



S U S T A I N A B I L I T Y R E P O R T

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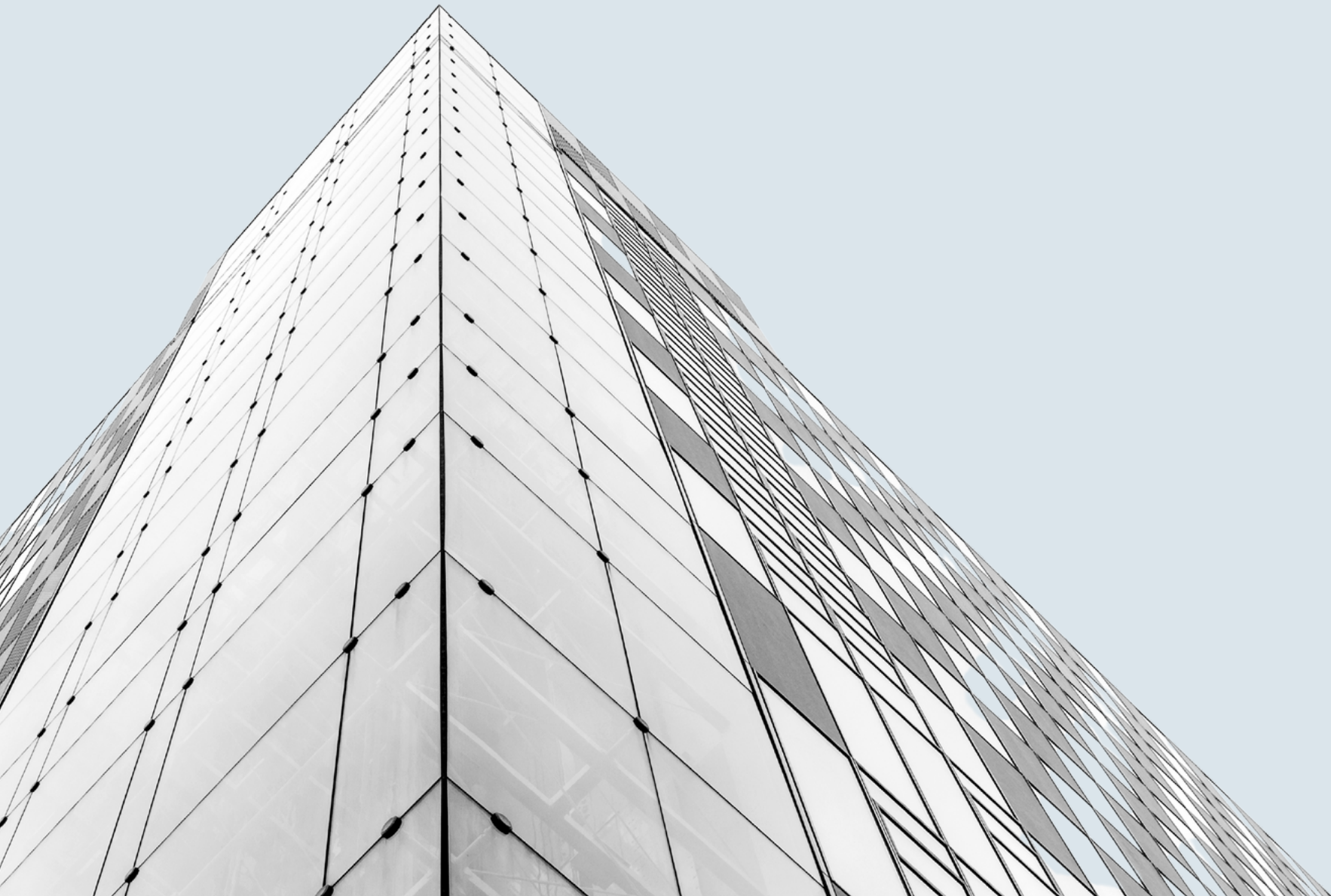
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LETTER FROM SRI PRESIDENT

Driven by the pandemic, social justice movements, and climate change, the importance of addressing environmental, social, and governance issues is clearer than ever. SRI remains committed to meeting these complex challenges head-on, living these sustainable values through our own practices and propelling our clients to achieve their own sustainability goals. Sustainable development is critical to our organization, and as such, contributing to sustainable development is key to our business strategy. Through measures to reduce our environmental footprint, support our employees and the communities in which we operate, and advance our customers' sustainability efforts, we achieve positive impacts on the economy, environment, and people.

With regards to our work, we are excited to serve as the first US-based certification body for the ResponsibleSteel™ standard as well as the independent, third-party assessment and validation services provider for GRESB, a global ESG benchmark for real assets, helping to drive sustainable change in both the steel and real estate industries. Internally, we continue to pursue our goals of minimizing our environmental footprint, maximizing our positive impact on our clients and in our communities, and maintaining the highest level of ethical conduct that stakeholders have come to expect from SRI.

While 2021 saw some of our employees return to the office and some of our auditors return to on-site assessments, it also saw many remain home, taking advantage of this new hybrid environment to conduct their work remotely, ultimately lowering SRI's environmental impact from emissions related to commuting and business travel.

SRI continues to conduct virtual audits whenever possible but also works to meet stakeholders' needs and preferences, whether that happens to necessitate in-person interaction or a virtual call.

After initially becoming a signatory in 2018, SRI remains an engaged participant in the UN Global Compact. The ten principles of this international corporate sustainability initiative focus on human rights, labor, environment, and anti-corruption. We actively support these topics through our ongoing work with our stakeholders – through the way we support our employees, the way we serve our clients, and the way we engage the local communities in which we live and work. Considering and meeting the needs of all stakeholders is ingrained in our company culture, leading to our status as a B-Corp and our JUST label, as well as our recognition as a Best For the World: [Workers] Honoree in 2019.

We are excited to share this 2021 ESG Report that includes an updated materiality analysis, providing a greater understanding of our current ESG performance and impacts, as well as the priorities of our stakeholders. This analysis informs the evolution of SRI's ESG goals as we work to continually improve, prioritizing our biggest impacts and stakeholders' priorities, and driving sustainable innovation.

-Christopher Lake
SRI President



LETTER FROM 3R PRESIDENT & SRI CSO

Across industries, the need for sound ESG strategy, planning, action, and assurance is growing rapidly. Stakeholders are demanding more. Companies need to know the ESG risk and performance of their supply chain, as they are being held responsible for it by their own customers, investors, and other stakeholders. Investors understand that companies who are committed to ESG are better prepared to proactively address risk and perform better financially. Employees want to work for companies with a defined purpose and positive social and environmental impact on local communities and beyond. 3R Sustainability assists companies in navigating this ever-evolving landscape.

3R Sustainability started as a division of SRI in 2014 to offer sustainability consulting services for ESG and the built environment. Since then, 3R has grown and transformed into a sister company of SRI and certified woman-owned business (WBE/WOSB). As the President of 3R, and Chief Sustainability Officer/ESG Practice Lead of SRI, I have the distinct pleasure of working across these two organizations to meet each client's unique sustainability needs. We chose to create a combined SRI and 3R report this year to demonstrate our holistic offerings. 3R is well positioned to assist companies at any stage of their sustainability journey from determining their most material, or important, impacts on ESG topics through collecting data, setting goals, and preparing sustainability reporting fit for assurance, which could be provided by SRI.

The role of assurance in sustainability is increasingly important. Assurance provides 3rd-party verification that a company's approach is comprehensive and increases stakeholder confidence in the company's declarations. SRI provides assurance to a few sustainability-related standards including AA1000 Assurance of Sustainability Reporting and ISO 14064 for Greenhouse Gas Validation.

Increased emphasis on greenhouse gases and climate risk drove substantial growth in 3R this year. With the proposed SEC regulation, companies are being asked (and potentially soon could be required) to report on their GHG emissions, to create targets, define sound reduction plans to achieve targets, and report climate risk strategies through CDP and TCFD.

Given our background in the built environment, climate/GHG offerings and ESG strategy and reporting, 3R was approved as a CDP Accredited Solutions Provider, and a GRESB Premier Consulting Partner in 2021.

3R is committed to staying ahead of the curve, aware of emerging regulations and increasing priorities of stakeholders. Demonstrating this commitment, we stay highly engaged with our local community through CEOs for Sustainability, a leadership-driven organization determined to evoke positive change in the Pittsburgh region. We also volunteer with the Strip District Neighbors, to encourage sustainable development where our office is headquartered. As we continue to navigate the hybrid and remote work environment, we gain the opportunity to be active participants in sustainability organizations across the country, such as the Detroit 2030 District, part of a national movement to create high-performance building districts.

Reflective of what we encourage our clients to do, 3R undertook its own materiality assessment to determine ESG priorities and better track and report on our impact and goals in these outlined areas. We hope to continue to serve as an example in the professional services industry for our peers, develop the next generation of sustainability professionals, and continually improve to better serve our clients for years to come.

- Jana Lake

**3R President and SRI CSO/ESG
Practice Lead**



ABOUT

This report has been prepared according to the GRI Standards for the period January 1, 2021- December 31, 2021. Throughout the report, except where distinctly specified as "3R", all actions, data points, and commitments detailed for SRI include 3R Sustainability as well as IQ Training.

SRI QUALITY SYSTEM REGISTRAR

SRI Quality System Registrar (SRI) is an international assessment and certification body headquartered in Seven Fields, PA (metropolitan Pittsburgh area), with engineering and support offices in Pittsburgh, PA; Portland, OR; Ann Arbor, MI; Dublin, Ireland; London, England; and Tokyo, Japan. Founded in 1991, SRI is accredited by ANAB and RvA, and recognized by IATF, AA1000, USGBC (GBCI), GRESB, WELL (IWBI), and ResponsibleSteel™ to assess and assist in conformance to quality, sustainability/ESG, information security, building performance, real estate rating systems, and other international standards and frameworks. A complete list of the standards we offer can be found in Appendix I.

