



Sustainability, Corporate Citizenship, and Going Green

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ICF International: Overview

- Advisory-led consulting and implementation services for government and commercial clients
- Domain expertise is focused on four markets:

Energy and Climate Change

Environment & Transportation

Health, Human Services &
Social Programs

Homeland Security & Defense

- 2008 revenue of \$697 million
- More than 3500 employees
- Global presence with >50 offices, with headquarters in Fairfax, Virginia

Mission and Purpose

- Mission – We partner with our clients to conceive, implement, and enhance solutions and services that protect and improve the quality of life
- We are able to fulfill this because:
 - We have a passionate commitment to our work and to helping our customers achieve compelling results;
 - We combine deep program and industry knowledge with world-class technical expertise; and
 - We have the capability to support our customers through the entire program life cycle, from analysis and design through implementation and evaluation.

Why Are Companies Embracing Sustainability?

- Employee Recruitment, and Retention
- Consumer Demand
- Environmental Leadership
- Compliance with Regulations
- Shareholder Resolutions
- Reduced Energy Demand (and other cost savings)
- The Bottom Line

“Green” Links to HR—A Closer Look at Employee Recruitment, Morale and Retention

- Generation Y (born after 1980) is especially affected
- A survey by the young professional career portal MonsterTRAK.com found that 92% are more inclined to work at an environmentally friendly company
- Empowering employees to seek “green” improvements to their company = empowering them to take greater stake in shaping the future of the company

Key ICF Factors in Pursuing Sustainable Practices

- Practicing what we preach
- Corporate responsibility and stewardship
- Brand enhancement
- Employee recruiting, morale and retention

ICF's Sustainable Practices: Components

- 1. Commitment to Carbon Neutrality**
- 2. Employee Involvement: The Green Team**
- 3. Commuter Subsidies**

1. What is Carbon Neutrality?

- A company agrees to take actions to reduce its overall carbon emissions, in the aggregate, to zero.
- It does not mean that the company emits no greenhouse gases.
- Best represented by a combination of internal actions to reduce emissions combined with external actions to offset the portion of internal emissions that cannot be eliminated.

1. Steps to ICF Carbon Neutrality

- Measure carbon footprint
 - GHG Inventory
- Reduce carbon footprint
 - Operational actions the company carries out to permanently reduce carbon emissions
- Offset carbon footprint
 - “Filling the gap” with offsets
- Reassessing and sustaining carbon neutrality each year

