



SOLAS
ENERGY®

ESG Report



2023



ESG Report 2023

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Innovative | Comprehensive | Trusted

Solas Energy® is a leader in providing comprehensive strategy and consulting services for renewable energy solutions to support the energy transition throughout the US and Canada. Our expertise spans the development through management of utility and commercial projects involving wind, solar, energy storage, grid modernization, hydrogen, biomass, and electric vehicle (EV) infrastructure.

With over 20 years of experience in project development, construction management, and climate change advisory services, Solas Energy provides its clients with the depth and perspective required to navigate the complex issues associated with large-scale renewable energy project development and climate change policy. As an independent, women-owned business, Solas Energy leads the way in helping companies and organizations achieve a sustainable and low-carbon future.



Established in 2009
Women-Owned
Enterprise

100 GW+

Renewable Energy
Project Experience

750+ 

Projects
Consulted

Solas Energy is an Innovative, Comprehensive, and Trusted client partner.



Sustainability is at the heart of everything we do at Solas Energy –

Reducing our carbon footprint; educating our employees, customers, and the communities where we work; promoting diversity and inclusion in our workforce; maintaining health and safety best practices; and guiding our actions with the highest ethical standards.

We are committed to helping our clients and stakeholders advance their paths in sustainability, and providing leadership in the energy transition to a low-carbon economy.



With a focus on climate change, sustainability, and renewable energy to support the energy transition, we have delivered consulting and commercial support to over 750 renewable energy projects, surpassing 100 GW of capacity across North America and Europe.

Environmental

Solas Energy has over a decade of experience advising clients on emission reductions and the management of climate risks, including greenhouse gas (GHG) quantification, development of corporate sustainability programs, and environmental evaluation of projects. Solas Energy leverages its expertise to advise investors on ESG practices and GHG processes, technologies, and markets.



1,380,000 Tonnes CO₂e Offsets Commoditized



5,000 Megatonnes CO₂e Reductions Quantified for Emerging Technologies by 2035



Life Cycle Analysis Expertise



14+ Years Experience Advising on GHG Policy and Regulatory Opportunities



International Organization for Standardization (ISO) 14064-Part II

As a company, our Environmental goals are focused on three key areas:



Reducing our carbon footprint;



Engaging with key stakeholders, including businesses, communities, North American indigenous groups, and governments in the management of environmental impacts;



Contributing to the development of educational programs on climate change management and sustainability.



1. Reducing our Carbon Footprint

We have developed a corporate GHG emissions monitoring, measurement, and management program. This includes Scope 1 (direct emissions from operations), Scope 2 (energy purchases), and Scope 3 (indirect emissions including business travel) emissions. We leverage our significant experience with GHG emissions management and apply that knowledge to help our customers with their monitoring, measurement, and management plans. We also apply our knowledge to better understand and manage the GHG emissions related to our business operations.



Solas Energy's business covers a broad range of services, from commercial advisory services to construction management, and operations management. Throughout 2022, our construction management business expanded, especially in the areas of hybrid projects, utilizing solar and battery energy storage systems. We also grew the scope of our consulting services with the addition of grid modernization, hydrogen, and electric vehicle infrastructure advisory services.

The majority of our Scope 1 GHG emissions are related to the use of company vehicles to travel to job sites for our construction management business. In 2022, we experienced a drop in our Scope 1 emissions, returning to a level of emissions similar to our 2019 baseline year. This represented a decrease of nearly 72 tonnes, which is primarily due to our company-owned vehicle GHG emissions in 2022. The vehicle emissions drop was due to fewer personnel being deployed to job sites in 2022. We anticipate this decrease to be temporary.