As a privately held, family-owned certification body, SRI has roughly 55 internal employees and approximately 150 contract auditors. SRI is an active member of US Green Building Council (USGBC), Automotive Industry Action Group (AIAG), Association for Iron & Steel Technology (AIST), Independent Association of Accredited Registrars (IAAR), Green Building Alliance (GBA), Sustainable Pittsburgh, GRI Community, and UN Global Compact. As a Certified B Corp, SRI meets the highest standards of overall social and environmental performance, transparency, and accountability. SRI is also a part of the International Living Future Institute's (ILFI) JUST™ Program, providing transparent disclosure via our "nutrition label" of social responsibility.

SRI stands with the global community that is making Environmental, Social, and Governance (ESG) its mission. As our domestic and international clients implement ESG initiatives, SRI remains a committed member of their supply chains. It is simply not enough to maintain operational efficiency in business today; SRI Quality System Registrar recognizes our duty to contribute to sustainable development and address global causes for concern.

IQ TRAINING

iQ Training is an SRI Registrar company that builds business iQ for better organizational outcomes. With certified training courses that are facilitated by practicing and experienced industry professionals, iQ Training provides managers, staff, and professionals an opportunity to expand their knowledge of critical topics affecting business today, including management systems, corporate responsibility/sustainability (CSR/ESG), enterprise risk management, and high performing built and living environments.

3R SUSTAINABILITY

3R's roots first began as part of SRI Quality System Registrar. In 2006, SRI entered into a partnership with U.S. Green Building Council (USGBC) in which SRI used its environmental assessment expertise to provide project review services. The team's knowledge base and success grew it into its own division dedicated to sustainability assurance. Through this work, the team has reviewed more than 10,000 projects from around the world.

In 2015, 3R Building Sustainability was formed to provide a broad range of sustainability consulting services to meet the demand of organization and industry stakeholders. In 2019, 3R proudly became certified as a women-owned business. In 2022, 3R helps clients realize the business value of sustainability through organizational education, operational change, and top-down buy-in. 3R and SRI continue a close partnership, bringing deep expertise to clients in both strategy and implementation, as well as assurance and validation.



SRI MISSION, VISION, & VALUES

MISSION

Enable our stakeholders to achieve their goals for a sustainable and successful future

VISION

Be a respected, full-service leader in sustainability, assurance, and social responsibility by partnering with our stakeholders to improve their business, the environment, and the communities in which we work.

VALUES

We will do this by...

- Being a flexible, responsive team of well-trained, healthy employees
- Using creativity and our unique abilities to meet customer needs
- Supporting our work with updated technology and culture
- Enhancing communication and stakeholder success

3R MISSION, VISION, & VALUES

MISSION

3R provides consulting services rooted in science, supported by data, and driven by innovation, education, and continual improvement, delivering full-service sustainability solutions to our clients to achieve material business goals. Our team of experts creates an engaging environment where all our stakeholders can thrive. We are an adaptive firm working on the global scale, with a mission to create a direct, measurable impact on the environment and the companies and communities which we serve that will make our clients ask, “Why would we work with anyone else?”

VISION

Be the partner of choice to help organizations realize the value of sustainability and create a world in which our team members and clients’ employees live and work in an environment that is mutually beneficial for people, the planet, our partners, and profit, now and for generations to come.

VALUES

- Continual Improvement
- Integrity
- Teamwork
- Transparency

GOALS & COMMITMENTS

SUSTAINABILITY GOALS

To achieve our corporate strategy, mission, and vision, SRI and 3R identified material topics, defined sustainability goals, and built targets into our management system to track progress toward these goals.

WE ARE COMMITTED TO:

- **Minimizing our environmental footprint**
- **Recruiting and retaining the right talent to best meet customer needs**
- **Providing services with the highest level of integrity and ethical conduct**
- **Maximizing impact in supporting clients' sustainability goals**

2021 HIGHLIGHTS



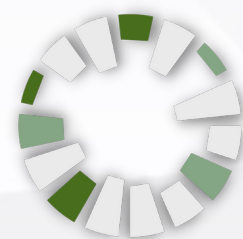
SRI was named a Gold Finalist in the Certification Body of the Year rankings by the International Automotive Oversight Bureau (IAOB) at the 2021 AIAG Virtual Quality Summit on October 6th, 2021, by James Bruin, Executive Director of the IAOB. Certification Body of the Year is the IAOB's official program to recognize its contracted certification bodies that achieve the highest performance standards for the IATF and IAOB. The recognition is given to certification bodies that provide assessment and certification services to the automotive sector-specific IATF 16949:2016 Quality Management System Standard.



Through an accreditation process which verified our credentials, 3R proudly became a CDP Accredited Solutions provider. 3R offers expertise to support organizations undertaking CDP disclosure reporting on their management of climate-related risks and opportunities and greenhouse gas emissions reduction action plans.



SRI was approved as the first US-based certification body for the ResponsibleSteel™ standard. ResponsibleSteel™ is the steel industry's first global, multi-stakeholder standard and certification initiative dedicated to sustainability within the sector. Its mission is to maximize steel's contribution to a more sustainable society through the cooperation of companies and stakeholders at all levels of the steel supply chain by providing a forum for discussion, collaboration, and designation. SRI is a proud and active Associate Member of ResponsibleSteel™ and became the first U.S.-based certification body approved for the ResponsibleSteel™ Standard.



G R E S B

3R became a GRESB Premier Partner for Real Estate, and SRI was selected as the independent, third-party assessment and validation services provider for GRESB. GRESB is the environmental, social and governance (ESG) benchmark for real assets that works in collaboration with the industry to provide standardized and validated ESG data to capital markets. Combined, GRESB represents USD 5.3 trillion assets under management.

GOVERNANCE & MANAGEMENT

SRI uses a management system approach that builds the ESG commitments and requirements from the relevant frameworks into its accredited ISO 17021:2015 management system. Our ISO 17021:2015 management system underscores the integrity of our audit services as a competent, consistent, and impartial accreditation body. Christopher Lake, President of SRI, and Peter Lake, Founder and CEO, lead SRI's Board of Directors, which oversees SRI's commitment to sustainability, corporate responsibility, and overall business performance.

SRI embraces employee, community, and globally focused policies and governance practices to promote health and sustainability. SRI's sustainability governance is led by our Chief Sustainability Officer, Jana Lake. SRI has begun the process of re-establishing its cross-functional Sustainability Committee whose members span across both SRI and our sister company, 3R Sustainability. The Sustainability Committee currently meets virtually with the goal of tracking and continually improving the company's ESG performance



GOVERNANCE & MANAGEMENT

ENVIRONMENTAL



Our environmental initiatives are related to client-site travel and are managed by our Director of Operations, while our office-based initiatives are overseen by our Chief Sustainability Officer and are implemented via the Sustainability Committee.

SOCIAL



Our employee programs are managed by our Director of Human Resources, as well as our Wellness Committee. The SRI Wellness Committee works to promote and support healthy lifestyle choices by valuing individual health and creating a supportive community.

GOVERNANCE



To accomplish this, the committee fosters physical and mental well-being of SRI employees and their families by planning, implementing, and evolving wellness programs and initiatives based on the needs and desires of employees; providing resources and support to educate, empower, and encourage employees to make healthy lifestyle choices; and creating a positive work culture in which employees feel healthier, productive, inspired, and a sense of community thus resulting in decreased absenteeism, illness, and stress. We also solicit employee feedback through an annual employee engagement survey. We use the results from the engagement survey to drive forward new programs and initiatives.

Christopher Lake, President of SRI, oversees SRI's ethical business practices and legal compliance. Our Business Systems and Development Manager manages our data privacy and information security measures.

In 2015, the United Nations (UN) created 17 Sustainable Development Goals (SDGs) as a call to action for both developed and developing countries to collectively work toward a sustainable future. Each SDG has a specific set of targets and goals to reach by 2030, but all SDGs are interconnected and break down larger global issues related to people and the planet. In 2018, SRI became a signatory of the UN Global Compact, which works together with the SDGs to “align strategies and operations with universal principles on rights, labor, environment and anti-corruption, and take actions that advance societal goals.” SRI has identified 4 of the 17 SDGs that align with SRI's material topics, which the organization strongly supports through our operations and best practices as well as through our interactions with external clients.

SRI'S SUSTAINABLE DEVELOPMENT GOALS

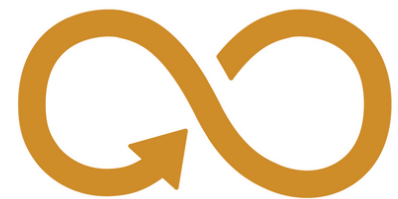
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



11 SUSTAINABLE CITIES AND COMMUNITIES



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



#9 Industry, Innovation, and Infrastructure

SRI's management system approach ensures that companies manage their environmental and industrial impacts through audits to several ISO standards. 3R's consulting services provide ESG capabilities and green building expertise to advance resilient industries and infrastructure. Building resilient infrastructure promotes inclusive and sustainable industrialization, fosters innovation to improve resource-use efficiency, and promotes the adoption of clean, environmental technologies.

#11 Sustainable Cities and Communities

SRI and 3R support the development of sustainable communities through board service, volunteer days, donations, and a variety of educational programs. 3R's work with clients goes beyond buildings to include neighborhoods and communities, access to green spaces, public transportation, water and waste management, and the role that companies play as a responsible contributor to the community.

