

## SUSTAINABLE BUSINESS PRACTICES

Confluence appreciates that sustainability is a growing trend in our society. As environmental consultants, we promote sustainability on two levels:

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### Innovative and Strategic Ideas for Sustainability in Project Implementation

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A core principle is to help our clients make decisions that are sustainable both on an economic level, and regarding environmental impacts. We practice this by

- “siding” neither with developers nor agencies,
- carrying out our projects using scientifically sound methodology, and
- seeking answers that are true when faced with controversial or challenging data.

In the end, our goal is that clients will have the information they need to make sustainable decisions for their business and the environment, and jurisdictional agencies will also buy-in to decisions that trend in a positive and sustainable direction.



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### Business Operational Practices

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In the same way, when it comes to our own business and operational practices, we choose business practices that are sustainable over the long term. The following list includes some of the items in our sustainability plan:

- Our printers default to black/white output and double-sided printing. Employees use electronic copies as often as possible, and, when copies are needed, use color copies judiciously.
- Except where required by the client or project, we do not print documents. We aim to deliver as many products to our clients as possible electronically (e.g., in .PDF).
- We strive to have a filing system that is 100% electronic. It is a regular practice for us to file reports and client correspondence electronically.
- We encourage employees to use ZipCars, use the bus system, and bike to work.
- To the extent possible, employees carpool together for fieldwork and meetings. For travel to nearby towns and cities, travel by train is encourage where possible.
- Depending on the type of field effort required for a specific scope of work, we would consider renting housing nearby or setting up a field office, to avoid extensive back-and-forth travel.
- We support our staff’s ability to work virtually when needed, whether it be from home, or from a remote location. The logistical issues of having staff work outside of our home office are a matter of course for us already in our business operations and IT infrastructure.
- Confluence participates in the City of Seattle comprehensive recycling program (paper, glass, aluminum, and plastics) and progressive composting, which allows for composting of all food scraps, including meat, fish, and dairy products; food-soiled paper, including: uncoated paper bags, paper towels and napkins, greasy pizza boxes, and uncoated food-soiled paper plates; and plant and yard waste. These aggressive programs greatly reduce the amount of trash ending up in landfills.



▪ Batteries are collected and recycled.

▪ Confluence conscientiously moved away from the waste-generating Keurig system of coffee to a large-capacity coffee service brew system. All coffee grounds are composted.