



# ENVIRONMENTAL POLICY

*DENVER OFFICE . 2024*

# Environmental Policy Objectives



## REDUCE WASTE

Prioritize recycling and composting, minimize packaging, and donate unused materials.



## FIND SUSTAINABLE ALTERNATIVES

Give preference in purchasing post-consumer recycled, sustainably crafted, Eco-conscious or locally-sourced materials whenever possible.



## INCREASE EV-FLEET

Dedicate efforts and budget to expanding fleet with more alternative fuel and electric vehicle offerings.



## EDUCATE AND IMPACT OUR LOCAL COMMUNITY

Participate with local resources that make a positive environmental impact and contribute to local community development.

# Waste Reduction Program

In 2023, IME's Green Team spearheaded the establishment of a new Waste Management Policy, aiming to boost waste diversion by 30%. We are intensifying our waste reduction endeavors in 2024 through strategic initiatives and partnerships. Our focus remains on recycling all recyclable materials such as cardboard, mixed paper, cartons, aluminum, steel, glass, and plastic as per our recycling service provider's guidelines. Additionally, we are actively collaborating with vendors to reduce non-recyclable product packaging and promote bulk purchasing whenever feasible.

## WASTE DIVERSION STRATEGIES:

- Established recycling stations with clear sorting instructions
- Dedication to office composting and "hard-to-recycle" items
- 'Continuous engagement with custodial staff in waste management initiatives
- Reduce unnecessary consumption
- Increase recycling pickups

## REDUCE AND REUSE INITIATIVES

- Provide high-quality PPE to reduce replacements and waste
- Utilize various repair, buyback and rental programs for hand tools, power tools, job-site equipment, and small appliances

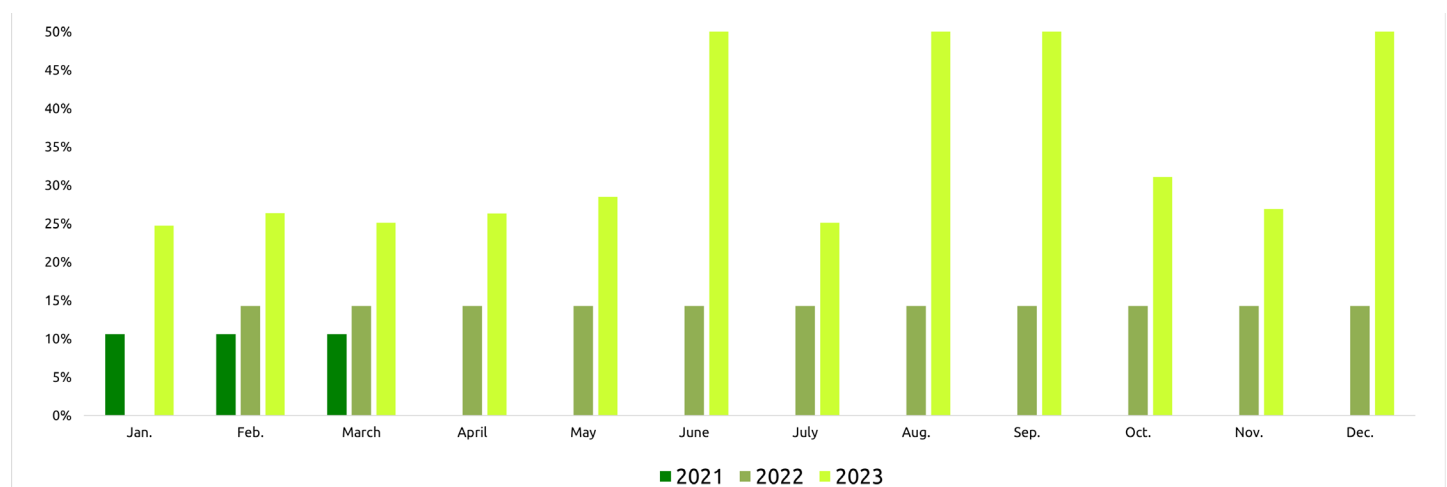
## COMPOSTING

- IME partners with Compost Colorado, a locally-owned composting servicer for office composting needs

## DONATIONS

- IME donates all usable outdated equipment and supplies to nonprofit groups, schools or community organizations. We typically make donations in Colorado through community partner and high school trades programs.

## WASTE DIVERSION RATE CHART



## HARD-TO-RECYCLE ITEMS:

**Metals:** IME works with Iron & Metals for mixed metals recycling for our Main Office's Prefabrication Shop / Warehouse.