#12 Responsible Consumption and Production

Responsible consumption and production are fundamental to SRI and 3R's mission, vision, and values. SRI implemented a Sustainable Purchasing Policy, which emphasizes making informed, sustainable decisions when possible. SRI and 3R take efforts to reduce consumption and divert waste, both internally and through our impact from providing audit services for standards like the ResponsibleSteel™ standard, Total Resource Use and Efficiency (TRUE), ISO 9001:2015 Quality Management Standard, and ISO 20400:2017 Sustainable Procurement.

#13 Climate Action

SRI and 3R's materiality analysis identified greenhouse gas emissions (GHGs) as one of our most material topics. The largest contributor to SRI's carbon footprint has historically been auditor travel. As a result of travel restrictions resulting from the Covid-19 pandemic, auditing was temporarily shifted to a virtual format. As travel restrictions have lifted, SRI is committed to continuing virtual auditing using CAAT – Computer Assisted Audit Technology whenever possible. Virtual auditing greatly reduces the carbon impact of audits and has an added benefit for improving auditor work-life balance. SRI has also been committed to offsetting all Scope 1 (direct) and Scope 2 (indirect) emissions since 2018 by purchasing carbon offsets through One Tree Planted. 3R is proudly a CDP Accredited Solutions provider and advises clients on managing climate-related risks and identifying opportunities, calculating and reporting greenhouse gas inventories, setting science-based greenhouse gas emissions reduction targets (SBTs), and developing and implementing greenhouse gas emissions reduction plans.

MATERIALITY RESULTS

To determine which ESG topics are most important to SRI and 3R as a business, interviews were conducted to gain insight from various internal stakeholders, including employees and senior leadership. Insight from external stakeholders was taken into account as well through an extensive industry analysis in which publicly disclosed information was gathered from SRI's and 3R's customers and peers. While many ESG topics were reviewed throughout the materiality determination process, only the most impactful topics to SRI, 3R, and external stakeholders are included in this report.

Environmental Material Topics



- Greenhouse Gas Emissions
- Green Buildings

Social Material Topics



- Human Capital Development
- Employee Health, Safety, and Wellness
- Diversity, Equity, and Inclusion

Governance Material Topics



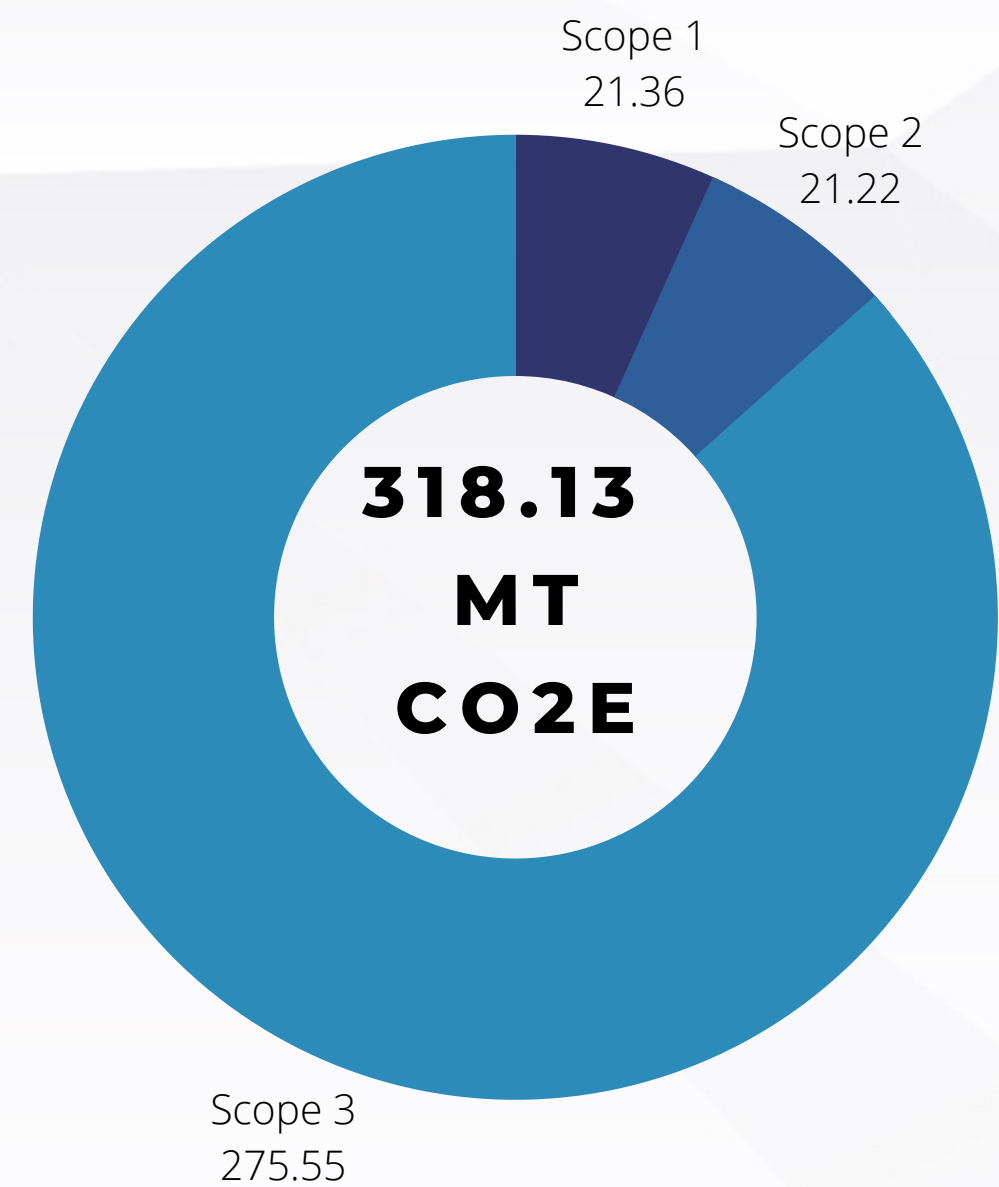
- Data Privacy and Security
- Ethical Business Conduct



Quality • Sustainability • Security

ENVIRONMENT

OUR ENVIRONMENTAL IMPACT HANDPRINT



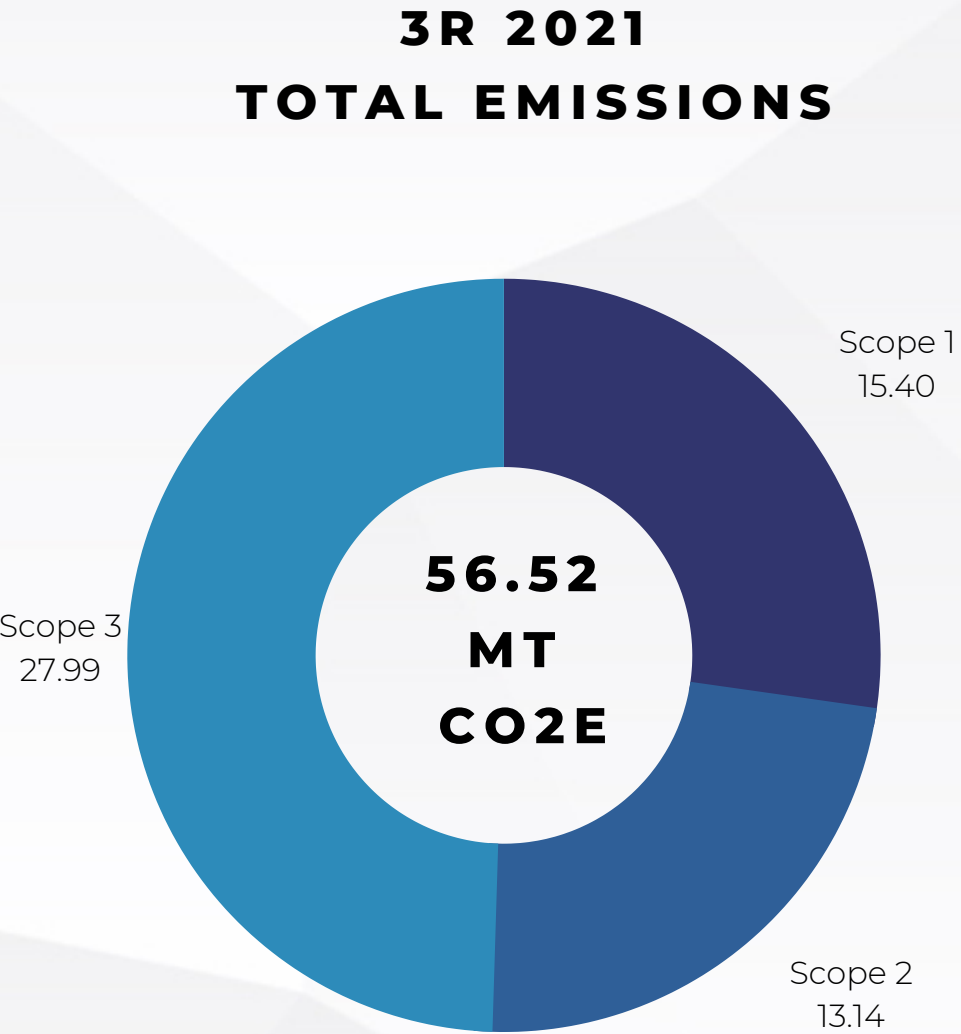
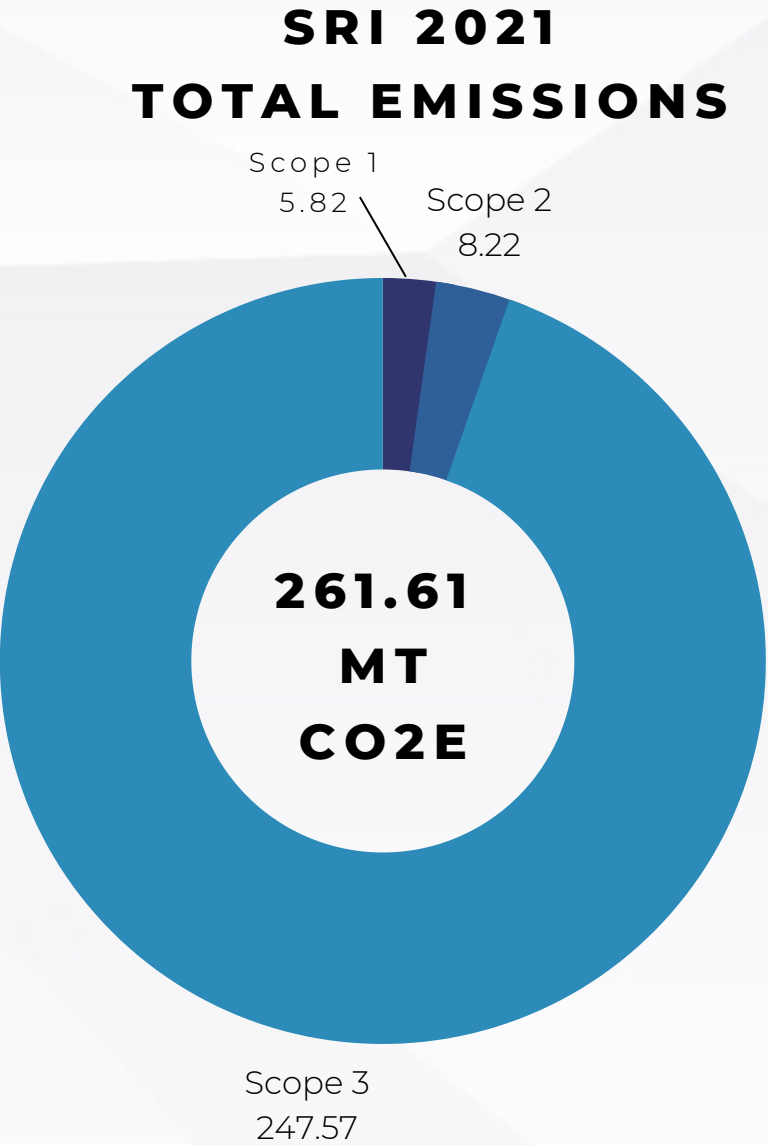
**TOTAL (3R + SRI) 2021
SCOPE 1, 2 & 3 EMISSIONS**

