

ANNUAL SUSTAINABILITY REPORT

2023



ALL4 LLC

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OUR COMPANY

ALL4 is an environmental consulting company founded in 2002 that originally specialized in air quality consulting services, primarily assisting clients with complex air permitting, dispersion modeling, continuous emissions monitoring, ambient pollutant and meteorological monitoring, and regulatory compliance. Over the last 20 years and counting, ALL4 has expanded into other service areas including digital solutions, environmental health and safety (EHS), and environmental, social, and governance (ESG). ALL4 is built on a culture of accomplishment, respect, accountability, and teamwork. We are honored to be acknowledged by organizations who recognize "Best in Class" work environments, including awards from Best Place to Work, Best Environmental Consulting Firm, Inc. 5000, and more!

ALL4 has expanded from our original office in Kimberton, Pennsylvania, to 12 offices across the United States and in Europe, and we expect to continue to grow. In 2021, ALL4 consisted of 111 employees, with about 55% working remotely. ALL4 grew to 250 employees by the end of 2023. At the beginning of 2024, ALL4 added the Washington State Office. ALL4 also added offices in Boston and Madrid, Spain in the spring of 2024. These new offices and their data will be reported in the 2024 sustainability report.

- Kimberton, PA
- Philadelphia, PA
- Houston, TX
- Washington, DC
- Rancho Cucamonga, CA
- Atlanta, GA
- Lexington, KY
- Louisville, KY
- Raleigh, NC
- 2024 Additions:
 - Bellingham, WA
 - Madrid, Spain
 - Boston, MA



COMMITMENT FROM OUR CEO

- William Straub



Peter Drucker once said, “If you can’t measure it, you can’t improve it.” This quote resonates deeply in the sustainability world and has been at the core of ALL4’s sustainability efforts since 2021. Our Corporate Sustainability Team (CST) embodies the mission “to progress ALL4’s purpose while protecting our planet” by expanding the team, developing sustainability metrics, and charting the course for the future of the CST and ALL4. In 2023, the CST focused on three primary initiatives: developing the 2023 Annual Report, increasing employee engagement, and aligning sustainability actions across the company.

Reflecting on 2023, the CST successfully achieved these initiatives, positioning ALL4 to continually improve our sustainability performance in line with Peter Drucker’s advice. Our company’s vision to “shape environmental responsibility and create distinction for our employees, clients, and partners” remains as relevant as it was at our inception 22 years ago. Sustainability is woven into the fabric of this vision, clearly reflected in our purpose to “grow sustainable community.” At ALL4, sustainability encompasses not only environmental stewardship but also the well-being of our ALL4 community and the communities where our employees and clients work and live.

Our 2023 Annual Sustainability Report exemplifies ALL4’s commitment to our core values and “owning” our carbon footprint. We take pride in the heightened awareness among our coworkers and the intentional, accountable decisions our team is making to improve our performance. The CST has developed internal communications, created resources for employees to adopt more sustainable practices, and established office competitions to foster employee engagement, resulting in a more aware and intentional team. With the measurable data we have been tracking since 2021, we continue to educate ourselves, take proactive steps, and chart a path to enhance sustainability actions and performances that align with our best-in-class culture.

“At ALL4, sustainability encompasses not only environmental stewardship but also the well-being of our ALL4 community and the communities where our employees and clients live.”

PURPOSE OF REPORT

ALL4 is excited to present our annual sustainability report. As our company and experience expand, the report may change in some ways, but there are key metrics we plan to track and evaluate each year. These metrics include greenhouse gas (GHG) emissions, recycling rate, water usage, and the sustainability engagement of our employees.



What is our role in sustainability?

As environmental consultants, we have a responsibility to our clients and to the environment. There are aspects of sustainability that have a specific goal, such as reducing GHG emissions, increasing education, decreasing poverty, and more. This sustainability report primarily focuses on climate action and sustainable consumption of resources within ALL4. There are countless factors that represent the impact humans have had on the environment, as supported by the Intergovernmental Panel on Climate Change (IPCC), including increasing global temperatures and global carbon dioxide (CO₂) concentration being the highest it has been in human history. It is our responsibility as a company and as individuals to take action where we can and make changes to work towards a more sustainable future. ALL4 has a responsibility to help our clients make changes to move toward a more sustainable world, too. As consultants, we are in a unique position to make an impact far beyond our company, and that is through our clients.



What is the purpose of this report?

In order to track how ALL4 is doing year to year, we established 2021 baseline data for our GHG emissions, recycling rate (as tracked through our waste diversion rate), water usage, and the sustainability engagement of our employees. We are dedicated to continuously updating our GHG calculations and tracking our consumption and usage year to year. By comparing 2021-2023 data, we can monitor which areas may be improved and model potential impacts. Having annual quantified data will help create measurable goals and track our progress towards achieving these goals in the future. ALL4 continues to improve methodology and data accuracy each year.

In 2021, ALL4 created the Corporate Sustainability Team (CST) with the mission...

...to progress ALL4's purpose while protecting our planet.

This team sets goals to develop sustainability metrics using annual data, is part of a professional organization, and executes sustainable improvements at each of the ALL4 offices.

