

2023 Sustainability Committee Report

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Committee Structure & Responsibility

The Sustainability Committee is responsible for improving the environmental and social components of Mosaic Ecology's operations. The Committee consists of 3-4 Mosaic employees that meet quarterly to discuss current projects, prospective projects, areas of success, and areas in need of improvement. We hope to reduce any negative environmental impacts from our daily operations, while identifying ways to improve our local and regional community.

2023 Accomplishments

- **Prioritized local businesses**, with preference for those in the Portland Metro area.
 - Enrolled in a monthly coffee subscription delivery service from [Tostado Coffee Roasters](#) for our east side shop.
 - Continued relationship with [Pioneer Wiping Cloth Company](#) in place of a regional service. Pioneer is a local Portland business that has been operating in Portland since 1931.
 - Purchased meals for two company wide events from [Teote](#), a local restaurant.
 - Continued our partnership with [Willy Make It](#) for on-site portable toilet services.
 - Purchase supplies from [Parkrose Hardware](#).
 - Purchase and repair power tools at [Stark Street Lawn and Garden](#)
 - Maintain and repair our fleet of eight trucks at [Gary's Automotive](#)
- **Implemented a new Volunteer Program for employees.** Starting in July 2023, each tenured employee (employees who have finished their probationary period) can choose where to volunteer 8 hours of company paid time off per calendar year. As a company we logged 140 hours volunteering at a variety of local non-profit organizations.
- **Continued our volunteer relationship with PathHome.** In 2023 we funded a member of the buildings and grounds committee, made brown bagged lunches for the family village residents in July and September, and held two landscape work parties in July and September.
- **Diverted nearly 275 pounds of waste from local landfills.** By filling seven large "all waste" boxes in 2023 from [Terracycle](#), we are able to recycle items that aren't locally accepted for recycling.
- **Landscaped our new office in North East Portland and Farm in Cornelius with native plants.** We installed 20 native ball and burlap trees, 1,300 native 1 gallon plants, and over 10 lbs of seed. In total we've doubled the riparian buffer along the slough and transformed other sections of the property from bare earth to an excellent native plant community.
- **Logged over 360 hours of electric chainsaw and brushcutter usage.** By tracking how long we used electric tools instead of conventional 2-cycle tools in our timesheet entries, we racked up 365.5 hours of electric tool usage in place of gas powered equipment.

- **Improved sustainability in our bathrooms.** During 2023 we installed electric hand dryers in all our bathroom locations and switched our toilet paper service to a subscription through [Who Gives A Crap](#).
- **Purchased Carbon Offsets** for our fleet vehicle transportation, small engine emissions, and our employee's daily commutes to our carpool locations. Through our ongoing partnership with [Terrapass](#) this will be the fifth year we've offset unavoidable emissions. In 2023 we offset the equivalent of 88 mT of CO₂e.
- **Reduced single use plastic by changing our single use ear protection.** In 2023, our shop manager found a plant based single use ear protection. We've since conducted a try out with this product and are now switching to it for all future purchases.
- **Completed 2 zero waste company events in 2023.** For each function, we encouraged employees to bring their own utensils, brought company provided extras, and distributed left-over food to employees in provided tupperware.
- **Continued our enrollment in renewable energy programs.** We continued our participation in the Blue Sky program for our electric usage and Smart Energy program for our natural gas usage at both of our locations.

2024 Goals

- **Complete the environmental section B-Corp impact assessment.** By the end of the calendar year, we will have worked through the most challenging and our last remaining section of the impact assessment.
- **Have every tenured employee complete eight volunteer hours.** By the end of the calendar year, we want to see every eligible employee completing all of their paid time off to volunteer locally.
- **Increase our partnerships with local and small businesses.** We will continue to identify parts of our supply chain that rely on multinational corporations, such as Amazon for daily supplies, and find local suppliers with a smaller carbon footprint.
- **Create office stewardship policy:** By the end of the calendar year, we will have set systems for ordering green cleaning products, office supplies, and breakroom supplies at both of our locations. We will prioritize local businesses.
- **Offset unavoidable carbon emissions.** We will continue to offset our fleet vehicle transportation, small engine emissions, and our employee's daily commutes to our carpool locations.