

CLIMATE ACTION PLAN

Our mission at GadellNet is to Power the Missions of our clients and our team members through our Core Values – **Make an Impact, Grow or Die, and 100% Responsibility/0% Excuses.**

We are dedicated to extending those commitments to the world at large by taking care of our planet.

We are advancing this work through the following science-based SMART targets, in addition to our current practices. GadellNet is committed to supporting the global ambition to limit global warming to 1.5°C.

Current Practices

- Electronic Recycling is collected at each of our offices, ensuring our clients and team members can responsibly dispose of technology equipment that is no longer needed.
- Our headquarters has on-site solar power and free EV charging stations for employees.
- We adhere to our local and low-waste purchasing policy.
- Our headquarters features Native Landscaping in nearly all unpaved areas.



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Our 1-Year Targets:

- In 2027, GadellNet will update our Sustainable Office Management Guide to implement policies and procedures related to the following:
 - Expand our composting practice by implementing composting at all office locations and at all GadellNet hosted events (100% adoption).
 - Reduce single-use plastic bottles and utensils at all three of our office locations and at all hosted events (95% reduction by end of 2027).
 - Implement an adjusted utility use process at our headquarters to reduce consumption from lighting, heating, and cooling.
- In 2027, GadellNet will replace remaining turf grass at applicable properties with native alternatives.

Our 3-Year Targets:

- In 2028, GadellNet will review our leased vehicle fleet to consider hybrid or fully electric vehicles (or the best alternative to reduce emissions).
- GadellNet will implement Carbon Accounting covering Scope 1, 2, and relevant Scope 3 emissions by 2029.
- GadellNet will increase our climate-focused giving year over year.

Our 5+ Year Targets:

- GadellNet will use our Carbon Accounting data to set new science-based targets that will continue to reduce carbon emissions.
- GadellNet will work toward becoming a member of 1% for the Planet. Learn more about their mission [here](#).

These targets represent GadellNet's aspirational goals for environmental performance, and are subject to revision as our operations, data quality, and available resources evolve.

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Implementation & Resources

Execution is led by GadellNet's Impact Strategy Manager in partnership with Human Resources, Finance, Office Management, and Executive and Senior Leadership Teams.

We allocate internal staff time and budget for sustainability initiatives (such as composting services, fleet transition), and engage external partners where needed (carbon accounting tools, recycling vendors, etc.).

Stakeholder Engagement

GadellNet engages our employees, clients, and vendors in achieving these goals through education, participation programs (e.g., recycling, composting), and responsible procurement practices aligned with our sustainability and vendor management standards.

Progress on the targets in this plan is reported annually.



This Climate Action Plan was last updated on September 28, 2026, and has been reviewed and approved by GadellNet's executive leadership team.