lou)	Complete
Women in Management	Raw Data	Spreadsheet (Mary Lou)	Complete
Minority Employees	Raw Data	Spreadsheet (Mary Lou)	Complete
Minorities in Management	Raw Data	Spreadsheet (Mary Lou)	Complete

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Data Collection Summary (cntd)

KPI	Input	Source	Status
Fatalities	Raw Data	Mary Lou	Complete
Total Incident Rate	Raw Data	Mary Lou	Complete
Employee Turnover	Raw Data	Spreadsheet (Mary Lou)	Complete
Board Diversity	Board members	Mary Lou	Complete

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