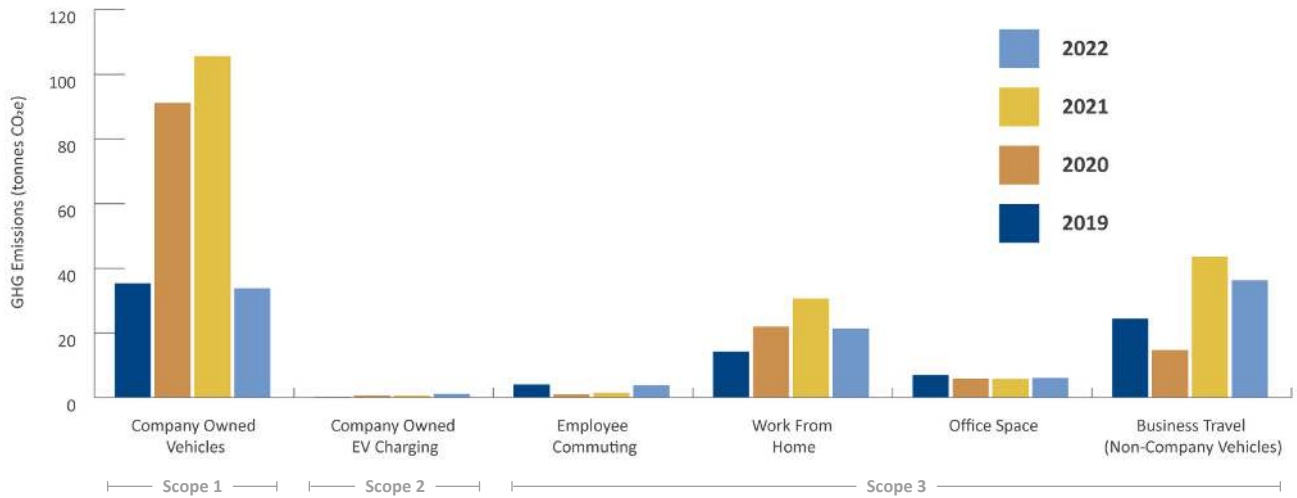
US Headquarters: Powerhouse Campus (LEED Platinum), Fort Collins, Colorado

Business travel activities are also a significant contributor to Solas Energy’s GHG emissions, including travel to conferences. These emissions increased from 24 tonnes in 2019 to 36 tonnes in 2022. Though these travel-related Scope 3 GHG emissions exceeded our 2019 baseline year, there was a moderate year-over-year decrease, from 43 tonnes in 2021. With our company’s growth in new markets, we attended more conferences but worked to reduce emissions by using shared private and public transportation when possible. We increased our usage of a company electric vehicle for business travel, increased our use of ride sharing services rather than individual rental cars, and our employees chose more active or public transportation such as walking, biking, and using buses for commuting.

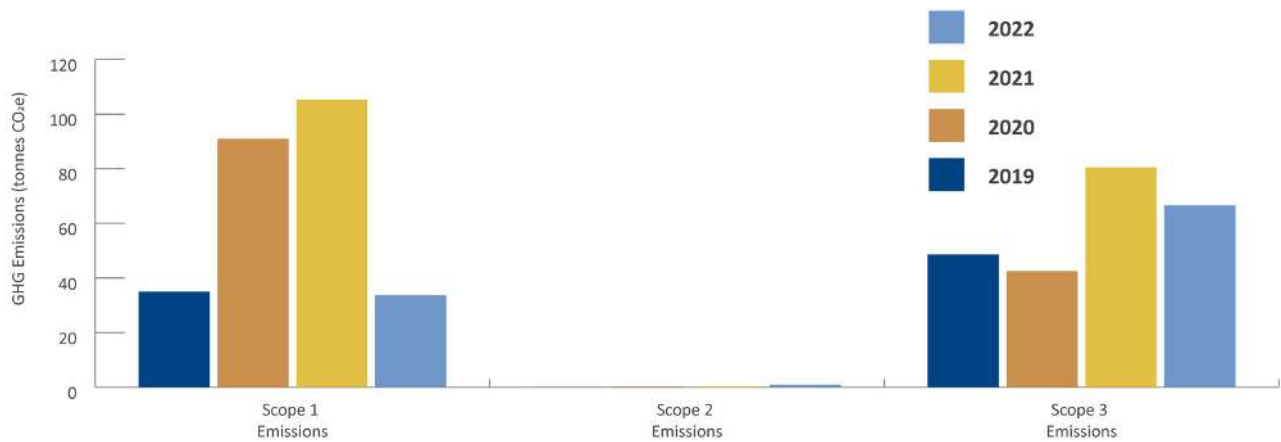
Most of our emissions are from transportation associated with our on-site construction management business. To reduce these emissions, Solas Energy is integrating a green fleet policy that will be implemented in Q2 2023. The goal of this approach is to address areas which will support emissions reduction, including: employee education to create awareness of seasonal renewable fuels, idling reduction, and green operator driving. Solas Energy will also implement a formal green procurement policy to remove barriers and strategically purchase low or zero-emission technology when replacing or adding vehicles and equipment.