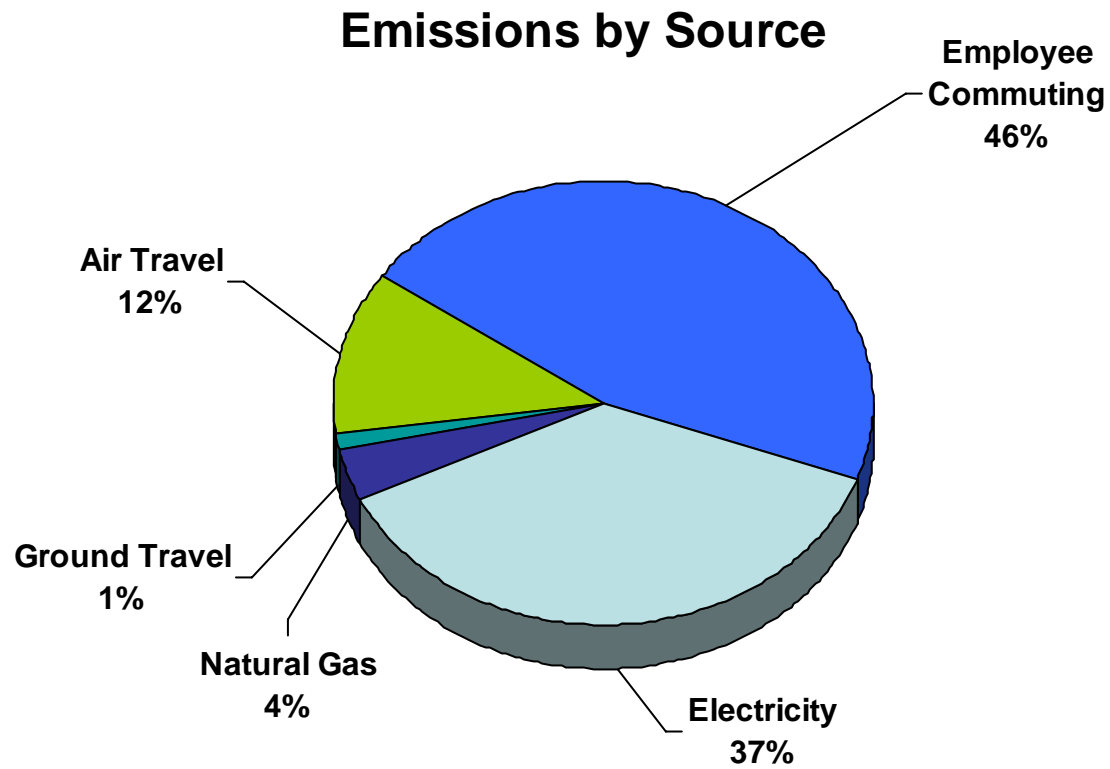
1. Reducing ICF's Carbon Footprint

- Increased energy efficiency in offices
 - Lighting—motion sensor lighting, more efficient fixtures
 - Appliances—Energy Star
 - Insulation—high energy efficient buildings
- EPA's Green Power Partnership—purchased renewable energy credits equal to 24 percent of total electricity use for all of its U.S. offices
- Replaced face-to-face meetings with video conferencing/web solutions to reduce travel
- Recycled waste through programs such as WasteWise
- Increased telecommuting and schedule flexibility
- Encouraged commuting by modes other than cars through programs such as SmartBenefits® in DC area, other mass transit subsidies, and bike to work programs.
- Consciously selected building locations with high energy efficiency and transportation alternatives

1. ICF's Carbon Footprint: GHG Protocol Methodology

- ICF followed guidelines set by the **World Resources Institute and World Business Council for Sustainable Development GHG Reporting Protocol** (WRI/WBCSD – the GHG Protocol)
 - Globally recognized methodology for conducting emission footprints at the corporate level

1. ICF's Carbon Footprint



Total: 13,053 metric tons

1. Offsetting ICF's Carbon Footprint

- **What are the important criteria to consider in a carbon offset?**
 - Additionality – would the environmental benefits occur anyway
 - Permanence – do reductions last forever
 - Leakage – do emissions increase elsewhere in response
 - Verification
 - Price
 - Vintage
 - Location

1. Types of Projects for Offsets

- Afforestation/Reforestation
- Agriculture
- Renewable Energy
- Industrial Process Emissions
- Fuel Switching
- Energy Efficiency
- Landfill Gas
- Mining Methane
- Carbon Capture and Sequestration
- Transport

1. ICF's annual Carbon Offset purchase

- Project: A wind farm in China. Project additionality and quality carefully reviewed
- Total ICF purchases averaged approximately \$6.25/ton
- Total commitment ~ \$81,000
- This is the second year of ICF's carbon neutrality commitment – one of the first professional service firms in the world to do so.
- Offsets are not the full solution, but they can be part of the solution.

2. Employee Involvement: The Green Team

- Voluntary Group of 100 + employees across ICF who conference call monthly
- Promotes ICF Green Activities working with management and employees
 - Recycling & Waste Reduction
 - Energy Conservation
 - Water Conservation
 - Green Materials Procurement
- Engage all employees through
 - “Green Potlucks”, “Green Bag” Lunches
 - Internal Web Site
 - Adopt an Office—engaging all ICF offices
 - Launching “Do Your Part”

2. Employee Involvement: “Do Your Part”

- “Do Your Part” is a web based tool to calculate and reduce your carbon footprint
- Originally designed by ICF for EPA, it is used by the Department of Interior and leading companies
- ICF’s “Do Your Part” – 500 employees since last fall have set reduction goals equivalent to planting 100,000 trees

DO YOUR PART!

Reduce Your Carbon Footprint



- home
- how it works
- send to a friend
- 15 greening steps
- ICF International

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tracking our employees' progress



our progress: 865,741 lbs. (392.69 t) (39.16%)

our 2009 goal:

2,210,997 lbs. (1,003 t)

Welcome, Together We Can Tackle Climate Change.

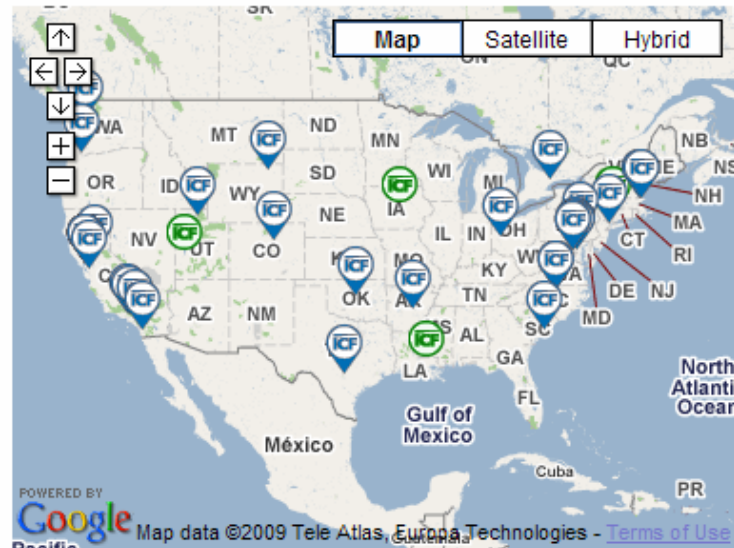
ICF International is addressing its impact on the environment, and now we ask that you, our employees, join these efforts and Do Your Part! at home. *Do Your Part! ICF International* provides our employees with the tools to understand and reduce their carbon footprint and thereby help address climate change.