**Purchased Carbon
Offsets for Travel to
the Celebrate the
Year (CTY) Event**

**Supplied Each Office
with Plastic-Free
Promotional
Materials**

**Donated 5000+
Items of Clothing to
Charitable
Organizations**

**Developed
Sustainable-Choice
Purchasing Guide for
Business
Administration**

KEY PERFORMANCE INDICATORS

As we look forward to 2025, we developed Key Performance Indicators (KPIs) to track ALL4's progress using the baseline sustainability metrics. ALL4 set targets based on the United Nation's Sustainable Development Goals (SDG) to make sure that, as a company, we are reducing our environmental footprint. These indicators focus on impacts ALL4 can control such as GHG emissions (including Scope 1, 2, and 3 emissions), waste diversion rate, and levels of employee engagement.

KPI	SDG	Goal	2025 Plan	Progress
Scope 1 & 2 Emissions and Material Scope 3 (Categories 5 & 6)		Develop a goal and plan for carbon neutrality in 2024	Identify opportunities to reduce GHG emissions from utilities and employee travel	Identified GHG emissions as "direct" (Scope 1) or "indirect" (Scope 2). Updated our methodology to input data into the ALL4 AXIS digital solution to make reporting easier.
Recycling Diversion Rate		Increase diversion rate to 10% by the end of 2024	<ul style="list-style-type: none"> Report volume of solid waste per office location Address recycling concerns/barriers in each office location Educate employees on recycling processes 	Ensured that all offices have recycling capabilities and developed educational materials on recycling for each office.
Amount of Employee Engagement		Increase sustainability-driven company culture in 2024	<ul style="list-style-type: none"> Increase number of events hosted by the CST Encourage employee participation in events 	Started virtual office challenges like EcoChallenges and clothing drives to promote employee engagement.

REPORTING AND MATERIALITY

REPORT SECTIONS

Travel
Utilities
Waste
Water

BOUNDARIES

- The reporting periods covered in this report are 2021-2023 to compare GHG emissions.
- ALL4's nine offices (Washington Office data to be included in future reports)
- Scope 1 & 2, and Scope 3 (Categories 5 and 6)
- ALL4 utilizes an Operational Control approach to GHG accounting
- On-site waste generation and recycling (excluding E-waste)

EXCLUSIONS

This report excludes the impact of remote employee

- Water usage
- Natural gas usage
- Waste generation
- Electricity consumption at home offices (only laptop usage is measured)

These limitations will be further evaluated in future years.

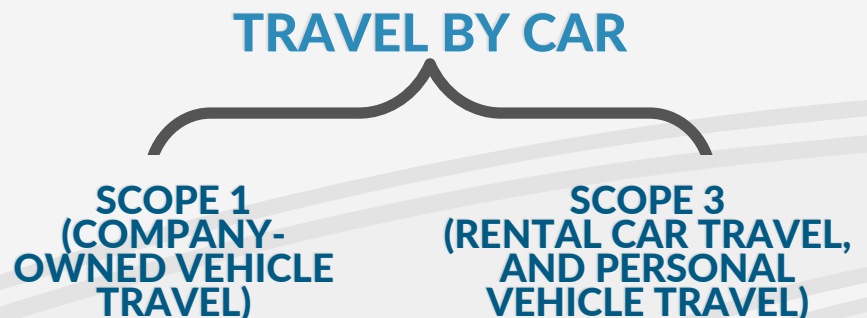
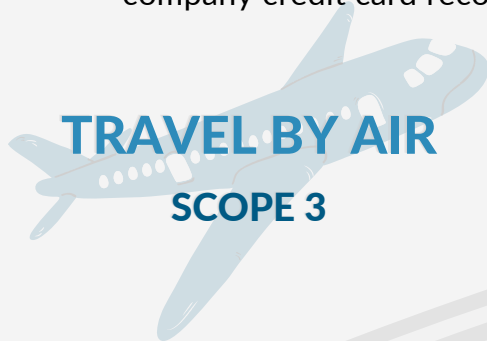
Note: ALL4 acquired three new offices in 2024 and therefore these offices are NOT included in the 2023 sustainability data..

REPORTING METHODS

TRAVEL DATA

ALL4 employees traveled to attend client visits, conferences, events, regulator meetings, and to visit other offices in 2023 using the following: rental vehicles, flights, and personal vehicles. Data was obtained using the following methods:

- **Scope 1**
 - Company vehicle odometer readings were taken at various times throughout the year to record company vehicle miles traveled.
- **Scope 3**
 - Scope 3 vehicle travel (i.e., travel by rental vehicles, taxis, and personal vehicles) data was obtained through GTI Travel.
 - Scope 3 flight travel data was obtained from GTI Travel, expense reports, and company credit card records.



Note: As of 2021, ALL4 no longer has any company-owned vehicles.

POTENTIAL FLAWS AND ASSUMPTIONS

Descriptions for some ALL4 employee expense reports were not available. Therefore, it is not known whether those expenses were travel related. It was conservatively assumed that expenses for which descriptions were not available were related to Scope 3 vehicle or flight travel. This does not include daily travel to work, only expensed travel.

ALL4 reimbursed its employees at the federal reimbursement rate for personal vehicle travel-related expenses. Because expense reports relating to taxi vehicle travel do not include an estimate of miles traveled, federal reimbursement rates were used to estimate mileage pertaining to travel via taxi. Additionally, it is possible that mileage was double counted in some instances.