SRI is well positioned to help clients realize the business value of sustainability and reach their sustainability goals by providing audit services for sustainability management system standards. The audits and assurances offered by SRI encompass many environmental impact areas including environmental management systems, energy management, greenhouse gas reporting, and indoor environmental quality standards. Many of the standards assessed and verified by SRI provide frameworks to guide companies on goals related to ESG, including ISO 14064 (Greenhouse Gas Validation), ISO 26000 (Guidance on Social Responsibility), and AA1000 (Accountability Assurance). The integration of sustainability and social responsibility into management systems allows businesses to shift away from focusing solely on shareholders to addressing the needs of all stakeholders, both internally and externally.

Additionally, 3R provides consulting services in the built and corporate sustainability environments, enabling companies across the world to better meet their own ESG goals. 3R's consulting services cover numerous environmental and climate-related impacts including, but not limited to, calculating and reporting baseline greenhouse gas inventories, setting science-based greenhouse gas reduction targets (aligned with the Science-Based Targets Initiative, SBTi), and developing and implementing greenhouse gas reduction plans.

SRI and 3R aim to lead by example by tracking and managing various ESG metrics, focusing on metrics providing insight on our material ESG topics. Both SRI and 3R are focused on continual improvement, and as such SRI and 3R welcome input and ideas from our innovative employees on how best to engage in sustainability initiatives that help improve the organization's environmental footprint and the individual footprints of all employees.

OUR ENVIRONMENTAL IMPACT FOOTPRINT



3R and SRI's emissions' inventories are calculated in accordance with the Greenhouse Gas Protocol, using an operational control approach. Scope 3 calculations included emissions associated with employee commuting, teleworking, and business travel.

MATERIAL IMPACT FOOTPRINT

SRI and 3R annually complete a greenhouse gas inventory in accordance with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard, covering Scope 1, 2, and 3 emissions.

SRI's largest environmental impact is due to auditor travel to client facilities and travel to on-site client training because historically, on-site inspection was a mandatory part of the audit process. However, Covid-19 travel restrictions in 2020 and early 2021 required a shift to virtual auditing. The success of these virtual audits has increased the acceptance and use of virtual, computer-assisted audit technology (CAAT) in the audit process as travel restrictions are lifted. CAAT has made it possible to reduce travel costs and emissions and SRI's overall environmental impact associated with the auditing process while improving the work/life satisfaction of SRI's auditors. CAAT/virtual audits have proven to be a critical step in helping companies achieve their net-zero goals and SRI continues to work across the audit industry and with its clients to adopt this lower-impact approach as much as possible.

Prior to the Covid-19 pandemic, 100% of training was offered at locations around the country, with nearly all participants traveling to the training event. In 2019, SRI began offering on-site training to reduce the number of participants who needed to travel and in 2020 a majority of training (57%) was held virtually. In 2021, 66% of training was held virtually, which has greatly reduced emissions associated with SRI's training offerings.

SRI's shift to a work-from-home or hybrid work environment has decreased Scope 1 and 2 emissions associated with the building's operations in 2020. Although it is likely for Scope 1 and 2 emissions to increase after the pandemic as some employees return to the office, SRI continues to offer employees the option of working remote or hybrid, which has motivated SRI to quantify emissions associated with work-from-home to get a more accurate representation of total emissions associated with daily operations. In 2020, SRI developed a methodology to quantify emissions associated with both work-from-home and employee travel to and from the office. This methodology will continue to be updated annually as industry best practices in this space evolve.

To further reduce our carbon footprint, SRI employed a variety of initiatives to improve energy efficiency in its corporate headquarters including rewiring office equipment and decommissioning out of date equipment to upgrade to more energy specific models.

CASE STUDY



ResponsibleSteel™ Awards its First-Ever Site Certification in North America to U. S. Steel's Big River Steel

Sets New Gold Standard for North American Steel Sector

SRI was founded in 1991 as Steel Related Industries Quality System Registrar, a part of the Steel Industry Supplier Audit Program (SISAP). SRI quickly became an industry leader and one of the world's largest registrars to metals and materials companies.

In 2021, SRI became the first US-based certification body for the ResponsibleSteel™ standard, a standard that is leading the way for the responsible sourcing and production of steel. The ResponsibleSteel™ standard covers key ESG issues such as greenhouse gas emissions, water and waste stewardship, biodiversity, labor and human rights, occupational health and safety, stakeholder and community engagement, management systems, and corporate leadership. This standard offers a multitude of benefits including enabling producers to meet rapidly changing customer requirements, developing operational efficiencies and reducing risks within the supply chain, and reducing the overall impact on the natural world by reducing water consumption, waste generation, and emissions. These benefits ultimately lead to a higher ESG market rating and lower ESG risk, which will appeal to current and potential investors, customers, employees and other stakeholders.

As the first US-based certification body for the ResponsibleSteel™ standard, SRI looks forward to our role in promoting positive ESG impacts within the steel industry.



METRICS

Previously, emissions associated with waste generated from operations were included under Scope 3. However, due to a decrease in the number of employees in the office, this impact greatly decreased. As a result, it is not included in this year’s inventory. In future years when more employees are in the office, emissions associated with waste generation will be added under this scope.