Emissions associated with working from home are a third significant source of emissions for our company. In 2022, we continued our shift from fully remote jobs to increased time in the office for employees in our Canadian and US offices. This led to a 30% year-over-year decrease in GHG emissions attributed to Solas Energy employees working from home. We continue to offer hybrid and remote working opportunities for employees as part of our overall strategy to reduce employee commuting. We also participate in community events to promote active transportation with our employees.

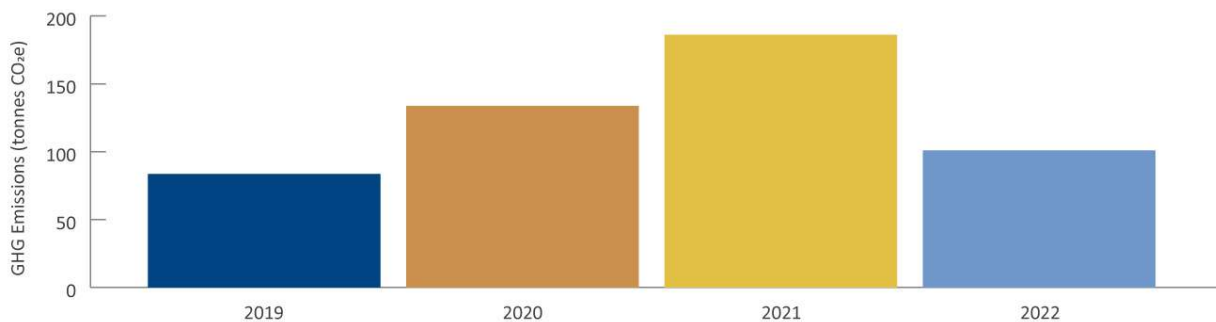
Solas Energy (US and Canada Operations) GHG Emissions (tonnes CO₂e): 2019 - 2022 by Category



Solas Energy (US and Canada Operations) GHG Emissions (tonnes CO₂e): 2019 - 2022 by Scope



Solas Energy (US and Canada Operations) Overall GHG Emissions (tonnes CO₂e): 2019 - 2022





Our Carbon Footprint Commitment:

We are committed to reducing our carbon footprint to achieve net zero emissions by the end of 2026.

In 2020, we set a goal to achieve net zero emissions, using 2019 as our GHG emissions baseline year. We have achieved carbon neutrality each year since 2019 through the purchase of carbon offsets. In 2022, we further examined our business operations and implemented changes to create what we believe will be an optimal and sustainable path forward for our organization to achieve net zero in 2026. Our green fleet policy will be key to achieving this goal.

Leveraging our learnings from quantification of our GHG emissions, we continue to identify specific opportunities to reduce our carbon footprint as an organization. We also continue to evaluate energy efficiency programs and the purchase of carbon offsets.

2. Engaging with Stakeholders on Environmental Impacts and Climate Change

With a thorough understanding of environmental regulations, we engage with businesses, communities, industry organizations, indigenous groups, and governments on project-related environmental impacts, as well as climate change challenges and opportunities.