REPORTING METHODS

UTILITIES

2021-2023 ELECTRICITY AND NATURAL GAS CONSUMPTION

Methods of gathering monthly consumption data in each office are as follows:

1. Monthly utility bills
2. Average monthly consumption applied to fill gaps in select months for which utility bills were unavailable.
3. Estimation using office square footage and the average U.S. commercial office building annual electricity usage or natural gas consumption, which was obtained from the **U.S. Energy Information Administration (U.S. EIA)** Commercial Buildings Energy Consumption Survey (2018).

REMOTE EMPLOYEES

At the end of 2023, there were **85** remote employees who used an estimated

25.5

megawatt-hours of electricity in 2023

*assumes remote employees' laptops are actively being used for 8 hr/day and in idle mode the rest of the day.

364,761

kilowatt-hours of **electricity** purchased across all office locations in 2023

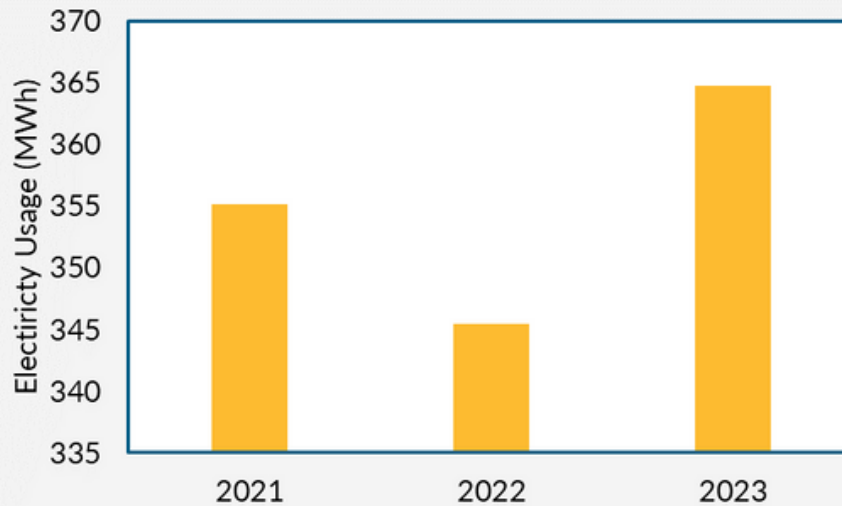
793

million British thermal units (MMBtu) of **natural gas** consumed across all office locations in 2023

REPORTING METHODS

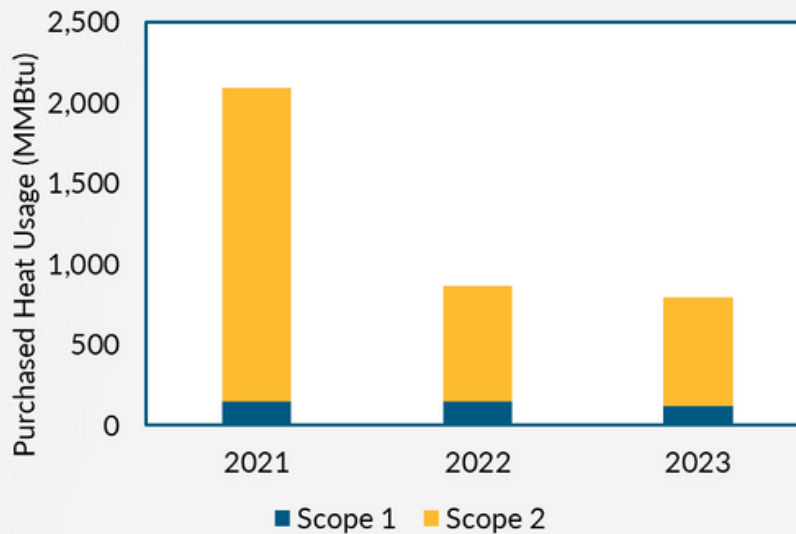
UTILITIES

2021-2023 ELECTRICITY CONSUMPTION



Electricity usage increased in 2023 due to the increase in employees in 2023. Electricity usage per employee **has decreased from 2021 from 3.2 MWh to 1.6 MWh in 2023.**

2021-2023 NATURAL GAS CONSUMPTION



The Atlanta office moved buildings in 2022 which led to a significant drop in natural gas usage which may be due to efficiencies in the new buildings.

REPORTING METHODS

WASTE

CONDUCTING TRIENNIAL WASTE AUDITS

- Landfill trash and recycling were weighed every day in each office during the auditing period at the beginning of the quarter across a period of a week to a month.
- The data gathered from the audit was used to extrapolate waste generation for the quarter and year based on the number of employees per office.

WASTE AUDIT GOALS

1. Calculate office waste in pounds per person per day
2. Determine diversion rate (ratio of recycling to total solid waste)

2022 MEASURED LANDFILL WASTE

0.55 pounds/person/day*

*average

2022 MEASURED RECYCLING

0.29 pounds/person/day*

*average

29%

Average Diversion Rate*

*range of 0-63% in each office

POTENTIAL FLAWS AND ASSUMPTIONS

Recyclable waste data is not available for three of the nine offices (PHL, HOU, and CAL offices). Therefore, the average of the recyclable waste generated (pounds/person/day) for all other offices was used as an estimate for the offices without recorded data.

ALL4 established recycling programs in these offices after the waste audits were conducted. The audit is a snapshot of each office. Quantification of triennial waste requires the assumption that monthly waste is uniform within each quarter. The next update will be in 2025.