2021 TARGET REDUCTION FOR SCOPE 1 AND 2 EMISSIONS

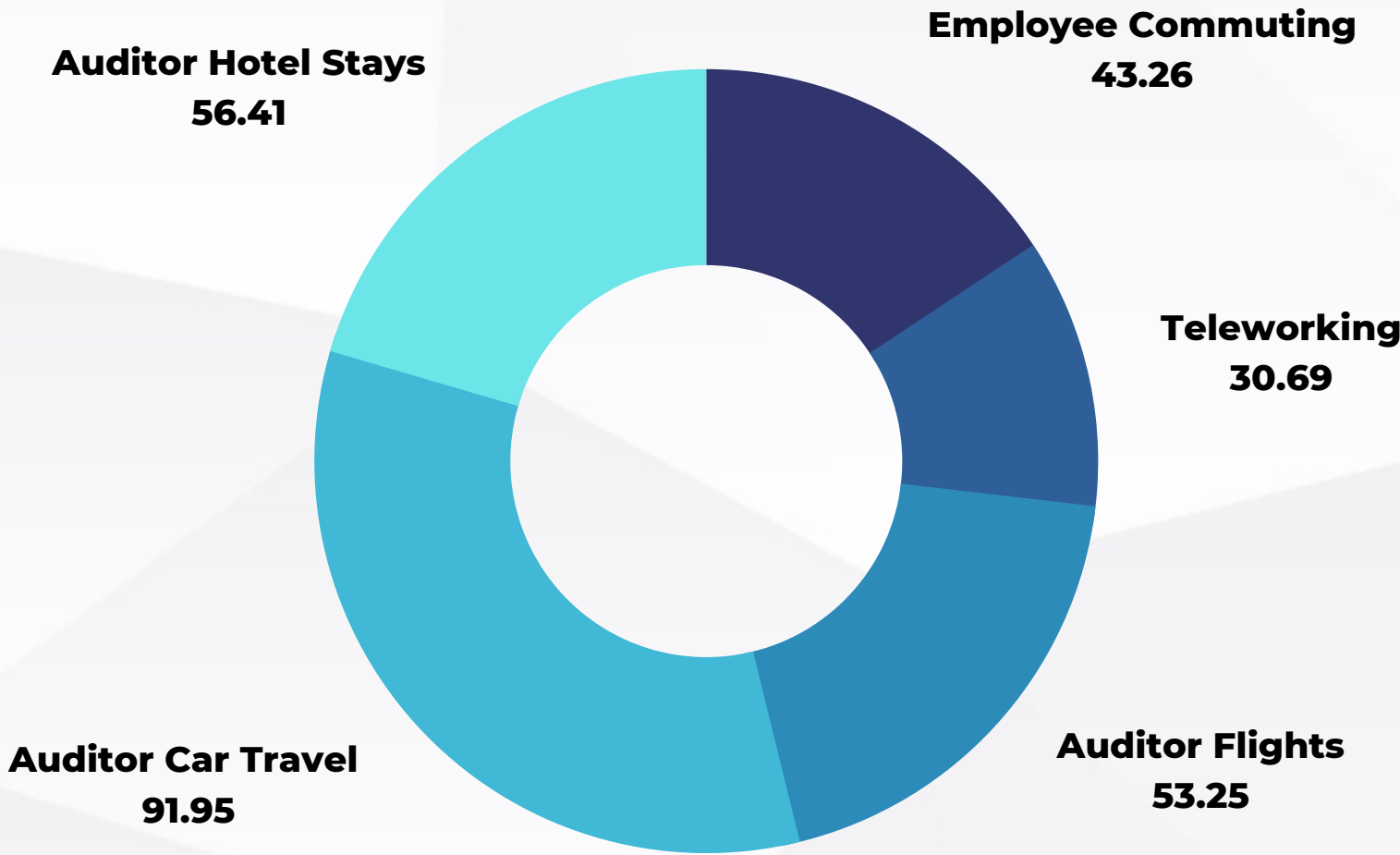
10%

ESTIMATED SCOPE 3 EMISSIONS:
BUSINESS TRAVEL AND EMPLOYEE
COMMUTING/TELEWORKING

275.55 MT CO2e

Scope 1 - 21.36 MT CO2e	Includes natural gas consumed by SRI/3R offices for heat.
Scope 2 - 21.22 MT CO2e	Includes electricity consumed by SRI/3R offices.
Estimated Scope 3 - 275.55 MT CO2e	Includes travel associated with audits and training as well as employee commuting and emissions associated with employees working from home.

SCOPE 3 EMISSIONS BREAKDOWN



ACTION PLAN

TO ADDRESS SCOPE 3 EMISSIONS

- ➔ Sustainable Purchasing Policy – This policy is designed to ensure the most sustainable products are considered and purchased for office supplies, luncheons, electronics, etc. Local vendors and minority- and woman-owned businesses are prioritized to support local communities and reduce emissions associated with the transportation of goods from the vendor to its final destination.
- ➔ Path to Net Zero Emissions – SRI started this program in 2019 to detail opportunities to reduce emissions related to auditor and training travel. One option being considered is enabling clients who prefer on-site audits or training to have the option of purchasing carbon offsets.
- ➔ Waste Diversion and Reduction – Waste was not identified as a significant source of emissions and therefore associated emissions were not included in SRI's greenhouse gas inventory in 2021. That said, SRI continues to implement initiatives to reduce waste. Initiatives include education on proper disposal/recycling, an annual e-waste recycling event, and SRI's partnership with Shredit, an organization that securely shreds and recycles paper waste.
- ➔ Transit Passes – SRI encourages employees to use public transportation by offering all employees transit passes in lieu of a parking permit to reduce emissions associated with employee commuting.
- ➔ Scope 1 and 2 goal and then separate Scope 3 goal (auditor travel, WFH, etc.) - eventually supplier spend analysis

In 2021, SRI/3R offset Scope 1, 2 and 3 emissions. Absolute emissions in 2021 increased by 14%. Scope 1 emissions increased due to improved accuracy in data collection as Scope 1 emissions in previous years were estimated based on industry averages and building characteristics. Scope 3 emissions increased as auditors returned to onsite audits due to reduced travel restrictions. Although Scope 1 and Scope 3 emissions increased, Scope 2 emissions did decrease by 53%.

Moving forward, SRI intends to set a 1.5°C-aligned reduction target in line with guidelines set by the Science-Based Target Initiative (SBTi). This reduction target will involve reducing Scope 1 and 2 emissions by 50% compared to baseline levels by 2030 and continuing to monitor and reduce Scope 3 emissions.





Quality • Sustainability • Security

S O C I A L



OUR SOCIAL IMPACT



HANDPRINT

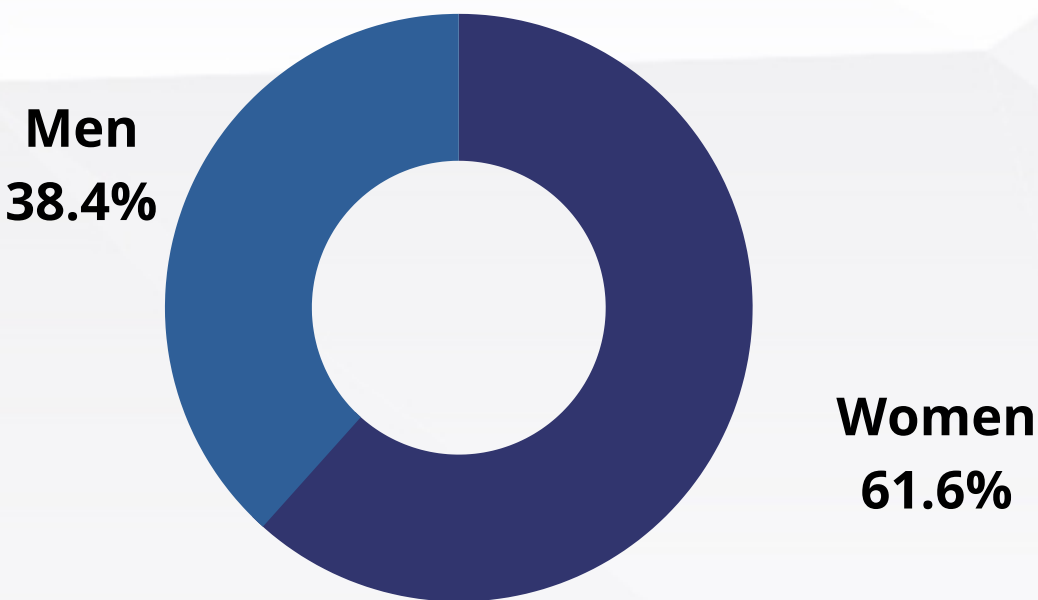
Our people are critical to our business, and we recognize that the same is true for our clients. As such, we prioritize our employees' health, safety, and well-being, and offer health and safety audit services to our clients. Additionally, we provide training and on-going educational opportunities to our employees and auditors, and then share our knowledge capital through our iQ Training courses. We foster a work environment that values diversity and inclusivity, and we help our clients to achieve the same through offering services like AA1000 Assurance which guides organizational approaches to social equality, healthy ecosystems, and strong governance, and SA8000 Social Accountability audits. Through investing in our employees and offering services for our clients to do the same, we advance two of our core sustainability goals:

- Maximizing our impact in supporting clients' sustainability goals, and
- Recruiting and retaining the right talent to best meet customer needs.

As a certified B-Corp, we are recognized for demonstrating high social and environmental performance and exhibiting transparency in our performance. Our B-Corp designation includes an evaluation of our contributions to our employees' financial security, health and safety, wellness, career development, and engagement and satisfaction. In 2019, SRI was named a "Best For The World" honoree, ranking in the top 10% of all B Corps in the worker impact area of the B Impact Assessment. Our overall B-Corp score was 86.3; the median score for ordinary businesses who complete the assessment is 50.9.

In addition to our B-Corp certification, we also qualified for the JUST Label offered through the International Living Future Institute. Our JUST Label verifies our voluntary disclosure of internal policies and information related to JUST categories including diversity, equity, and worker benefits. We are proud to promote transparent reporting on our organizational social responsibility.

MATERIAL IMPACT FOOTPRINT



DIVERSITY, EQUITY & INCLUSION

We value diversity and strive to create and maintain an inclusive and equitable work environment. We have zero tolerance for unlawful discrimination or harassment of any kind. To ensure respectful interactions are maintained in our workplace, all employees are required to annually take an anti-harassment training course. Additionally, all employees are made aware of the procedure for reporting complaints of harassment, discrimination, or retaliation.

As a participant of the UN Global Compact, SRI supports the Global Compact's ten principles, which include respecting and protecting internationally proclaimed human rights. In our workplace, this includes providing safe working conditions for all, free from any discriminatory practices. SRI also signed the UN Women's Empowerment Principles to advance gender equality and women leaders in business.

Moving forward, we will implement DEI awareness training for all employees to promote a safe, respectful, and inclusive work environment. As an organization that values learning, we are committed to continuing to build our collective knowledge of cultural competence. We are also exploring the creation of employee resource groups (ERGs) to allow employees with shared characteristics or life experiences, and their allies, to have dedicated time to meet, provide support, and advance the goals that the ERG wants to achieve.

3R SUSTAINABILITY- WOMAN-OWNED BUSINESS

Our sister company, 3R Sustainability, is certified as a Women's Business Enterprise (WBE) through the Women's Business Enterprise National Council (WBENC), the nation's largest third-party certifier of businesses owned and operated by women in the United States. Recognition by WBENC means that 3R is not just owned by a woman, but that it is led and managed by women, and it brings those values, business strategy, and perspective to its clients and stakeholders in everything it does.



MATERIAL IMPACT FOOTPRINT

EMPLOYEE HEALTH, SAFETY & WELLNESS

One of SRI's core values is to have a flexible, responsive team of well-trained, healthy employees. To uphold this value, we invest in our employees' ongoing education through funding training courses, attendance at conferences, and costs associated with earning relevant certifications. We encourage our employees to attend webinars and networking events to stay up to date on the most cutting-edge ideas and practices across the industries we serve. Each Department Head at SRI works with their team to ensure that everyone has continual learning and development opportunities.

