



2 ZERO HUNGER

Each employee is given 24 work hours annually to be spent volunteering in the community and we volunteer as a team at least 4 times annually.



3 GOOD HEALTH AND WELL-BEING

Our employees are financially incentivized to lead a life of physical and mental wellness with a life/work balance. We are a 3-time award winning place to work for this reason.



4 QUALITY EDUCATION

We have created the world's leading online sustainable business curriculum for the students of today.



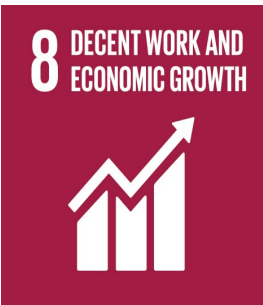
5 GENDER EQUALITY

Our policies encompass equal pay, and we have a woman to man gender ratio of 3:1. Externally, we help our clients uncover gender inequalities through our services, and in our teaching.



7 AFFORDABLE AND CLEAN ENERGY

Our company was carbon neutral from 2006-2016 and has been carbon negative since 2017. Through advocacy, our company supports the business benefit of using renewable energy.



8 DECENT WORK AND ECONOMIC GROWTH

Through our partners and client base, we strive to promote economic growth through respect of human rights as well as buying and hiring locally.



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

We are proud to be industry innovators through our consulting services and cutting edge educational content.



*Partnership.
Excellence.
Authenticity.
Fun.*



10 REDUCED INEQUALITIES

Reducing inequalities is engrained in our culture, from internal equal employment policies to client education, advocacy and curriculum on this subject.



11 SUSTAINABLE CITIES AND COMMUNITIES

We move the needle through our civic engagement and policy advocacy, as founding members of the Washington Businesses for Climate Action, the Port of Seattle's Sustainability Committee and the Business Leaders for Climate Solutions.



12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Internally, we compete for waste free days and have policies regarding local purchasing and travel policies. Our compost and recycling efforts have diverted over 95% of our waste.



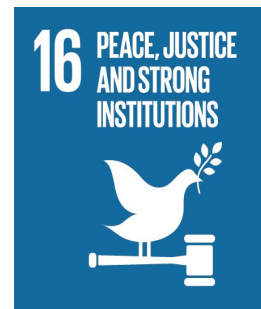
13 CLIMATE ACTION

Climate action is embodied in our consulting and educational services, our operations, our book publications and advocacy.



15 LIFE ON LAND

Our client services, purchasing policies and volunteer efforts all support a healthy ecosystem.



16 PEACE, JUSTICE AND STRONG INSTITUTIONS

We practice complete transparency with clients and engage both employees and stakeholders to promote authenticity both internally and externally, including open book financials.



17 PARTNERSHIPS FOR THE GOALS

We screen our partners and clients to ensure that each one helps us to achieve our local and global sustainability goals.

Lead, Inspire and Empower Business to Change the World

The following categories were deemed immaterial: (1) No Poverty, (6) Clean Water and Sanitation, (14) Life Below Water