REPORTING METHODS

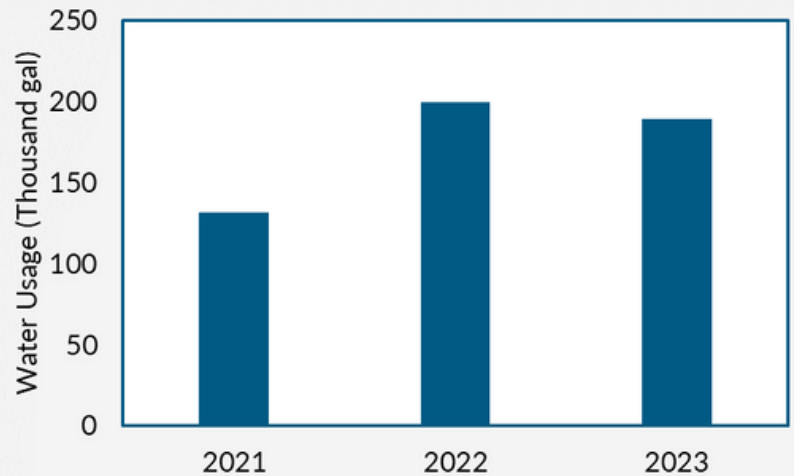
WATER

Water usage data was gathered from utility bills at each office on a monthly or quarterly basis.

189,107

**gallons of water consumption
across all office locations in 2023**

2021-2023 WATER CONSUMPTION



Water consumption data was calculated with one of the following methods:

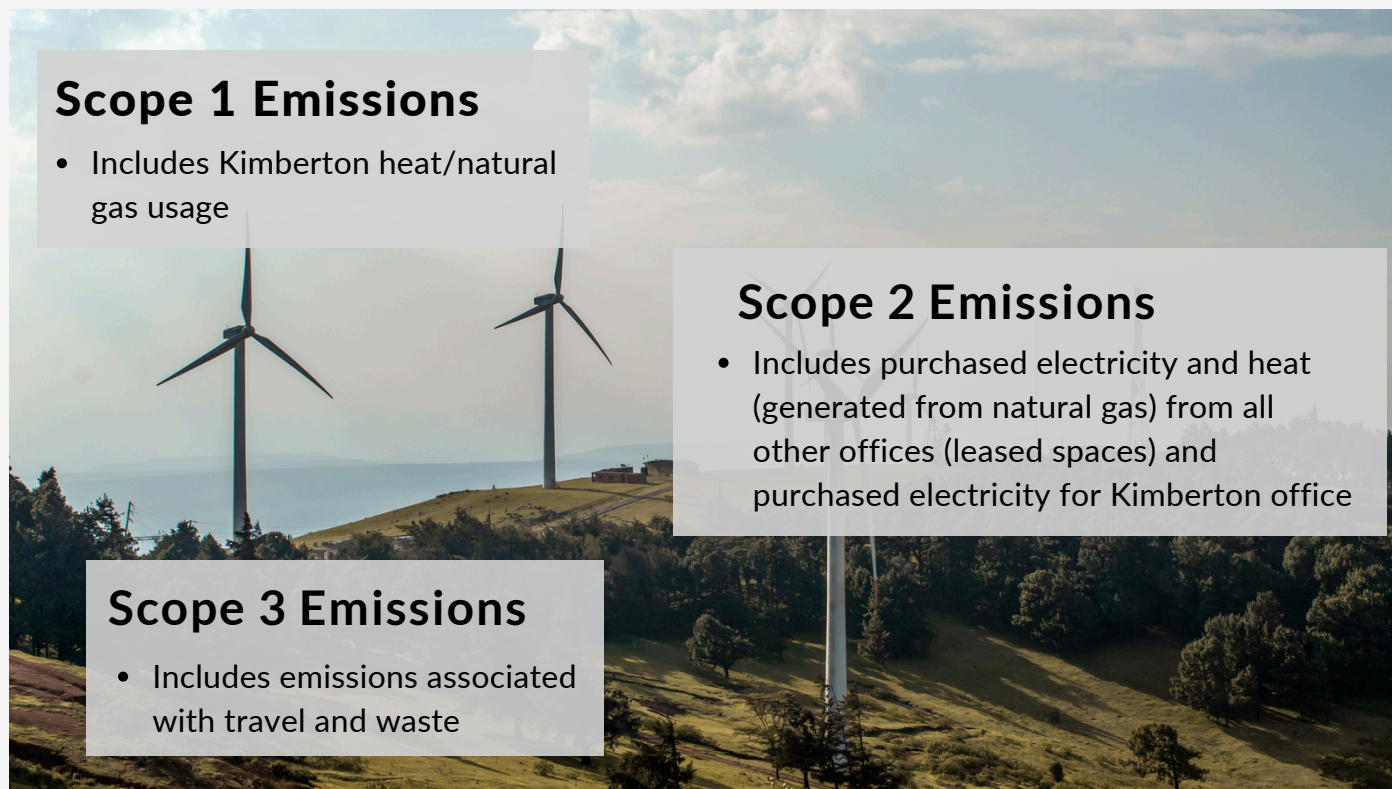


1. Monthly utility bills for each office space.
2. Dividing the monthly water bill expense by a water rate obtained from the U.S. Department of Energy (U.S. DOE).
3. Using a ratio of office square footage to the full building's square footage when water bills cover the entire building. It is important to note that it is not known how other tenants of the buildings in which ALL4 rents offices consume water. Therefore, excessive water consumption (e.g., from car washing or wasteful practices) from other building tenants may inflate ALL4 water consumption rates.
4. Average water consumption to fill in select months for which utility bills were unavailable (within the same office).