Auditor Training

SRI implements a comprehensive training program for all our auditors that begins with an initial SRI training period. Following the onboarding training, auditors attend provisional on-the-job training, and then are required to attend and successfully complete a lead auditor training course. All auditors meet the ANAB, International Register of Certificated Auditors (IRCA), or RABQSA certified auditor requirements. In addition to the training we offer on the job, our auditors, on average, have over 25 years of industry experience in quality-related fields.





MATERIAL IMPACT FOOTPRINT

TRAINING & EDUCATION

At SRI, not only do we prioritize the health, safety, and wellness of our own employees, but we also assist our customers in managing the health and safety impacts of their own workplaces. Internally, our wellness committee drives forth initiatives promoting healthy lifestyles among our workforce. In 2021, we offered CPR/AED, first aid, and psychological first aid training to our employees. Our wellness committee also hosted a walking challenge and weight loss challenge that was open to all employees, and vaccination clinic for local employees. We offer a robust benefits package for employees, including a healthcare plan, vision and dental benefits, a Flexible Spending Account (FSA), and an Employee Assistance Program (EAP) for personal and job-related issues. Over 80% of our full-time workers have chosen to be covered by our healthcare plan.

For our customers, SRI offers accredited registration to ISO 45001:2018 (Occupational Health and Safety Management System Requirements). This global management system is used to create better, safer working conditions by reducing workplace risks. SRI Auditors are seasoned professionals with extensive industrial occupational safety and health experience. Through iQ Training, SRI Auditors are available to provide training to individuals or teams looking for a deeper understanding of ISO 45001:2018. Additionally, SRI is approved by GBCI/IWBI to provide WELL Performance Testing which analyzes onsite environmental conditions to help ensure that health and well-being strategies are implemented and performing as intended.

CASE STUDY

3R is proud to support sustainable development in the Strip District, the Pittsburgh neighborhood where our 3R office is headquartered. 3R's President, Jana Lake, serves on the Board of Directors of the Strip District Neighbors, a non-profit organization that is dedicated to promoting economic development and high quality of life while preserving and enhancing the integrity and character of the Strip District Neighborhood. On the Board, Jana serves as the Chair of the Community Development Committee. Given the Strip District's exponential population growth over the last five years, Jana's role is critical in ensuring that the priorities of the residents and stakeholders are both understood and accounted for as the neighborhood's landscape changes.

In addition to Jana serving on the Board of the Strip District Neighbors, 3R has furthermore engaged university students in projects promoting sustainability in the Strip District. Jana mentored a team of graduate students from Carnegie Mellon University on conducting a literature review of research, case studies, and sustainable development frameworks relevant to the Strip District. The graduate students' work studying frameworks like LEED for Communities, EcoDistricts, and 15-minute city are helping to inform a year-long visioning effort for the neighborhood.

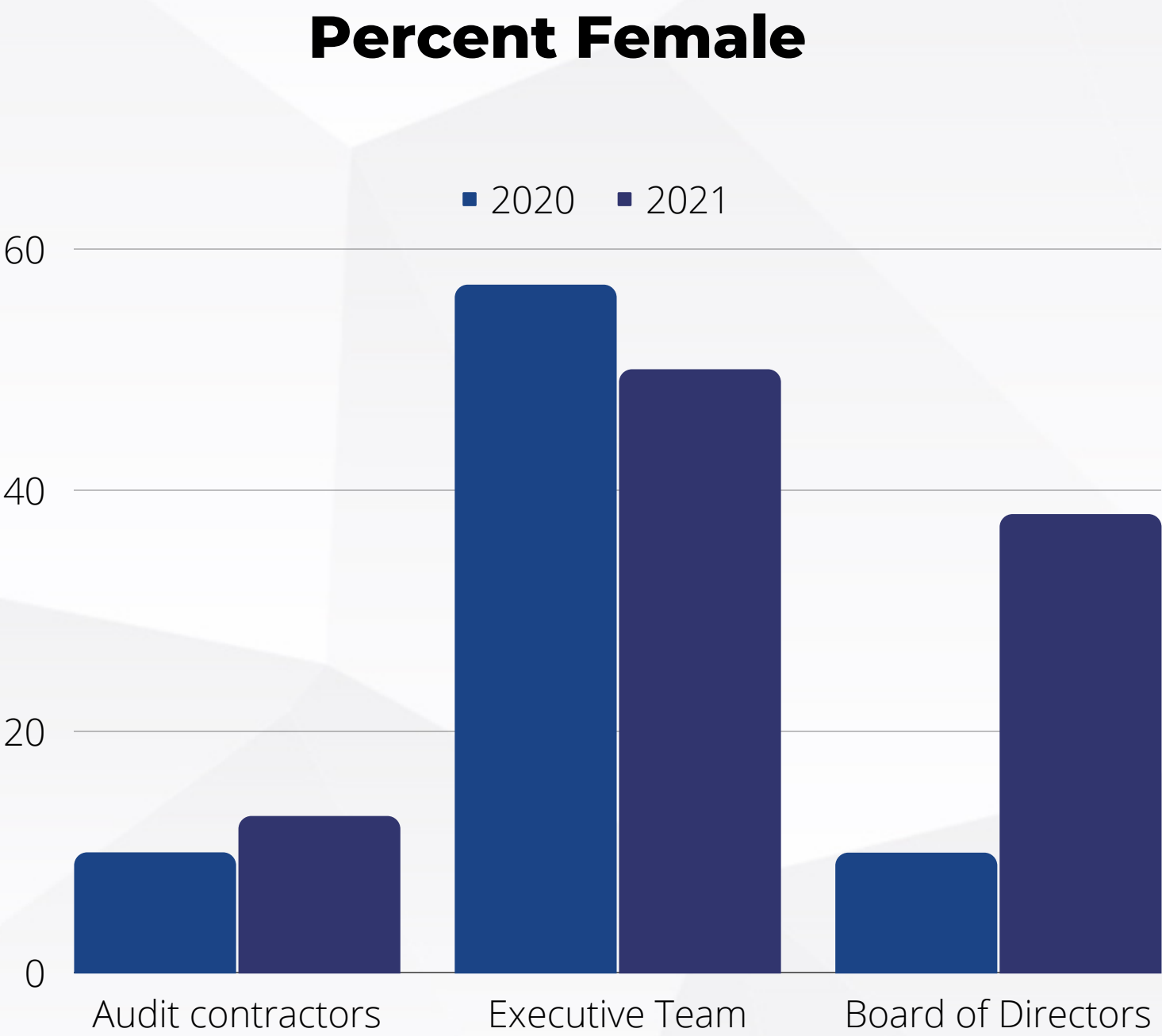
Building off the work of the graduate students, 3R developed and implemented a survey for stakeholders to provide input on their vision for the Strip District over the next 3-5 years. Based on the survey results, Jana and the 3R team are now working with University of Michigan Dow Sustainability Fellows to implement recommendations for prioritized efforts that align with the stakeholders' vision.

3R is thrilled to provide opportunities for university students to experience a real-world community development project while utilizing our own expertise to benefit our local neighborhood. We look forward to continuing to grow our impact and using our skillsets to support sustainable development in the Strip District and the other communities in which we operate.



METRICS

	2020	2021
Percent of female audit contractors	10%	13%
Percent of females on the Executive Team	57%	50%
Percent of females on the Board of Directors	10%	38%
% of employees surveyed that agree or strongly agree with the statement "All things considered, I feel engaged at SRI."	100%	95%
% of employees surveyed that agree or strongly agree with the statement "SRI operates in a socially and environmentally responsible manner."	92%	95%
Volunteer Time (% of total hours)	1.9%	.07%



ACTION PLAN

During 2021, we took a pause on in-person volunteer efforts as we adjusted to the changing landscape of the pandemic. In 2022, SRI is re-igniting its Sustainability Committee to oversee our initiatives related to our material social impacts. For our employees, these initiatives include distributing our annual Employee Satisfaction Survey with updated questions to solicit employee input on our performance on our material ESG impacts, improving our engagement efforts with our remote workers, and encouraging employees to use their paid volunteer time off by highlighting volunteer opportunities. We will also continue to uphold strong partnerships with organizations in our local communities. In Pittsburgh, we will continue to donate our computers and IT equipment to Computer Reach, a Pittsburgh-based nonprofit organization working towards digital literacy for all. We will also continue our charitable donations to and support for the Victim Outreach Intervention Center (VOICe), the sole provider of domestic violence, sexual assault, and other crime services in Butler County, Pennsylvania.



GOVERNANCE

OUR GOVERNANCE IMPACT

When SRI became a signatory of the UN Global Compact (UNGC) in 2018, we committed to incorporate the Ten Principles of the UNGC into our corporate governance strategy, culture, and day-to-day operations, to engage in collaborative projects that advance the development of the UN SDGs, and to be transparent and accountable for our actions via an annual Communication on Progress. Adhering to these principles of human rights, labor, environment, and anti-corruption, SRI's governance is driven by a sense of responsibility to all our stakeholders – our auditors, our staff, our clients, and our communities. This drive, coupled with our commitment to quality and excellence, led us to the honor of being named a Gold Finalist in the Certification Body of the Year rankings by the International Automotive Oversight Bureau (IAOB). This prestigious recognition is given to certification bodies that provide assessment and certification services to the automotive sector specific IATF 16949:2016 Quality Management System Standard with the highest performance standard.