sign up

calculate

explore

United States



number of people signed up:

500

our 2009 goal: 2,210,997 lbs.

our progress: 865,741 lbs.

our progress is equal to:

trees planted: 100,425

cars off the road: 69

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Participating ICF office Region

3. Commuter Subsidies

- 46% of ICF's carbon footprint is a result of commuting
- ICF offers subsidies for commuter alternatives to the automobile in six urban center offices
- In Washington, DC metro area:
 - SmartBenefits vouchers subsidize train/transit alternatives up to \$50/month
 - Over 600 employees receive this benefit – 48% more than a year ago
 - ICF commitment exceeds \$30,000/month

Conclusions

- A successful green program requires “top-down” and “bottom-up”
 - Employees are energized by management commitment
 - Employees are energized by ability to participate and be heard
- Employee recruiting *and* employee retention are affected positively



DO YOUR PART!
Reduce Your Carbon Footprint

**Your organization is doing its part to reduce its carbon footprint.
Now you can invite your employees and stakeholders to do their part as well.**

Do Your Part! is an effective, low-cost, Web-based tool designed to engage stakeholders in a concrete effort to reduce greenhouse gas (GHG) emissions. The *Do Your Part!* application is comprised of three integrated elements:

- 1) *User Interface:* Its interactive mapping feature lets individuals join together around common interests or geography, aggregate results, create groups, and engage in friendly competition.
- 2) *Carbon Calculator:* Its carbon calculator, developed by ICF for the U.S. Environmental Protection Agency (EPA) allows individuals to understand and quantify their personal carbon footprint, and then set tangible goals to reduce their impact.
- 3) *Database:* Its tracking tool displays progress in real time towards performance improvement goals.



For nearly 20 years, ICF has been a leader in climate change, energy efficiency, and corporate sustainability. Our team is also comprised of recognized experts in developing and implementing social marketing and public education programs, Web-based tools, technical architecture, and graphic design. With an award-winning strategic communications group and an information technology team with more than 700 full-time professionals, we have deep capabilities in leading edge Web 2.0 solutions that integrate robust database tracking. ICF has been developing, implementing, and integrating environmental applications, Web-based tools, and economic optimization models for more than 20 years.



ICF has also been leading the development of carbon calculators for the past decade. We designed and built the EPA's first household carbon footprinting calculator as well as provided its subsequent updates and enhancements. In addition, ICF has developed EPA's kids' carbon footprint calculator, carbon equivalency calculator (<http://www.epa.gov/cleanenergy/energy-resources/calculator.html>), and dozens of other carbon accounting tools for varying entities from the ship-building industry to the National Park Service.

Do Your Part!'s methodology was developed in collaboration with the EPA by the same team that develops the annual U.S. Greenhouse Gas Emission Inventory. Based on international methodologies used by the Intergovernmental Panel on Climate Change, the United Nations, and EPA, it represents a robust and easy-to-use framework for calculating GHG emissions.

Do Your Part! Features

- Calculates the full spectrum of human-made greenhouse gases
- Allows accurate on-line tracking of individuals' carbon footprints
- Pulls region-specific U.S. emission factor data for greater accuracy
- Provides benchmark comparisons against national average carbon footprint
- Allows users to develop and save emission reduction scenarios
- Allows users to list climate friendly actions already taken
- Calculates emissions reduced and energy cost savings resulting from reduction scenarios
- Tracks and graphically reports progress by individuals and groups
- Allows users to track emission reductions pledged by user generated groups
- Allows users to search for groups by geographic location or key word
- Includes email communication features to continuously engage participants
- Includes resources and links to related information
- Can be customized to include corporate/agency messaging and branding

Coming Soon

- Periodic updates of monthly challenge actions that keep users continually engaged
- Addition of emission sources and reduction strategies (e.g., air travel)
- **Do Your Part! @ Work**, a new application being developed by ICF focused on energy and GHG reduction actions employees can take in the workplace

For More Information

- Visit www.icfi.com/greenbusiness
- Contact
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