GREENHOUSE GAS EMISSIONS



Our energy data and GHG calculations are tracked annually to monitor GHG and energy-reduction goals and track ALL4's progress in future years.



The company's GHG emissions are categorized as either Scope 1 (direct), Scope 2 (indirect), or Scope 3 (indirect) emissions. Scope 1 emissions refer to direct emissions from ALL4's owned and controlled resources. For this report, Scope 1 emissions include GHG emissions from Kimberton's (ALL4 Headquarters) natural gas usage. Previously, ALL4 examined the two Kentucky offices' company-owned vehicle travel; however, in 2021, the Kentucky offices removed their remaining company vehicle and will not be evaluated in future reports. Scope 2 emissions refer to indirect emissions from the generation of purchased energy from a utility provider. For this report, Scope 2 emissions are calculated from purchased electricity for all offices and the heat generated from natural gas used in all offices*, except Kimberton. Purchased electricity was used for general office use (i.e., lighting, computers, refrigerators, etc.). An analysis of Scope 3 emissions from other categories will be incorporated in future reports. Currently ALL4 only includes Category 5 - Waste Generation and Category 6 - Business Travel out of the 15 Scope 3 categories.

*The Washington, DC office does not have heat/natural gas usage data because the building does not use natural gas for heating.

GREENHOUSE GAS EMISSIONS



Direct emissions

Scope 1 Emissions
from 2023

6.15 tons

CO₂e

Indirect emissions from in-office and remote employee operation.

This category includes:

Purchased electricity and heat from ALL4's **office locations**.

Remote employee laptop electricity consumption*

*(assumes active use for 8 hours/day and idle the rest of the day).

Scope 2 Emissions
from 2023

186.82 tons

CO₂e

Indirect emissions from **travel** including:

Flight travel

Rental car travel

Personal car travel

Indirect emissions from office landfill **waste** and recycled materials

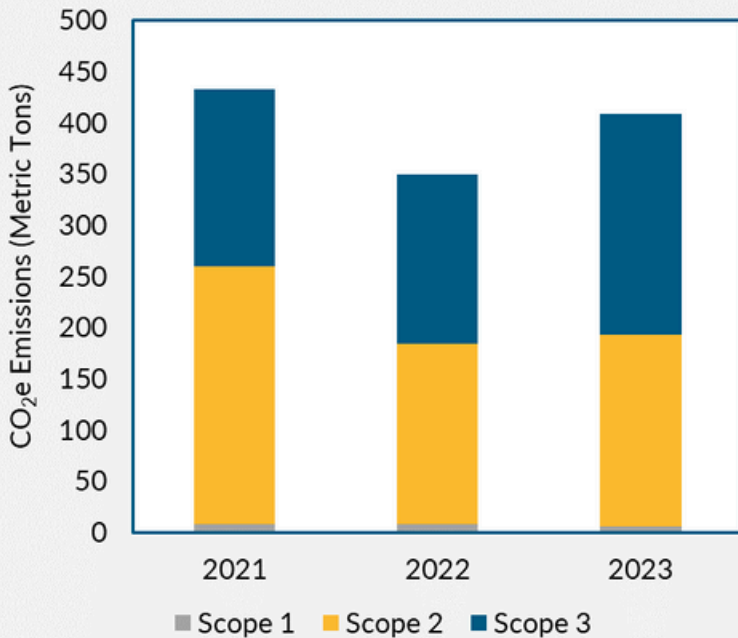
Scope 3 Emissions
from 2023

215.01 tons

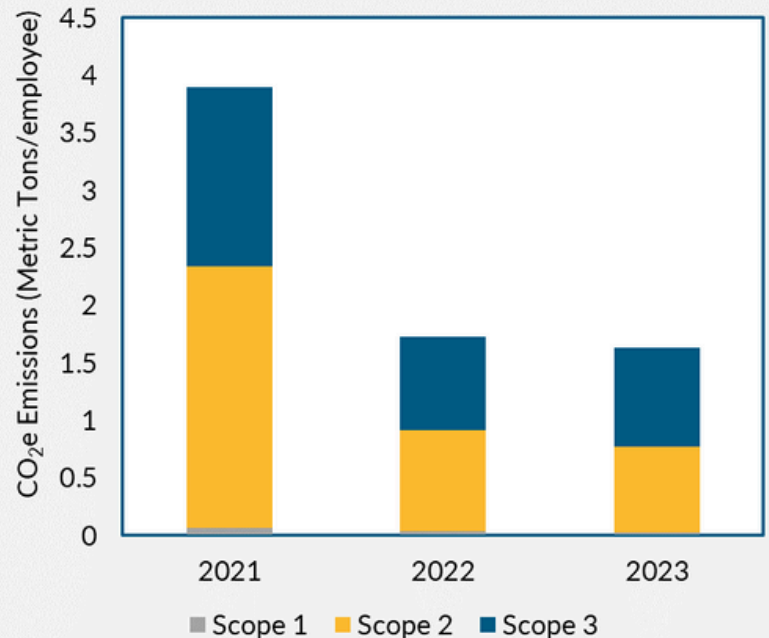
CO₂e

GHG INVENTORY COMPARISON

ALL4 GHG Inventory



ALL4 GHG Inventory Per Employee



The majority of ALL4's GHG emissions are Scope 2 and 3 since the company only owns one building and the rest of the offices are leased. The only source of Scope 1 emissions is from purchased natural gas for the Kimberton office. There are still some offices where the building management does not provide specific electricity, water, or heating usage. ALL4 is working to improve data accuracy and quality every year and will revise calculations as necessary if more accurate information is provided. Some offices changed buildings in 2021 or 2022, which led to some of the decrease in emissions due to energy efficiency increases.