“We are honored to be recognized by the IAOB as a Gold Finalist for the high standard we set for our IATF audit services. We extend our sincerest thank you to the IAOB, our auditors, staff, and clients who continually strive for excellence in the automotive industry. It is this teamwork and partnership that drives performance and the industry to new heights in quality, safety, and performance.” – Christopher Lake, President of SRI

MATERIAL IMPACT

LEGAL & COMPLIANCE



SRI complies with all legal requirements, including but not limited to business ethics, environmental impact, labor standards and working conditions, human rights, and data privacy. In addition, through our work as a registrar, SRI supports our customers in their compliance efforts. Various ISO certifications help to demonstrate compliance with legislation, such as ISO27001, which demonstrates compliance with information security protocols, and ISO45001, which helps organizations maintain compliance with OSHA standards.

TRANSPARENCY

SRI is committed to being ethically transparent in all aspects of our operation/business, supporting a voluntary, full disclosure policy and providing ongoing open access and communication to internal and external audiences on important organizational information, including our purpose, goals, governance structure, environmental impacts, and our involvement in social, political, and environmental causes. In addition to complying with all legislated reporting requirements, SRI's Executive Team communicates these aspects of business to all staff through quarterly staff meetings. Furthermore, SRI encourages any employee with suggestions or concerns to share these thoughts with management to promote a feeling of openness from not only the top down but also the bottom up.



MATERIAL IMPACT

ETHICS



SRI has always operated with integrity and the highest ethical standards, earning its valued reputation as a respected and responsible employer and business partner. SRI is committed to demonstrating honesty, fairness, and accountability in its decisions and actions, including each interaction with its employees, customers, suppliers, and partners. The SRI Code of Ethics applies to every SRI employee, auditor, and member of the Board of Directors. It links to all relevant policies and procedures and is readily available on the company intranet. In addition, SRI renders the services of a confidential Ethics & Compliance Hotline Provider and encourages employees to speak to their manager or communicate through the hotline if they have a confidential issue. Employees are responsible for appropriately communicating concerns regarding suspected unethical or illegal conduct to a supervisor, Human Resources, or the Ethics & Compliance Hotline, as outlined in our Whistleblower policy. SRI does not retaliate against anyone who reports suspected violations in good faith. All reports of misconduct are investigated in a timely fashion. Unless the individual chooses to remain anonymous, they receive feedback on the results of the investigation, to the extent allowed by applicable law.

Maintaining the integrity of our audits is of utmost importance. Through our Principles of Impartiality, we formalize our commitment to fairness and ethics in our audit process, as embodied within our ISO 17021 management system. Among other clauses, the policy stipulates that all decisions are nondiscriminatory, free from conflicts of interest, and based solely on objective evidence.

MATERIAL IMPACT

DATA PRIVACY & SECURITY

The SRI Team works carefully to manage customer data privacy, in line with SRI's accreditation under ISO27001 (Information Security), GDPR, and customer requirements. It is SRI's policy not to take any client data from the client site and customers have agreed not to share sensitive data (e.g., HIPAA, individual salaries, etc.) with the auditors. If an auditor errantly becomes exposed to sensitive data, the auditor is required to remind the client that sensitive information should not be shared. The Technology Team works to ensure that all employee and customer information is secure. SRI's Human Resources team works to ensure that SRI's internal use of personal data also complies with applicable laws, SRI policies, GDPR, and customer expectations. Furthermore, considering the growth of remote work among SRI's employees and auditors, the Technology Team works to ensure that the same level of security and privacy is maintained via enhanced data security protocols and IT trainings for employees. Currently SRI is working toward achieving certification from the National Institute of Standards and Technology (NIST) assuring that a robust data protection and cybersecurity strategy is in place.

As the first US-based registrar to be approved by ANAB to certify companies' Information Security Management Systems to ISO 27001, coupled with iQ Training's course on ISO 27001 certification, SRI also helps our clients to develop and maintain information security within their own organizations.



METRICS & ACTION PLAN

In 2022, SRI will continue to uphold the highest standards of business ethics and promote transparency in our work. SRI's Sustainability Committee will work with the Business Systems and Development Manager to further advance data security initiatives to ensure that our work is always supported with safe, secure, and up-to-date technology. Our strong business ethics coupled with our robust data privacy and security procedures will continue to foster strong relationships with our customers and other business relationships.

In 2021, SRI did not have any negative incidents with regard to public policy, privacy, corruption, ethics, bribery, anti-competitive actions, anti-trust violations/monopoly practices, societal/environmental impacts, labor practices, or employee discrimination/harassment. Furthermore, there were no reports to the Whistleblower Hotline.

SRI is proud to report zeros across the board regarding corruption, bribery, anti-competitive actions, anti-trust violations, or monopoly practices. SRI also had zero reports to the Whistleblower Hotline in 2021. Year-over-year, our governance remains strong, as is reflected in our metric tracking.

0 CORRUPTION INCIDENTS

0 DATA BREACHES

0 WHISTLEBLOWER REPORTS



APPENDIX



APPENDIX 1: GRI DISCLOSURES

GENERAL DISCLOSURES		
Disclosure	Description	Answer
2-1	Organizational details	<p>SRI Quality System Registrar Privately Owned Headquarters: Seven Fields, Pennsylvania Countries of Operation: United States, Japan, and Ireland</p> <p>3R Sustainability Privately Owned Headquarters: Pittsburgh, Pennsylvania Countries of Operation: United States</p>
2-2	Entities included in the organization's sustainability reporting	SRI Quality System Registrar and 3R Sustainability
2-3	Reporting period, frequency, and contact point	<p>Reporting period: 1/1/2021- 12/31/2021 Frequency of reporting: Annual Report publication: October 2022 Questions about the report or the reported information should be emailed to info@sriregistrar.com.</p>
2-4	Restatements of information	N/A
2-5	External assurance	This report is not externally assured.
2-6	Activities, value chain, and other business relationships	<p>Activities and Value Chain: We are active in the following sectors: Metals and Materials, Automotive, Aerospace, and Sustainability. Our supply chain is limited to mostly office supplies and technology.</p> <p>Business Relationships: SRI oversees iQ Training.</p>
2-7	Employees	<p>Permanent and full-time employees, and a breakdown by gender and by region; 61% (30) female employees 38% (19) male employees 100% (49) employees located in the U.S.</p> <p>Data was compiled using the average number of employees for the year, excluding seasonal, interns, and temporary. Full-time employees were considered employees who work 30 or more hours per week.</p>
2-8	Workers who are not employees	<p>SRI had 57 US Contract Auditors, 9 LEED contractors, and 20 interns.</p> <p>The most common type of SRI's workers outside of full-time employees are contractors. They are engaged directly and issued 1099's. Data was compiled using the total number of contractors for the year, and total number of interns. We have more interns during the summer months due to our annual summer internship program.</p>

Disclosure	Description	Answer
2-9	Governance structure and composition	Our highest governance body is our Board of Directors.
2-10	Nomination and selection of the highest governance body	As a private family company, board selection is made based on qualification, interdisciplinary knowledge and personal alignment with company mission.
2-11	Chair of the highest governance body	Christopher Lake, President of SRI, and Peter Lake, Founder and CEO, lead SRI's Board of Directors.
2-12	Role of the highest governance body in overseeing the management of impacts	The Board of Directors oversees SRI's commitment to sustainability, corporate responsibility, and overall business performance.
2-13	Delegation of responsibility for managing impacts	<p>Christopher Lake, President of SRI, oversees SRI's ethical business practices and legal compliance. Jana Lake, SRI's Chief Sustainability Officer, oversees SRI's initiatives to reduce SRI's negative ESG impacts.</p> <p>SRI's Sustainability Committee oversees SRI's sustainability plan and manages SRI's ESG impacts.</p> <p>SRI has full-staff quarterly meetings where employees can provide reports on the organization's impacts on the economy, environment, and people.</p>
2-14	Role of the highest governance body in sustainability reporting	The Chief Sustainability Officer reviews and approves the reported information, including the organization's material topics.
2-15	Conflicts of interest	A Conflict of Interest Check is performed on every project. Any potential concerns of conflicts of interests may be reported through our whistleblower hotline.
2-16	Communication of critical concerns	Areas of critical concern may be identified by the Executive Team and raised to the President, who then may escalate to the Board. There were no critical concerns raised in 2021
2-17	Collective knowledge of the highest governance body	The SRI Board of Directors has decades of experience in management of relevant governance systems. Board members participated in the SRI materiality assessment to encourage continued education on sustainable development in the company and client industries.
2-18	Evaluation of the performance of the highest governance body	Accreditation bodies conduct an annual review of company and board performance.
2-19	Remuneration policies	Remuneration is market based and tied to individual and company performance and KPIs
2-20	Process to determine remuneration	N/A

Disclosure	Description	Answer
2-21	Annual total compensation ratio	SRI's compensation data is kept confidential.
2-22	Statement on sustainable development strategy	Please see the letter from SRI President Christopher Lake on page 3, as well as the letter from 3R President and SRI Chief Sustainability Officer Jana Lake on page 4.
2-23	Policy commitments	<p>SRI is a participant of the UN Global Compact and is committed to its 10 universal principles on labor, human rights, environment, and anticorruption. SRI takes action to prevent or mitigate the potential negative impacts of our material topics.</p> <p>SRI respects human rights set out in the UN International Bill of Human Rights and the fundamental rights set out in the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work.</p>
2-24	Embedding policy commitments	SRI and 3R embed policy commitments for responsible business conduct by ensuring all employees are aware of, and have access to, the Code of Conduct. We regularly have check-ins with our employees and encourage our employees to ask any questions to ensure that our standards of conduct are made clear.
2-25	Process to remediate negative impacts	<p>SRI is committed to remediating any negative impacts we may cause or contribute to. Our largest negative impact is our GHG footprint from auditor travel. To remediate these negative impacts, we offset our GHG emissions, and implemented a Sustainable Travel Policy to encourage our auditors to consider eco-friendly travel options.</p> <p>Our grievance mechanisms for our employees include reporting issues to managers or HR, as well as reporting grievances through our anonymous hotline. We also conduct employee satisfaction surveys to solicit feedback on areas of improvement.</p>
2-26	Mechanisms for seeking advice and raising concerns	Individuals can view our policies via our HR portal, and can seek advice from or raise concerns to our HR department or their manager.
2-27	Compliance with laws and regulations	0 significant instances of non-compliance with laws and regulations during the reporting period.

