



NEWFOUND RECRUITING
NET ZERO
CHALLENGE
SUSTAINABILITY
REPORT
YEAR: 2023

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Executive Summary

NewFound Recruiting is proud to announce our commitment to the Net Zero Challenge (NZC) led by Environment and Climate Change Canada. This initiative marks a significant step in our environmental stewardship journey. Our target is to achieve a 100% reduction in carbon emissions by 2050, with complete elimination of Scope 1 and Scope 2 emissions by this date. Our company is a Canadian-based small-medium enterprise (SME) with one office located in Kanata. Our emissions are based off this sole Canadian operation.

Key Highlights:

Baseline Data: Established in 2022.

Strategy Implementation: Initial strategy in place, with ongoing efforts to refine and improve.

We will continue to develop our strategies, foster innovation, and ensure transparency as we work towards our net zero target.

Organizational Profile

Mission and Vision: NewFound Recruiting is dedicated to responsible environmental practices and sustainability. We aim to play a proactive role in combating climate change and set a positive example within our industry.

Sustainability Goals:

- Achieve a 100% reduction in carbon emissions by 2050.
- Focus on eliminating Scope 1 and Scope 2 emissions.

Stakeholders: Our key stakeholders include employees, partners, clients, and the broader community.

Carbon Footprint Overview

Baseline Year Emissions (2022): 37.7 tCO₂e

- Scope 1 (Natural Gas): 36 tCO₂e
- Scope 2 (Electricity, Location-based): 1.7 tCO₂e

Comparison to Previous Periods: This is our baseline year, so no previous comparison data is available.

Net Zero Strategy

Targets and Commitments:

Long-Term Goal: Achieve net zero emissions by 2050.

Interim Targets:

- **2035:** Achieve a 20% reduction of our baseline in Scope 1 and Scope 2 emissions.
- **2040:** Achieve a 75% reduction of our baseline in Scope 1 and Scope 2 emissions.

- **2045:** Achieve a 90% reduction of our baseline in Scope 1 and Scope 2 emissions.

Action Plan:

Emission Reduction: Focus on comprehensive research and adoption of effective strategies to reduce greenhouse gases.

Collaborative Innovation: Partner with organizations that share our vision, exchange best practices, and develop innovative solutions.

Commitment to Transparency: Provide regular updates on progress, achievements, and challenges to ensure full transparency.

Progress and Performance

Achievements:

The baseline data from 2022 was successfully compiled and processed, and a comprehensive strategic framework for future emission reductions was developed.

Challenges:

Data Accuracy: Initial difficulties in gathering precise emissions data.

Strategy Implementation: Challenges encountered in executing effective reduction strategies.

Performance Metrics:

Emissions Reporting: Documented and reported total Scope 1 and Scope 2 emissions, establishing a benchmark for future progress.

Progress Towards Interim Targets:

Future Reporting: Detailed updates on progress towards interim targets will be provided in subsequent reports.

Stakeholder Engagement

Engagement Activities: Regular updates and feedback mechanisms to engage stakeholders.

Feedback and Response: Incorporate feedback to refine strategies and enhance transparency.

Partnerships: Collaborations with organizations and experts in sustainability and emissions reduction.

Financial Implications

Investments: Initial costs for data collection and strategy development, as well as retrofitting towards better facilities, which not only enhances long-term operational efficiency but also increases overall asset value.

Cost Savings: Anticipated savings from improved energy efficiency and reduced emissions.

Economic Impact: Enhanced corporate reputation and alignment with national climate goals.

Governance and Accountability

Governance Structure: Overseen by our designated team members for this specialized project.

Policies and Standards: Adherence to the Greenhouse Gas Protocol and national standards.

Accountability Measures: Regular monitoring and reporting of emissions data and progress.

Future Goals and Next Steps

Short-term Goals: Enhance emission reduction strategies and expand collaborative partnerships.

Long-term Vision: Achieve and maintain net zero emissions by 2050.

Areas for Improvement: Refine data accuracy and expand approach to include Scope 3 emissions.

Appendices

Greenhouse Gas Emissions Overview:

2022 Consumption Summary:

- Natural Gas: 63,143.14 m³
- Electricity: 17,037.00 kWh

Emissions Breakdown:

- Scope 1 (Natural Gas): 36 tCO₂e
- Scope 2 (Electricity, Location-based): 1.7 tCO₂e

Total Emissions: 37.7 tCO₂e

Monthly Energy Consumption Details:

Electricity Usage:

Hydro Ottawa			
Start Read Date	End Read Date	Cons (kWh)	
2022-12-09	2023-01-11	4,906.20	
2022-11-09	2022-12-10	5,314.27	
2022-10-10	2022-11-10	4,839.14	
2022-09-09	2022-10-11	4,861.15	
2022-08-10	2022-09-10	5,596.62	
2022-07-11	2022-08-11	6,481.80	
2022-06-10	2022-07-12	5,910.82	
2022-05-11	2022-06-11	5,098.40	
2022-04-11	2022-05-12	4,885.83	
2022-03-11	2022-04-12	4,944.32	
2022-02-09	2022-03-12	5,241.05	
2022-01-10	2022-02-10	5,063.54	63,143.14

Natural Gas Usage:

Enbridge			
Start Read Date	End Read Date	Cons (m3)	
2022-12-01	2022-12-31	2,519.00	
2022-11-01	2022-11-30	1,992.00	
2022-10-01	2022-10-31	593.00	
2022-09-01	2022-09-30	24.00	
2022-08-01	2022-08-31	26.00	
2022-07-01	2022-07-31	1.00	
2022-06-01	2022-06-30	483.00	
2022-05-01	2022-05-31	24.00	
2022-04-01	2022-04-30	1,275.00	
2022-03-01	2022-03-31	2,774.00	
2022-02-01	2022-02-28	3,148.00	
2022-01-01	2022-01-31	4,178.00	17,037.00

References: Data sources include utility bills, IPCC Sixth Assessment Report (2021), and Environment and Climate Change Canada's National Inventory Report (1990-2021).