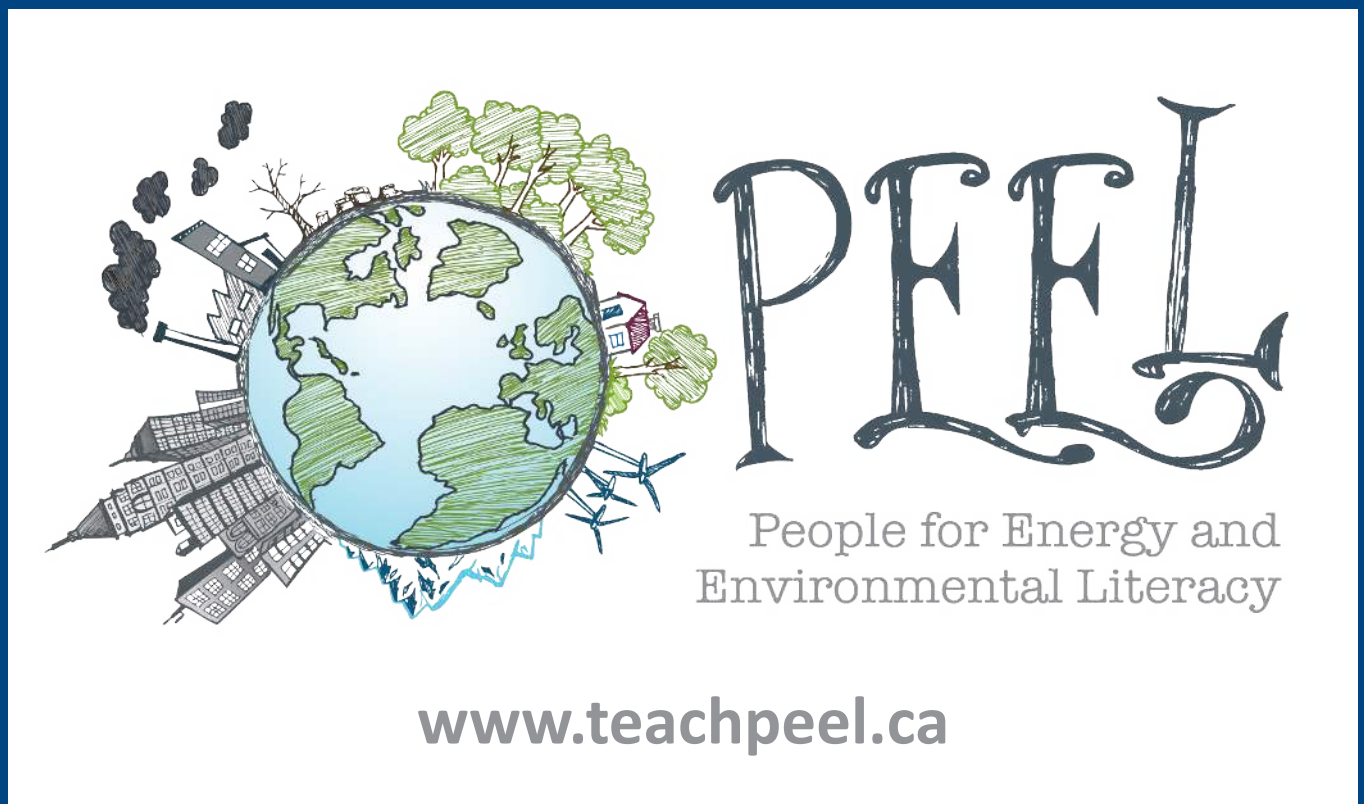
We proactively work to influence climate change policy and ensure that our projects meet environmental regulations in all markets to protect the environment.

Our team includes environmental engineers and specialists who protect ecosystems and work to improve the quality of the environment.



3. Developing Educational Programs on Climate Change Management and Sustainability

In 2022, educators throughout Alberta continued to use the curriculum to boost climate literacy for students in grades 3-12. We began expanding the PEEL curriculum to include information on hydrogen as a clean energy source, with a goal of launching this new component of the PEEL program in 2023. We also began modifying the PEEL curriculum to support local indigenous student education.



Our teams in the US and Canada visited local schools and universities to promote sustainability and the transition to clean energy. Our Calgary-based team also updated and presented a Working With Wires course for Solar Alberta to help educate professionals on distribution connected renewable energy projects.

Social



Working with diverse customers across many geographies and complex business climates, Solas Energy has developed a loyal customer base, significant stakeholder relationships, and a strong team. Our core values of integrity, high performance, and innovation guide us as we strive to deliver long-term value for our customers.

Our Social goals are focused on three key areas:

- 1** Maintaining health and safety of employees, contractors, and customers;
- 2** Empowering a high-performance team;
- 3** Promoting a diverse and inclusive team.



For nearly 15 years, we have been directly involved in the deployment of renewable energy, understanding the impact of policies, and recommending regulatory changes to encourage the clean energy transition.