ALL4 is continuing to expand year over year. This growth leads to more utilities being used and more employee travel. ALL4 has taken steps to reduce emissions like educating employees on energy efficiency, installing timer lights, and encouraging employees to turn off lights when leaving the building. These initiatives continue to be promoted by the Corporate Sustainability Team, which was started in 2021.

ENERGY SUMMARY



364,761

kWh of electricity were purchased by our offices in 2023.

28.06

kWh per person per week.

793.31

MMBtu of natural gas were used by our offices in 2023.

3.17

MMBtu per person

192.97

metric tons of CO₂e emitted from office utility usage in 2023

ENERGY SUMMARY



At ALL4, our computers and travel to client sites are necessary for providing our services and are a major contributor to our carbon footprint. The emissions associated with electricity usage are included in Scope 2 emissions while travel is associated with Scope 3 emissions.

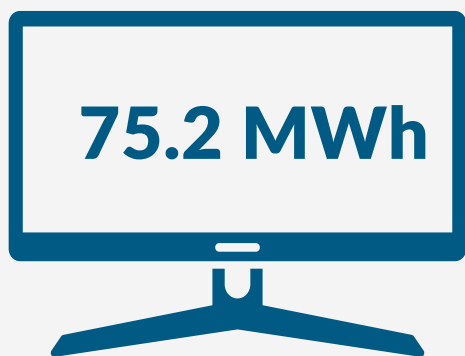
While we expect the number of laptops and combined energy usage to grow as ALL4 grows, we encourage employees to power down their computers at the end of the work day to reduce energy usage.



50 Average Laptop Wattage in **Active** Mode (W-hr/person/day)

0.3 Average Laptop Wattage in **Off** Mode (W-hr/person/day)

A computer is a significant component of the company's GHG emissions that employees can control. ALL4 accounts for computers in and out of the office in the electricity usage.



=



0.39

W-hr/person/day saved if Laptop is in Off Mode instead of Sleep Mode after working hours



TRAVEL SUMMARY



893,034

miles traveled by plane by ALL4 employees in 2023.



3,572

miles per person.

184,974

miles traveled in cars by ALL4 employees in 2023.

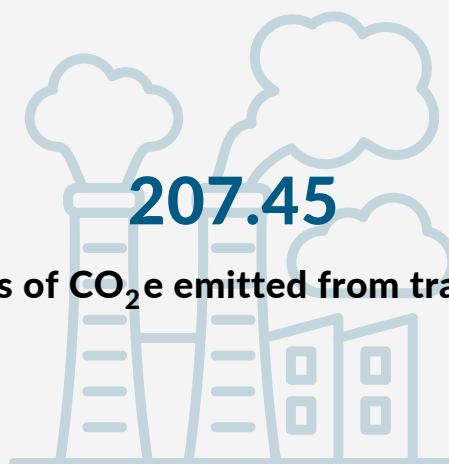


739

miles per person.

207.45

metric tons of CO₂e emitted from travel in 2023



TRAVEL SUMMARY



SCOPE 3 EMISSIONS

Scope 3 emissions are associated with activities not owned or controlled by ALL4. For 2022 and 2023, ALL4 Scope 3 emissions include those from travel. As the company improves our reporting methods and considers expanding to other Scope 3 categories, the amount of Scope 3 emissions included in the report will increase. The Scope 3 emissions are difficult to control, but in the coming years, ALL4 will develop strategies to minimize these emissions.

207.45 Tons

Total CO₂e emissions associated with travel (flights and vehicle travel)



WASTE SUMMARY



Each ALL4 office has conducted a waste audit to quantify the trash and recycling generated in the office. As ALL4 grows, we strive to have higher recycling rates and decrease waste generation across the organization. Below are the two areas ALL4 targeted to reduce waste.

Purchasing

In 2023, an effort was made to reduce waste generated by purchasing. We buy in bulk to reduce the number of individual packages. We also purchased reusable dishes for each office to reduce single use products.

Recycling

We have established recycling capabilities in all nine ALL4 offices. The CST works to create flyers in offices to educate employees on what should be recycled versus thrown away.