**IT -** IME utilizes Quanta Services Approved Electronic Waste Recycling Partners

**Hazardous Materials** - IME utilizes specialized companies, trained in the safe-transport and recycling of these materials on an as-needed basis, ensuring all state and local regulations are followed.

# Sustainable Purchasing

IME's Sustainable Purchasing Policy is designed to enhance employee well-being, promote environmental conservation, and contribute positively to the community. Our main goals in establishing the Purchasing Policy are to:

- Improve employee health and safety by reducing exposure to harmful chemicals
- Increase spending on goods from sustainable sources, prioritizing local and Eco-conscious options
- Reduce waste from single-use materials
- Decrease shipping and packaging materials by minimizing purchases from online stores

## IME REQUIRES:



New equipment purchases must be Energy Star-rated when available.



The purchase of recyclable paper products with at least 30% post-consumer content.

## IME WILL GIVE PREFERENCE TO:

- Non-toxic and nonhazardous materials
- Recycled or reused sourced materials
- Limited packaging items
- Locally-sourced and delivered products



## SUSTAINABLE CONSIDERATIONS IN PURCHASING DECISIONS:

Our commitment to sustainability goes beyond purchasing decisions - we now integrate life-cycle cost analysis and landfill diversion consideration into day-to-day procurement decisions. Furthermore, our team actively engages in repair, buyback, and rental programs for hand tools, power tools, job-site equipment, and small appliances, minimizing waste and promoting resource efficiency.

At our corporate office, significant transitions have occurred in shared spaces to take steps towards our environmental goals. Our office utilizes recycled printer paper, Eco-friendly cleaning products, compostable tableware, and recycled coffee pods through Nespresso's Take-Back Program.

# Alternative Fuel Fleet

To better support our local environment, IME is actively transitioning our fleet composition to incorporate more hybrid passenger vehicles, aiming to reduce our total fuel consumption. We introduced our first fully electric passenger vehicle in 2023, with plans to continue hybridizing a larger portion of our fleet in the coming years, prioritizing employees who log significant mileage for transition into hybrid vehicles. These measures are crucial in addressing air pollution concerns, particularly ground-level ozone, and demonstrate our ongoing commitment to environmental stewardship.

## ALTERNATIVE TRANSPORTATION SUPPORT FOR EMPLOYEES:

IME supports employees in making sustainable transportation choices, offering practical assistance with bike locks, maps and easy access for employees who choose to bike to work.

IME embraces flexible work arrangements, including telecommuting options, to accommodate diverse commuting preferences and reduce overall vehicle usage. A recent employee survey, conducted from December 2022 to January 2023, revealed that 36 out of 125 respondents are interested in alternative transportation methods, motivating us to further enhance our support for sustainable commuting practices.

## ANTI-IDLING POLICY

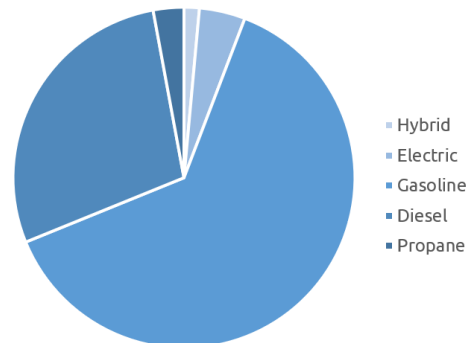
IME's policy mandates that the driver of any company vehicle or a vehicle used for business purposes on a job-site must turn off the engine when the vehicle will be stopped for more than 60 seconds. This policy is designed to assist in protecting air quality through the reduction of engine idling by employees.

### Exemptions:

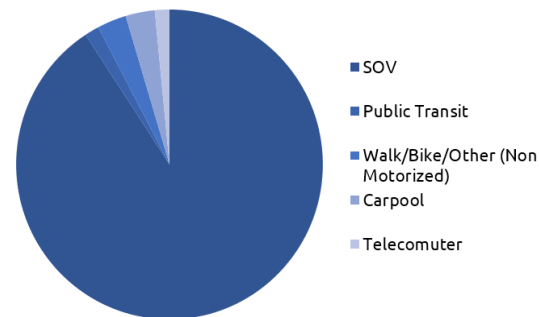
The policy of turning off vehicles when stopped does not apply for the periods during which idling is necessary under the following circumstances:

- To provide for the safety of vehicle occupants, such as extreme cold conditions
- To use lift equipment or other equipment necessary to accommodate individuals with one or more disabilities, or loading and unloading products or goods
- When stopped in traffic.
- When specific safety or emergency situations arise
- When stopped at railroad crossings

2024 Fleet Fuel Type Breakdown:



Employee Survey Results - Primary Mode of Transport:



# Making a Positive Community Impact

IME is deeply committed to making a positive impact on our local community through our environmental initiatives. We actively participate in local sustainability programs, collaborating with community organizations and government entities to promote sustainable practices and initiatives. These efforts reflect our dedication to not only reducing our environmental footprint but also creating a sustainable and thriving community for all.