Disclosure	Description	Answer
2-28	Membership associations	SRI/3R is an active member of US Green Building Council (USGBC), Automotive Industry Action Group (AIAG), Association for Iron & Steel Technology (AIST), Independent Association of Accredited Registrars (IAAR), Green Building Alliance (GBA), Sustainable Pittsburgh, GRI Community, UN Global Compact, and Green Sports Alliance.
2-29	Approach to stakeholder engagement	To determine which topics are most important to SRI/3R as a business, interviews were conducted to gain insight from various internal stakeholders including management, human resources, and auditors across a variety of expertise areas. Insight from external stakeholders was gathered through an extensive industry analysis in which publicly disclosed information was gathered from customers and peers. Both the internal interviews and the industry analysis focused on obtaining information regarding which ESG topics were most relevant to the industry; these topics were used to develop SRI and 3R's materiality and sustainability plan.
2-30	Collective bargaining agreements	No SRI employees are covered by a Collective Bargaining Agreement.

MATERIAL TOPICS DISCLOSURES

Disclosure	Description	Answer
3-1	Process to determine material topics	SRI/3R identified its actual and potential, negative and positive impacts on the economy, environment, and people by conducting interviews and surveys of internal and external stakeholders and performing research into our industry of peers and customers. We prioritized our impacts using a handprint and footprint methodology, e.g. determining the extent of the impacts we have due to our operations (our footprint) as well as the extent of our impacts from our work with our customers (our handprint). Our stakeholders included employees, auditors, senior leadership, our Board of Advisors, and our Board of Directors.
3-2	List of material topics	See page 13 of our report for our list of material topics. These topics were updated from our last report as we conducted an updated materiality assessment in 2021.

ANTI-CORRUPTION DISCLOSURES

Disclosure	Description	Answer
205-1	Operations assessed for risks related to corruption	SRI Leadership conducts an Enterprise Risk Assessment annually, which is reviewed and approved by the Board of Directors. The risk assessment is audited annually by the accreditation bodies.
205-2	Communication and training about anti-corruption policies and procedures	100% of governance bodies members and employees have had SRI's anti-corruption policies and procedures communicated to them.
205-3	Confirmed incidents of corruption and actions taken	In 2021, there were 0 incidents of corruption, 0 employees dismissed or disciplined for corruption, 0 incidents when contracts with business partners were terminated or not renewed due to violations related to corruption, and 0 legal cases regarding corruption brought against SRI, 3R, or its employees.

EMISSIONS DISCLOSURES

Disclosure	Description	Answer
305-1	Direct (Scope 1) GHG emissions	<p>a. Scope 1 emissions = 21.36 MT CO₂e</p> <p>b. Gases included in Scope 1 calculation = CO₂, CH₄, N₂O</p> <p>c. Biogenic CO₂ emissions = 0 MT CO₂ (biogenic CO₂ emissions are not relevant to SRI's operations)</p> <p>d. Base year – 2020</p> <p>i. First year separating Scope 1 and 2 emissions and including Scope 3 categories (i.e., employee commuting, teleworking, and business travel) in GHG inventory calculations.</p> <p>ii. Emissions in base year = 9.86 MT CO₂e</p> <p>iii. Previously, natural gas utility bills were not available, so estimates based on EIA data were used to represent Scope 1 emissions. Utility bills were available in 2021, resulting in an increase in Scope 1 emissions due to more accurate data.</p> <p>e. Source of emission factors:</p> <p>i. US EPA Emission Factors for GHG Inventories – all other sources</p> <p>ii. IPCC AR6 – GWP</p> <p>f. Consolidation approach – operational control</p> <p>g. Standards – GHG Protocol Corporate Accounting and Reporting Standard</p>

Disclosure	Description	Answer
305-2	Energy indirect (Scope 2) GHG emissions	<p>a. Location-based Scope 2 emissions = 21.22 MT CO₂e</p> <p>b. Market-based Scope 2 emissions = NA (The market-based approach to quantifying Scope 2 emissions was not used due to lack of market-based emission factors from utility providers)</p> <p>c. Gases included in Scope 2 calculation = CO₂, CH₄, N₂O</p> <p>d. Base year = 2020</p> <p>i. First year separating Scope 1 and 2 emissions and including Scope 3 categories (i.e., employee commuting, teleworking, and business travel) in GHG inventory calculations.</p> <p>ii. Emissions in base year = 45.20 MT CO₂e</p> <p>iii. There were no changes to the Scope 2 calculation methodology between 2020 and 2021.</p> <p>e. Source of emission factors:</p> <p>i. US EPA eGRID – electricity</p> <p>ii. IPCC AR6 – GWP</p> <p>f. Consolidation approach – operational control</p> <p>g. Standards – GHG Protocol Corporate Accounting and Reporting Standard</p>
305-3	Other indirect (Scope 3) GHG emissions	<p>a. Scope 3 emissions = 275.55 MT CO₂e</p> <p>b. Gases included in the calculation – CO₂, CH₄, N₂O</p> <p>c. Biogenic CO₂ emissions = 0 MT CO₂ (biogenic CO₂ emissions are not relevant to SRI's operations)</p> <p>d. Other indirect (Scope 3) emissions categories and activities included in calculation –</p> <p>i. Employee commute</p> <p>ii. Business travel</p> <p>iii. Teleworking</p> <p>e. Base year – 2020</p> <p>i. First year separating Scope 1 and 2 emissions and including Scope 3 categories (i.e., employee commuting, teleworking, and business travel) in GHG inventory calculations.</p> <p>ii. 2020 Scope 3 emissions = 224.00 MT CO₂e</p> <p>iii. There were no changes to the Scope 3 calculation methodology between 2020 and 2021.</p> <p>f. Source of emission factors – Estimating Energy Consumption & GHG Emissions for Remote Workers (Anthesis, 2021)</p> <p>g. Standard – GHG Protocol Corporate Accounting and Reporting Standard; GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard</p>
305-4	GHG emissions intensity	<p>a. Emissions intensity = 0.000029</p> <p>b. Organization-specific metric (denominator) chosen to calculate the ratio – revenue (USD)</p> <p>c. GHG emissions included – Scope 1, 2, and 3</p> <p>d. Gases included – CO₂, CH₄, N₂O</p>

Disclosure	Description	Answer
305-5	Reduction of GHG emissions	Scope 1-3 emissions for SRI/3R increased 14% in 2021 as audit travel to clients resumed. SRI continues to use technology-enabled, remote audits when possible.
305-6	Emissions of ozone-depleting substances (ODS)	NA
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant emissions	NA

EMPLOYMENT DISCLOSURES

Disclosure	Description	Answer
401-2	New employee hires and employee turnover	<p>Total number of new employee hires during the reporting period:</p> <p>Age:</p> <p>Under 30 Years Old: 7</p> <p>30-50 Years Old: 1</p> <p>Over 50 Years Old: 0</p> <p>Gender:</p> <p>Female: 7</p> <p>Male: 1</p> <p>Region:</p> <p>100% of new hires were in the U.S.</p>
401-2	Benefits provided to full-time employees that are not provided to temporary employees	Standard benefits for full-time employees include life insurance, healthcare, disability coverage, parental leave, and a retirement plan.
401-3	Parental leave	<p>Employees are eligible for parental leave after one year of service. Total number of employees entitled to parental leave by gender:</p> <p>Female: 22</p> <p>Male: 16</p> <p>SRI offers a maternity and parental leave benefit, but does not collect data on employees that take parental leave at this time.</p>

TRAINING AND EDUCATION DISCLOSURES

Disclosure	Description	Answer
4041-1	Average hours of training per year per employee	<p>The following trainings were recorded during the reporting period:</p> <p>a. CPR/ AED (2.5 hours)- completed by 3 females and 3 males</p> <p>b. First Aid (2.5 hours)- completed by 4 females and 2 males</p> <p>c. Harassment Training (1 hour)- completed by 30 females and 18 males</p> <p>d. Psychological First Aid (7.5 hrs)- completion was not tracked</p> <p>Additionally, SRI has significant specialty training opportunities for employee categories including, but not limited to, auditor training and subject matter expertise training in ESG.</p>
404-2	Programs for upgrading employee skills and transition assistance programs	<p>SRI offers training and development opportunities to all employees. Training, educational, and development opportunities include attendance at conferences, courses, webinars, and assistance in attaining relevant industry certifications.</p>
404-3	Percentage of employees receiving regular performance and career development reviews	<p>100% of both male and female employees received a regular performance and career development review in 2021.</p>

DIVERSITY AND EQUAL OPPORTUNITY DISCLOSURES

Disclosure	Description	Answer
405-1	Diversity of governance bodies and employees	<p>a. Board of Directors:</p> <p>Gender:</p> <p>38% female</p> <p>62% male</p> <p>b. Employees-</p> <p>Gender:</p> <p>61% female employees</p> <p>38% male employees</p> <p>Age Group:</p> <p>19% of employees <30</p> <p>32% of employees 30-50</p> <p>49% of employees 50+</p>

Disclosure	Description	Answer
405-2	Ratio of basic salary and remuneration of women to men	SRI's compensation data is kept confidential.

NON-DISCRIMINATION DISCLOSURES

Disclosure	Description	Answer
406-1	Incidents of discrimination and corrective actions taken	0 incidents of discrimination were reported during the reporting period.

CUSTOMER PRIVACY DISCLOSURES

Disclosure	Description	Answer
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	0 complaints received concerning breaches of customer privacy during the reporting period.