1. Maintaining Health and Safety

The health and safety of our employees, contractors, and customers is paramount to everything we do. We value and promote the health, safety, and well-being of our employees and contractors at work and at home. For example, our Healthy Lifestyle program provides employees up to \$500 annually to participate in health and wellness programs. Solas Energy reviews and recommends improvements to safety issues on a weekly basis at its construction sites and offices.

We are also implementing a formalized wellness plan in Q2 2023 to address health and wellness for our employees in the office and in the field. This policy will focus on areas including: air quality, ergonomics, hydration and nutrition, first aid, emergency equipment and training, safety best practices, hygiene, fitness, mental wellness, and severe weather exposure.



We maintain a high safety track record and target zero safety incidents on an annual basis.

2. Empowering a High-Performance Team

Guided by the core values of integrity, high-performance, and innovation, Solas Energy has a culture that attracts and retains high-performing employees who value innovation, collaboration, problem solving of complex issues, and sustainability. We believe in employee engagement and empowerment. For example, we support our employees who choose to volunteer with registered non-profit community organizations working in the fields of sustainability, climate change, and renewable energy by sponsoring up to 20 hours of their volunteer service each year. Solas Energy employees serve as board members and leaders in our communities and industries, volunteer in STEM education, and look for opportunities to inspire and mentor the next generation of renewable energy and sustainability professionals.



3. Promoting a Diverse and Inclusive Team

Diversity and inclusion are essential to the ongoing success of the company through improved employee engagement and business performance. To demonstrate our commitment to diversity, equity, inclusion, and justice (DEIJ), Solas Energy was among the first companies within the solar industry to earn certification for our work on critical DEIJ issues.

We support a diverse and inclusive workforce, which reflects the communities where we work and operate, fosters innovation, collaboration, and builds our organizational capabilities. We value our diverse, high-performance team and provide equal employment opportunities to all employees and applicants for employment without regard to race, color, ancestry, national origin, gender, sexual orientation, marital status, religion, age, disability, or gender identity.



Governance

Solas Energy believes in the highest ethical standards, transparency, and continuous improvement in corporate governance to ensure competitiveness and sustainability of our business.

1. Ethical Standards

We adhere to the highest level of ethical standards in all that we do. With our ethics policies, confidentiality policies, and focus on quality work, we have developed significant trust with our long-term customers and stakeholders.



2. Transparency

We take pride in our open and transparent work environment. Decisions are made in a collaborative manner, where feedback from our team is valued, promoted, and respected.

3. Continuous Improvement



Solas Energy believes in the criticality of continuous improvement in all that we do.

We regularly conduct post-project reviews to assess the effectiveness of our policies and procedures, and identify areas for improvement.

We are committed to understanding leading-edge technologies and their impact in the market. Internal lunch and learn opportunities leverage knowledge and support cross-training throughout our organization.

United Nations Sustainable Development Goals

Solas Energy supports the United Nations Sustainable Development Goals (SDGs), which are a call to action to end poverty and promote prosperity while protecting the planet.

Over the past few years, Solas Energy has worked with stakeholders to identify which of the 17 SDGs are most relevant to our business and where we can make the greatest contributions.

In 2022, Solas Energy employees within our ESG practice completed training on the United Nations SDGs to better understand opportunities for impact internally and for our clients.

Solas Energy is committed to the following SDGs:

- Foster good health and well-being (3)
- Foster quality education with regard to renewable energy (4)
- Achieve gender equality and empower all women and girls (5)
- Ensure access to affordable, reliable, sustainable and clean energy for all (7)
- Promote sustainable cities and communities (11)
- Take urgent action to combat climate changes and all its impacts (13)
- Partner with organizations to achieve our goals (17)