## CGBN GOLD MEMBERSHIP

In 2023, IME's Green Team was proud to be awarded a Gold Level Membership in the Colorado Green Business Network through the Colorado Department of Public Health and Environment, making us one of the first subcontractors in Colorado to achieve this milestone. Participation in this program underscores our commitment to making a positive impact at a local level and have opened up significant networking and educational opportunities in the Colorado Green Business community. IME plans to continue to pursue growth within the CGBN program in alignment with our company sustainability goals.



Left to right: IME Green Team receiving the CGBN Gold Member Award, Colorado Governor Jared Polis speaking at CGBN Award Event, IME Green Team Participating in CGBN Information Panel to share best practices and lessons learned.

## COMMUNITY-FOCUS



Employee Holiday donation efforts are focused on food-waste diversion, with the Green Team organizing food drives benefiting the Food Bank of the Rockies.



Unused and retired PPE and tools are donated to Sheridan High School, where local students are given the opportunity to learn more about pursuing a career in the trades.

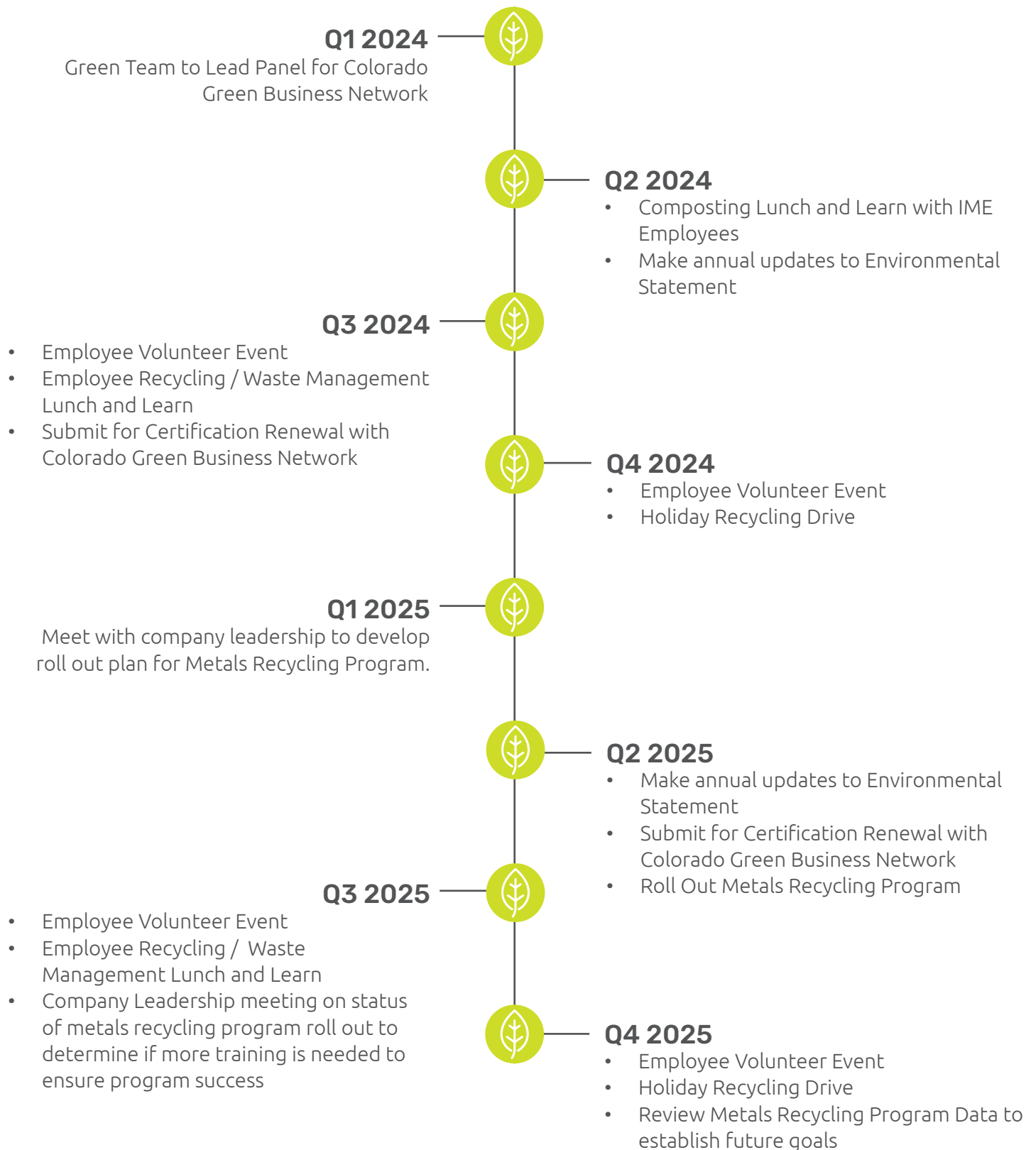


Denver Office common area compost bins are collected regularly by locally-owned Compost Colorado.



Donation drives are regularly scheduled with The Happy Beetle, focused on up-cycling, down-cycling or responsible disposal of all items. Employees are encouraged to participate with household items as well.