Education

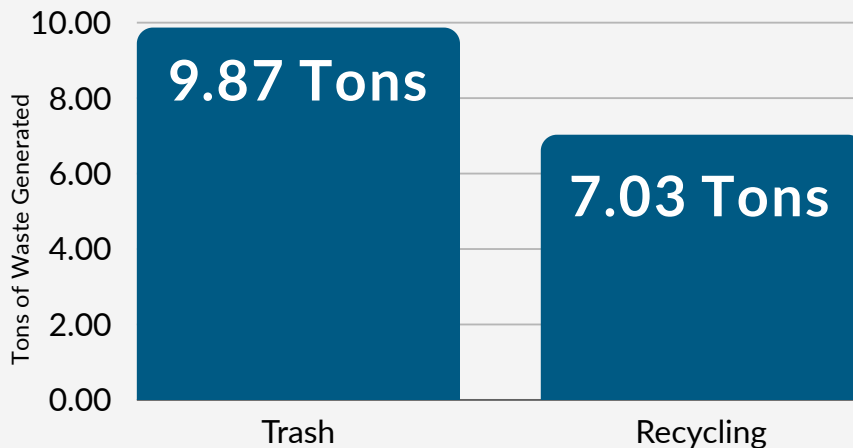
We educate our employees on what materials belong in each waste stream. Monthly CST communications and resources are distributed to assist in office sustainability.

Waste Generated at the Company

There are GHG emissions associated with waste generation, which are classified under Scope 3. These emissions are generated from the transport and decomposition of waste in landfills. ALL4's goal of increasing the diversion rate will help decrease our Scope 3 emissions from waste generation.



This chart represents the combined waste generated at all nine offices in 2023:



In 2023, ALL4 strived to make recycling available at all offices. Currently, eight of the nine offices have general recycling available and seven offices have reusable Keurig cups or Keurig-cup-recycling programs available. The CST is continuing to align all of the offices' sustainability efforts in 2024.

The CST at ALL4 had the following initiatives in 2022-2023 to help reduce waste and increase the diversion rate at each office:

- Provided reusable utensils and dishware in all offices
- Developed a sustainable purchasing guide for business administrators
- Created signage at recycling and trash stations

ALL4 hopes the implementation of these tools will continue to reduce waste at the company in 2024. The next waste audit will be conducted in 2025.

WASTE SUMMARY



14,052

pounds of waste landfilled in
2022/2023

2.43

pounds per person per week



5,682

pounds of waste recycled in
2022/2023

0.98

pounds per person per week



7.56

metric tons of CO₂e emitted
from waste



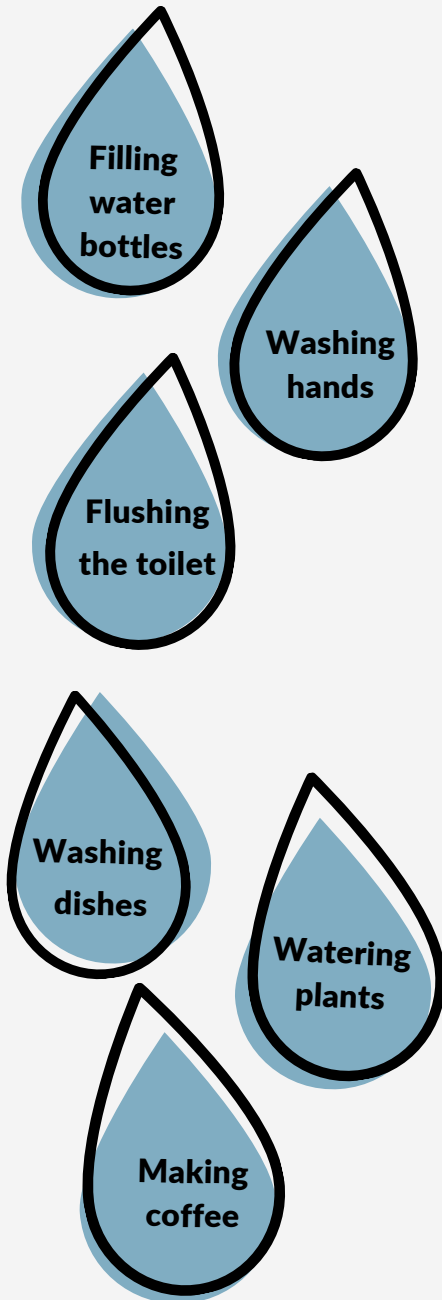
29%

average waste diversion rate
across all offices

WATER



Where does ALL4's water consumption come from?



Some water usage in the office is essential for good hygiene and hydration, like washing your hands and filling a water bottle. Other uses are sustainability practices, such as washing reusable utensils or mugs to reduce waste. While these are not necessarily a waste of water, there is always a way to find a more sustainable practice. ALL4 strives to keep employees informed on how to reduce water usage at home and in the office by offering tips. Many of our offices are leased, so it is not feasible to change appliances. ALL4 is exploring options to replace appliances in owned offices.



ALL4 recommends purchasing low flow toilets.

