









# Climate Action at the IRC Changing How We Work

IRC aims to meet the climate and environmental-related needs of our clients, while also tackling the environmental impact of our operations. From improving our climate sustainability to incorporating climate resilient approaches across our operational models, IRC will face head on our generation’s collective challenge to serve as better stewards for the planet.








### IRC Climate-Smart Operational Indicators







IRC will integrate climate mitigation and environmental sustainability into our organizational culture, operationalize an organization Environmental Policy and incentivize behavior change from headquarters to our US- and international- field offices. We will hold ourselves to account by routinely measuring performance against a core set of climate-smart operational indicators. Both the indicators and our performance against them will be continually reviewed and assessed to ensure we are taking all necessary steps to mitigate environmental impact.

The below indicators reflect the starting point of an evolving organizational journey to enact changes to the ways we work that will result in meaningful reductions to our carbon footprint. Indicators and results are expected to be periodically updated as our operational adaptations gain traction, and as we collect more learnings on feasibility and impact.

IRC Headquarters: IRC NY Office		
Environmental Category	Key Performance Indicators	Baseline Performance*
 Steam Usage	1. Mlbs / sq. ft 2. Mlbs / staff member	1. <u>2020</u> : 4,206 Mlbs / sq. ft 2. <u>2020</u> : 16.21 Mlbs / staff member
 Electricity (non-travel / facility)	1. CO2 tonnes / sq. ft 2. kWh / sq. ft	1. <u>2020</u> : 5.36 tonnes / sq. ft 2. <u>2020</u> : 5.82 kWh / sq. ft
 Fuel consumption	1. CO2 tonnes / sq. ft 2. kWh / sq. ft	<b>COVID-19 impacts and ongoing office renovation skew data for 2020-2021.</b>  <b>Baseline capture delayed until normal office operations resume to ensure a more accurate picture of IRC business operations impact.</b>
 Printing Paper & Toner Usage	1. Total # of prints 2. Prints per staff member 3. TBD (toner usage)	
 Water Usage	1. Cost / sq. ft	1. <u>2020</u> : \$0.22 / sq ft
 Landfill	1. % waste to landfill 2. Plastic water bottles diverted	1. <u>2020</u> : 0% 2. TBD - Refillable water bottle fountains being installed as part of renovation

\* Data collection is ongoing or planned for a future period across several measures to capture an accurate baseline. Business operations were greatly impacted by COVID-19 and travel data is currently limited to our global travel agency; this and other baseline data are anticipated to change as we resume travel, regional data is integrated, and common business practices resume, providing a more accurate baseline.

IRC Headquarters: IRC UK Office		
Environmental Category	Key Performance Indicators	Baseline Performance*
 Gas Usage	<ol style="list-style-type: none"> <li>CO2 tonnes / sq. ft</li> <li>kWh / sq. ft</li> </ol>	<ol style="list-style-type: none"> <li><u>2020</u>: 22.93 CO2 tonnes / sq. ft.</li> <li><u>2020</u>: 124,687 kWh / sq. ft</li> </ol>
 Electricity (non-travel/facility & business travel)	<ol style="list-style-type: none"> <li>CO2 tonnes / sq. ft (non-travel)</li> <li>kWh (non-travel)</li> <li>CO2 tonnes / staff member (travel)</li> <li>kWh / staff member (travel)</li> </ol>	<ol style="list-style-type: none"> <li><u>2020</u>: 33.8 CO2 tonnes / sq. ft</li> <li><u>2020</u>: 145,307 kWh</li> <li>Delayed [COVID-19]</li> <li>Delayed [COVID-19]</li> </ol>
 Fuel consumption (business travel & commute)	<ol style="list-style-type: none"> <li>CO2 tonnes per staff member (business travel)</li> <li>CO2 tonnes per staff member (commute)</li> </ol>	<ol style="list-style-type: none"> <li><u>2020</u>: 1.766 CO2 tonnes / staff member</li> <li>Delayed [COVID-19]</li> </ol>
 Printing Paper & Toner Usage	<ol style="list-style-type: none"> <li>Total # of prints</li> <li>Prints / staff member</li> <li>TBD (toner usage)</li> </ol>	<ol style="list-style-type: none"> <li>TBD</li> <li>TBD</li> <li>TBD</li> </ol>
 Water Usage	<ol style="list-style-type: none"> <li>TBD</li> </ol>	<ol style="list-style-type: none"> <li>TBD</li> </ol>
 Landfill	<ol style="list-style-type: none"> <li>% waste to landfill</li> </ol>	<ol style="list-style-type: none"> <li><u>2020</u>: 0%</li> </ol>
 Waste recycled & carbon offset	<ol style="list-style-type: none"> <li>CO2 tonnes saved</li> </ol>	<ol style="list-style-type: none"> <li><u>2020</u>: 1.52 CO2 tonnes saved</li> </ol>

Key Performance Indicators	Baseline Performance*	Environmental Category
 Air Travel Emissions	1. CO2 KG	1. <u>2019</u> : 5,304,578 CO2 KG <u>2020</u> : 1,296,187 CO2 KG
 Vehicle Emissions	1. CO2 KG	1. TBD
 Generator Emissions	1. CO2 KG	1. TBD
 Printing Paper & Toner Usage	1. Reams of paper	1. TBD
 Waste recycling	1. % of country head offices with an IT recycle contract 2. TBD (US field offices)	1. TBD 2. TBD
 Green procurement guidelines	1. Guidance shared with Global Supply Chain (GSC) staff 2. % of trained GSC staff	1. TBD