# Environmental Policy Milestone Goals



## PARENT COMPANY: QUANTA SERVICES SUSTAINABILITY STANDARDS



Intermountain Electric is a proud member of the Quanta Services family. The Quanta 2022 Sustainability Report can be viewed at: [sustainability.quantaservices.com](https://sustainability.quantaservices.com)

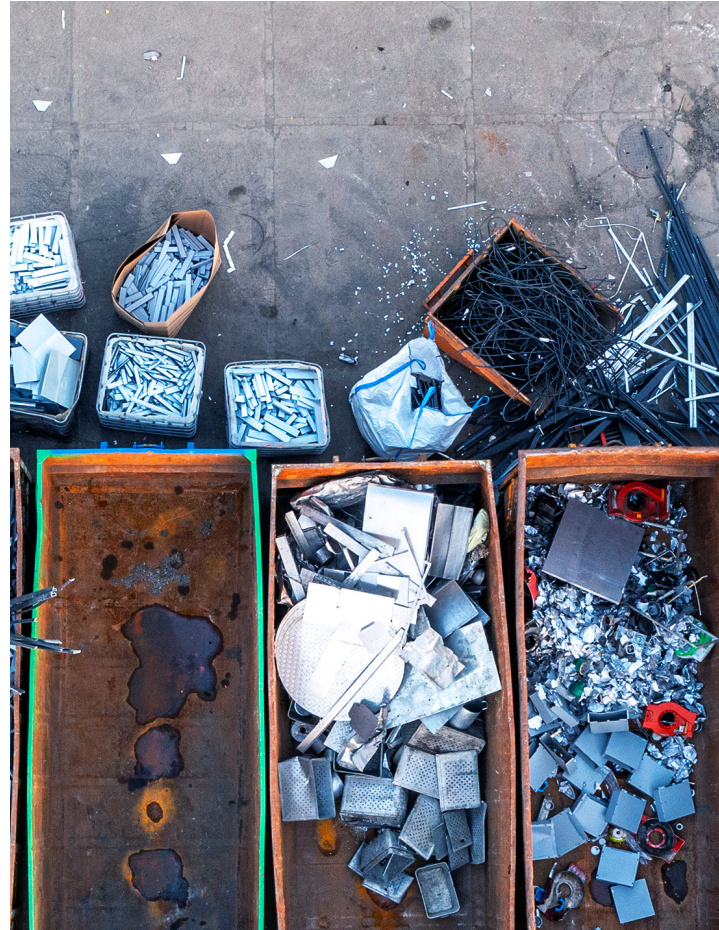
### COMPLIANCE WITH STATE AND MUNICIPAL REGULATIONS ON CONSTRUCTION SITE WASTE MANAGEMENT

IME is fully committed to educating ourselves on and maintaining compliance with all State and Municipal regulations relating to construction site waste management.

### COMPLIANCE WITH OWNER AND GENERAL CONTRACTOR'S WASTE MANAGEMENT PLANS

As an Electrical Subcontractor, IME must comply with Construction/Demolition Waste Management Plans as presented by the Owner or General Contractors.

Typically, during the preconstruction or contract negotiation phase, the Owner or General Contractor will provide documentation regarding their plan and associated goals for project waste. IME reviews the provided plan and will communicate with the associated parties and its Subcontractors to ensure all are aware and prepared to comply with the provided plan.



**THIS DOCUMENT IS REVIEWED BY IME LEADERSHIP ANNUALLY. CHANGES MADE TO THE DOCUMENT ARE REGULARLY COMMUNICATED TO OUR EMPLOYEES, AND ITS CONTENTS DRIVE DAILY OPERATIONS AND MANAGEMENT DECISIONS.**

### QUESTIONS? CONTACT IME'S GREEN TEAM:

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