ESG Performance Monitoring, Measurement and Reporting

Environmental



KPI	Description	Results	
1	<p>Carbon Footprint:</p> <p>Reduce our carbon footprint to achieve net zero emissions by EOY 2026.</p>	<p>2022: We began formulating our net zero strategy in 2022 to support our goal of reaching net zero emissions by 2026. We purchased Gold Standard Certified Emissions Reductions through Less.com a Bullfrog Power company, to offset our GHG emissions.</p> <p>2023 Goals: We will formalize our net zero strategy in 2023 to support our goal of net zero emissions by 2026. We will implement a green fleet policy in Q2 2023, with best practices aimed at reducing our Scope 1 GHG emissions. We will also implement a formal green procurement policy to remove barriers and strategically purchase low or zero-emission technology when replacing or adding vehicles and equipment. We will monitor and analyze our GHG emissions reduction performance on a quarterly basis beginning in Q3 2023 and look for additional opportunities to further reduce our GHG emissions.</p>	
2	<p>Policy:</p> <p>Each calendar year, participate in at least two activities that promote climate change action.</p>	<p>2022: Throughout 2021, we maintained membership and engaged with industry organizations that influence climate change policy, including Canadian Renewable Energy Association (CanREA), Energy Storage Canada, Solar Energy Industry Association (SEIA), and the American Clean Power Association (ACP). We met with legislative leaders on Capitol Hill to influence policy on renewable energy, and chaired the Hydrogen Alberta group, a subset of the Canadian Hydrogen Fuel Cell Association (CHFCA). We also supported employees serving on boards or as volunteers for organizations that promote climate change action through our program that pays employees for up to 20 hours for their volunteer time.</p> <p>2023 Goals: We will continue to evaluate internal climate change policies and participate in activities to engage policymakers for advances in renewable energy at the state, provincial, and federal levels. We will use or networks to identify opportunities we can support. We will continue to promote employee participation in opportunities that promote climate change action through our paid volunteer program.</p>	

ESG Performance Monitoring, Measurement and Reporting

	KPI	Description	Results	
Environmental	3	<p>Education:</p> <p>Participate in environmental education by developing, contributing to, or delivering educational programs outside our organization at least once per year.</p>	<p>2022: We continued to provide employee volunteer support for PEEL, a climate literacy program in Alberta aimed at supporting youth in grades 3-12, and began to develop modules to educate youth on hydrogen as a source of clean energy. We updated and presented the Working with Wire Providers course for Solar Alberta to help educate professionals within the solar industry in Alberta. A Solas Energy team member served as a board member of GreenLearning Canada to advise on the development of new programs and initiatives. Another team member served on a municipal environmental advisory committee. We visited college campuses to promote careers in renewable energy and sponsored a university group aimed at promoting women in the construction industry. We continued supporting university co-op and mentorship programs for students in the US and Canada.</p> <p>2023 Goals: We will finalize materials to support hydrogen-related curriculum for the PEEL program. We will continue to identify educational programs where we can continue to support climate literacy. We will also continue supporting university co-op and mentorship programs for students in the US and Canada, and visit campuses to promote opportunities within the renewable energy industry.</p>	
	4	<p>Safety:</p> <p>Preserve record of zero recordable safety incidents in the workplace.</p>	<p>2022: Solas Energy preserved its zero-incident record.</p> <p>2023 Goals: We will continue to strive for a zero-incident safety record.</p>	
Social				



ESG Performance Monitoring, Measurement and Reporting

Social

KPI	Description	Results	
5	<p>Health & Wellbeing:</p> <p>Create workplace environment focused on health and wellbeing of all employees.</p>	<p>2022: We identified Health and Wellbeing as an important new area of focus in 2022. We will implement a formalized health and wellbeing policy in 2023.</p> <p>2023 Goals: We will implement a formalized health and wellbeing policy in Q2 2023 to address health and wellness for our employees in the office and in the field. This policy will focus on areas including: air quality, ergonomics, hydration and nutrition, first aid and emergency equipment and training, safety best practices, hygiene, fitness, mental wellness, and severe weather exposure.</p>	
6	<p>Employee Satisfaction:</p> <p>Seek annual feedback on our employee satisfaction and maintain an employee satisfaction rating of at least 80%.</p>	<p>2022: We measured employee satisfaction through an anonymous online survey to give employees a formal opportunity to provide workplace feedback. Our findings included more than 90% of our employees feeling positive about their work at Solas Energy. We also formalized our process for collecting employee feedback during our annual performance review process, and we conducted salary surveys for all positions within the company to ensure fair and competitive wages for all employees. As COVID restrictions lifted, we also organized in-person events to promote team building.</p> <p>2023 Goals: In 2023, we will continue to evaluate feedback from our online employee survey and feedback received during the annual review process to determine how we can maintain our employee satisfaction rating, with a goal at least 80% of employees feeling positive about their work at Solas Energy. We will also evaluate opportunities to maintain and further promote our collaborative and positive corporate culture.</p>	




