



GROWLIES

Completed Actions: 34

Verified: May 20, 2016
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Program Verifier



BUILDING & OPERATIONS

- All non-emergency lights are turned off at night
- Motion sensors installed in less busy areas and/or "Lights Off" signage posted at light switches
- All thermostats set lower when space is typically unoccupied (manual or automated)
- Energy assessment completed by LiveSmart or another recognized provider
- All sink stations have hand towels or efficient hand dryers in place of conventional dryers or paper towel
- $\geq 75\%$ of office equipment and kitchen appliances are ENERGY STAR® Certified
- $\geq 50\%$ of bulb lighting is LED, and all fluorescent tube lighting is T5 or T8
- All hot water tanks and pipes are insulated
- Ceiling fans are employed to re-circulate waste heat (for high-roofed spaces)

WASTE

- Reusable dishware is provided for staff use in place of disposable cups, plates, cutlery, etc.
- All paper, cardboard, glass, tin and rigid plastic are recycled by standards means
- All food waste and soiled paper are composted
- All soft plastics (shrink wrap, plastic bags, etc.) are recycled
- All Styrofoam™ packing is reused or recycled
- At least one other hard-to-recycle item is being recycled (pallets, foil-lined bags, light bulbs, batteries, electronics, small appliances, etc.)

WATER

- Tap water consumed rather than bottled water
- All faucets employ ≤ 6.0 LpM aerators
- All toilets are ≤ 6.0 LpF and any urinals are ≤ 1.9 LpF

TRANSPORTATION

- $\geq 50\%$ of staff commute to work by bike, transit, carpooling or walking
- $\geq 50\%$ of local couriering/deliveries made by low or zero-emission transport OR deliveries have been reduced by $\geq 50\%$
- $\geq 50\%$ of company-owned vehicles are low or zero-emission models (e.g. bicycle, EV, hybrid, smart car)

PURCHASING & PRODUCTS

- $\geq 75\%$ of cleaning supplies for floors, glass, washroom, dishes and personal hygiene are eco-friendly
- Store does not distribute single-use plastic bags to customers
- Store uses reused/recycled material to wrap fragile items sold to customers
- No single-use products purchased for staff kitchen supplies (e.g. coffee cartridges, stir sticks, etc.)
- Stock ≥ 3 products that are Carbon Neutral, EcoLogo™ Certified, FSC, or Certified Organic
- $\geq 10\%$ of all goods sold from local sources (BC)
- Actively works with suppliers to reduce packaging and encourage low-emission deliveries

CLIMATE ACTION

- Emissions are measured and, along with reduction plans and targets, are communicated to staff and public



SOCIAL

- ≥ 50% employees volunteer in a community event or charitable activity (at least one day per year)
- Annual donations made to local environmental or community-related charities of ≥ \$50 per full-time employee
- Environmental sustainability is incorporated into the hiring process, employee orientations and training programs
- Environmental values and actions are posted publically (either online or on premises)

ADDITIONAL ACTIONS

- Additional action- based on comparability to the actions listed above – buy directly from farmers to feed as local as possible, many distributors on the island, goal of feeding Vancouver Island pets with Vancouver Island sourced food