

Greenhouse Gas Policy for Ascension

Ascension is committed to ambitious time-bound (see section 3) sustainability goals, with a dedicated budget allocation (see section 4). For a target of 55% emissions reduction by 2030, the following plan outlines actionable strategies, milestones, and best practices, drawing on leading sustainability frameworks and industry examples to align decarbonization levers with reduction targets as follows (with the years in parentheses indicating the respective due date for completion):



1. Baseline Assessment (2025) [complete]

- Establish 2025 as the baseline year for all emissions calculations.
- Conduct a comprehensive audit of Scope 1 (direct), Scope 2 (purchased energy), and Scope 3 (supply chain and other indirect) emissions.
- Identify major emission sources: facilities, energy use, transportation, supply chain, and waste streams.



2. Emission Reduction Strategies

A. Facilities & Energy (2025-2027)

Transition to renewable energy: Target at least 50% renewable electricity by 2030; install on-site solar where feasible.

Upgrade building infrastructure: Retrofit lighting, HVAC, and insulation for energy efficiency.

► Install more energy-efficient HVAC systems:

- Upgrade to modern, high-efficiency HVAC equipment designed to operate with low-global warming potential (GWP) refrigerants, such as systems compatible with R-32, R-454B, or Hydrofluoroolefins (HFO) blends.
- Implement smart controls and building management systems to optimize HVAC performance and further reduce energy consumption.
- Prioritize systems with advanced humidity control and variable speed drives for improved comfort and efficiency.

► Retrofit or replace existing units:

- Assess whether current systems can be retrofitted with low-GWP refrigerants or if replacement is more cost-effective and impactful for long-term emissions reduction.

► Regular maintenance and leak detection:

- Ensure all HVAC systems are regularly maintained to prevent refrigerant leaks, which can significantly contribute to greenhouse gas emissions.

Reduce Real Estate Footprint: Adopt a hybrid work model to reduce the need for office space, reducing our real estate footprint. Plan to reduce our real estate footprint by 25% by 2030.

Implement ENERGY STAR-certified equipment to monitor and optimize energy use in real time.

B. Transportation (2025-2028)

- **Electrify company fleet:** Replace internal combustion vehicles with electric or hybrid alternatives.
- **Reduce in-person meetings:** Incentivize remote work options to reduce travel for in-person meetings.

C. Supply Chain (2025-2029)

- **Engage suppliers:** Set sustainability criteria for procurement and encourage suppliers to set science-based targets.
- **Prioritize low-carbon materials** and local sourcing to minimize transportation emissions.

D. Waste Management (2025-2030)

- **Divert 50% of non-hazardous waste from landfill** by 2030 through recycling, composting, and re-use programs.
- **Launch robust waste reduction program**, including investing in modular furniture to reduce waste.

3. Implementation Roadmap

Year	Milestone	Target Progress (%)
2027	30% reduction in Scope 1 & 2 emissions	30%
2028	40% reduction; 30% renewable energy use	40%
2029	50% reduction; 45% waste diversion	50%
2030	55% reduction; 50% renewable energy and waste diversion	55%

4. Budget

- To achieve our ambitious targets, Ascension selected a **\$50,000** budget to be dedicated towards decarbonization efforts. This budget is currently undergoing approval.

5. Monitoring & Reporting

- **Annual emissions inventory:** Track progress and adjust strategies as needed.
- **Transparent reporting:** Publish annual sustainability reports aligned with the Greenhouse Gas (GHG) Protocol and relevant frameworks.
- **Third-party verification:** Ensure credibility of reported data and progress.

6. Engagement & Culture

- **Employee training:** Regular workshops on sustainability best practices.
- **Leadership accountability:** Tie executive compensation to sustainability KPIs.
- **Community partnerships:** Collaborate on local climate resilience and health initiatives.





7. Alignment with Global Initiatives

- **Race to Zero:** Join global coalitions for net-zero commitments.
- **Health Sector Climate Pledge:** Align with health sector peers on climate action.



8. Policy Review

- The policy will be reviewed annually by the Jayant Abraham – Vice President to ensure alignment with best practices, regulatory requirements, and company goals.
- Updates will be communicated to all staff, with refresher training and support provided as needed.

A 55% emissions reduction by 2030 is achievable with a structured, data-driven plan, strong leadership, and ongoing engagement across all levels of the organization. Regularly review progress, adapt strategies, and celebrate milestones to maintain momentum toward the target.

This policy demonstrates the company's commitment to environmental responsibility, integrating GHG reductions into every aspect of its operations and culture.