ESG Performance Monitoring, Measurement and Reporting

Social

KPI	Description	Results	
7	<p>Gender Balance:</p> <p>Maintain gender balance of at least 50% female employees.</p>	<p>2022: We maintained a gender balance of at least 50% female employees for all levels throughout the company. We further supported gender balance in our industry through engagement with organizations like Colorado State University's Women in Construction Management Club and membership in the National Association for Women in Construction (NAWIC).</p> <p>2023 Goals: We will continue to maintain a gender balance throughout our organization. We will also continue to support and encourage gender balance for women in our industry with programs like W3 and through engagement with organizations like Colorado State University's Women in Construction Management Club. We will leverage our partnership with NAWIC to further promote opportunities for women within the construction industry and will actively participate in Women in Construction Week. We will continue to identify additional organizations that support women within our industry.</p>	
8	<p>Diversity, Equity, Inclusion, and Justice (DEIJ):</p> <p>Complete DEIJ training for all employees each year.</p>	<p>2022: In 2022, we achieved Bronze-level certification through SEIA's (Solar Energy Industry Association) Diversity, Equity, Inclusion, and Justice (DEIJ) certification program. We participated in an industry panel promoting the importance of DEIJ within our industry, and we celebrated Women in Construction Week (WIC Week) with an action-based social media campaign.</p> <p>2023 Goals: We will further develop our DEIJ strategy, complete DEIJ training, and determine if any of our corporate policies and practices need to be updated to ensure that we do not have any unintended barriers. We will begin surveying our employees for feedback on our DEIJ practice and provide employees with DEIJ-related training. We will also work to renew our Bronze-level certification through SEIA's DEIJ certification program.</p>	

ESG Performance Monitoring, Measurement and Reporting

Governance

KPI	Description	Results	
9	<p>Ethical Standards:</p> <p>Preserve record of zero complaints on ethical standards from customers and stakeholders.</p>	<p>2022: We implemented internal training to ensure all employees are familiar with Solas Energy’s ethical standards. We did not receive any complaints related to our ethical standards.</p> <p>2023 Goals: We will continue upholding our record of zero customer and stakeholder complaints related to our ethical standards. We will continue to train our employees to ensure they are familiar with Solas Energy’s ethical standards annually.</p>	
10	<p>Customer Satisfaction:</p> <p>Seek annual feedback on our customer satisfaction and maintain a rating of 80%.</p>	<p>2022: We solicited informal feedback to ensure customer satisfaction and responded within a timely manner. We developed a formal plan to evaluate our clients’ level of satisfaction with our services using online surveys and in-depth surveys with individual clients.</p> <p>2023 Goals: We will execute on our plan to evaluate our clients’ level of satisfaction with our services. We will launch formal customer satisfaction surveys in 2023, with a goal of achieving a customer satisfaction rating of 80%. We will also begin tracking response rates to ensure we are receiving sufficient data to evaluate client satisfaction.</p>	
11	<p>Professional Development:</p> <p>Provide employees continual learning opportunities through cross training and formal professional development.</p>	<p>2022: We offered multiple cross-training and formal training programs for our employees, including Solar Energy International (SEI) training to enhance employee knowledge of the solar energy industry. Employees supporting our construction management business completed OSHA training on safety best practices. Employees within our ESG practice completed training on the United Nations Sustainable Development Goals (SDGs). We implemented monthly “lunch and learn” meetings to cross-train employees on important topics such as hydrogen, electric vehicle infrastructure, and the US Investment Reduction Act (IRA) of 2022.</p> <p>2023 Goals: We will continue to provide opportunities to share knowledge of renewable energy and emerging technologies. We will provide tailored professional development opportunities to support individual goals and professional development objectives. We will provide employees with opportunities for training beyond industry-specific topics, including Diversity, Equity, Inclusion, and Justice (DEIJ) training. We will also provide training on our new green fleet and health and wellbeing policies.</p>	



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