WATER SUMMARY

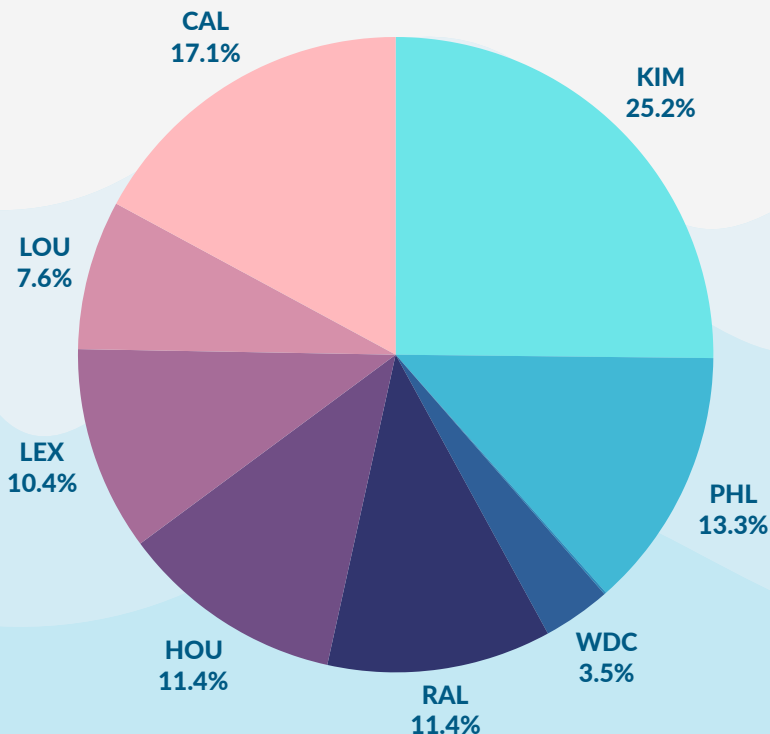


189,107

gallons of water consumed in 2023.

14.55

gallons per person per week.



Water consumption
by office

ALL4 SUSTAINABILITY INITIATIVES



ALL4 formed the CST in 2021 to progress the company to a more sustainable future. The CST worked on three main initiatives in 2022-2023: Annual Reporting, Employee Engagement, and Office Sustainability.

1. Annual Report

This group compiled utility data from all offices. For 2022-2023, ALL4 monitored sustainability metrics and tracked consumption, cost, and emissions trends using ALL4 AXIS Software. ALL4 will continue to track sustainability data year over year.

2. Employee Engagement

This group ran inter-office sustainability competitions, created monthly sustainability communications, crafted composting, recycling, and energy audit cheat sheets, and ran the second annual clothing drive within the company.

3. Office Sustainability

In 2022-2023, the CST aligned all the office's sustainability initiatives. This involved purchasing and utilizing plastic-free promotional materials for offices and events, utilizing provided reusable utensils and dishware, developing other forms of office-recycling, and creating an end-of-the-year sustainability guide.



INITIATIVE SPOTLIGHT

ANNUAL CLOTHING DRIVE MADISON JONES



Community Engagement

In the fall of 2022, the CST wanted to do something that would give back to others and give back to the Earth. The idea of an annual clothing drive was born – we could use the clothing drive to provide donations to our local communities and to reuse clothing that would otherwise go to waste.

Goals

We set out with a few goals in mind: target local, inclusive donation organizations; educate employees on the carbon footprint of our clothes; and to hit 300 total donations company-wide. For each office location, we researched and chose a donation organization based on inclusivity, proximity, and donation type. For remote employees that do not have regular access to an ALL4 office, we provided key words and search terms for them to find a donation location of their choice. For education, we provided information and resources around the life cycle of clothes, the carbon footprint of fashion, and some daily habits that we can all use to reduce our carbon footprint. For our donation goal, we hoped for an average of 1.5 donations per employee and used our ALL4 communication venues to spread the word. ALL4 had never done this before, so we had no idea what to expect.

2022 Donations

For our donation goal, we tried to balance being ambitious with being realistic. Each office location was assigned a CST volunteer to help facilitate the donation collection, and every Friday they uploaded their total so that we could track progress. When we looked at week 1, we were already at 211 donations. By week 2, we were past our goal. And by week 3, ALL4 had donated 2,021 items of clothing! We were extremely proud of what ALL4 had done. Clothing from every ALL4 office and from our remote employees, all going to people in need as well as staying out of landfills.

2023 Donations

In 2023, we started planning and goal setting for our second clothing drive. Was 2022 just a fluke? Did everyone donate all their clothes in 2022 and not have any more clothes to donate? Well, with our extremely creative team, we decided that 2,023 donations would test if the first year was a fluke or not.

ALL4 employees did what they do best and took action. In 2023, ALL4 donated 3,413 clothing items to our local communities across North America. Wish us luck picking a donation goal next year!

CONCLUSION

From 2021-2023, ALL4 made strides towards becoming a more sustainable company. An overview of our progress in 2021-2023 is highlighted below.

Expanded the Corporate Sustainability Team

- Developed corporate sustainability communications
 - Created resources for employees to be more sustainable
 - Established office challenges to promote employee engagement.
-

Developed 2021-2023 Metrics

- Complied 2021-2023 data for water, natural gas, waste, and calculated CO₂ emissions
 - Calculated Scope 1 and 2 emissions using AXIS
 - Calculated Scope 3 emissions associated with the offices
 - Implemented data collection methods for future years
-

A vision for the company is to develop and execute a carbon neutrality plan. The CST is developing a goal for carbon neutrality in 2024.




ACKNOWLEDGEMENTS

ALL4 acknowledges the continuous efforts from the CST throughout 2021-2024 and in the coming years. Members of the ALL4 CST are the contact points for questions relating to ALL4 sustainability.

Those responsible for concept and coordination of this report:

Marla Blazier	Madison Jones	Louise Shaffer
Michael Burfield	Lea Jozefiak	Stacy Shelp
Lauren Coca	Lindsey W. Kroos	Stephanie Thomas
Olivia Cross	Sarah Papson	Daryl Whitt
James Giannantonio	Connie Prostko-Bell	Rena Wolinsky



ALL4 is continuously striving towards a more sustainable future.

Contact

ALL4 LLC
610-933-5246
www.all4inc.com
CST@all4inc.com