



HUGHESMAN MORRIS CPA's
Completed Actions: 33



Verified: March 6th, 2018
Verified By: Elizabeth Maze,
Program Lead




BUILDING & OPERATIONS

- Computers and monitors are turned off in the evenings and on weekends (when not in use)
- Motion sensors installed in less busy areas and/or "Lights Off" signage posted at light switches
- All thermostats set to 16°C when space is typically unoccupied (manual or automated)
- All sink stations have hand towels or *efficient hand dryers* in place of conventional dryers or paper towel
- ≥ 75% of office equipment such as printers, fax machines, and photocopiers are ENERGY STAR® Certified
- Laptops and/or ENERGY STAR® or TCO Certified computers and monitors are used at ≥ 75% of work stations
- ≥ 75% of bulb lighting is LED and 100% of tube lighting is T5/T8 fluorescent or LED
- Windows are double paned or draft-proofed and outdoor entrances and exits have been draft-sealed

WASTE

- At least 4/6 paperless systems are in place: invoices, client files, pay stubs, memos, utility bills, bank statements
- All printers set to double-sided and/or both sides of paper is used before being recycled
- Reusable dishware is provided for staff use in place of disposable cups, plates, cutlery, etc. 
- All food waste and soiled paper are composted
- All soft plastics (shrink wrap, plastic bags, etc.) are recycled 
- All electronics, batteries, and lightbulbs are recycled
- At least one other hard-to-recycle item is being recycled (e.g. foil-lined bags, Styrofoam™, etc.)


WATER

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

TRANSPORTATION

- Bicycle parking provided for staff and clients
- Subsidized bus passes or tickets available for staff
- Video or voice conferencing technology used to minimize travelling to/from meetings

PURCHASING & PRODUCTS

- No single use products purchased for staff kitchen supplies (e.g. coffee cartridges, sugar packages, stir sticks) 
- ≥ 75% of cleaning products are eco-friendly
- At least three major office stationary supplies have ≥ 50% post-consumer recycled content
- Sustainable Purchasing Policy in place requiring all new office equipment/appliances to be ENERGY STAR® Certified
- Purchasing used/repurposed office furniture and decor instead of new products for minimum of 10% of items

SOCIAL

- ≥ 50% employees volunteer in a community event or charitable activity on company time (≥ 1 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
- Employees engage in pro bono services to the local community: environmental groups, non-profits/charities or others in need



- Environmental values and actions are posted publicly (either online or on premises)
- Employee traditional benefits package in place that contains one or more benefits (health/dental insurance, RRSP plan, short-term disability coverage, etc.)

ADDITIONAL ACTION

- Additional action – based on comparability to the actions listed above: Rooftop garden