

Environmental Ethos Statement

Synapse Energy Economics, Inc.

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About Synapse

Synapse Energy Economics is a research and consulting firm specializing in energy, economic, and environmental topics. Since its inception in 1996, Synapse has become a leader in providing rigorous analysis of the electric power and natural gas sectors for public interest and governmental clients.

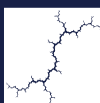
Purpose

Operating our business sustainably has been a core value at Synapse since its inception, and this commitment is reflected in our everyday practices. Some of our core goals include:

- Creating healthy, collaborative, and innovative work environments
- Reducing operational costs and increasing productivity through thoughtful resource conservation and waste reduction
- Driving profit responsibly
- Fostering a culture of involvement in sustainability through employee engagement
- Actively incorporating corporate social responsibility practices in our decision-making
- Enabling our customers to become more sustainable and further educated about sustainability through their engagement of our services
- Engaging and supporting vendors and service providers that have similar values to our own regarding sustainability and corporate social responsibility

This environmental ethos statement summarizes the sustainable practices we currently implement around the office.

For more information, visit synapse-energy.com or reach out to marketing@synapse-energy.com.
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Energy & Green Building

Synapse takes sustainability into consideration when making all office purchasing decisions.

- When Synapse moved offices in 2019, the new office was painted with low VOC paint and fitted with recycled flooring.
- All office lights are LEDs and on sensors to turn off automatically.
- Our HVAC system has been configured to automatically operate on night mode during non-business hours.
- We use ENERGY STAR rated appliances and equipment: refrigerator, two microwaves, dishwasher, five TVs, air purifiers, and two printers.

Reducing Waste

Synapse works hard to prevent waste.

- We implement paperless functions wherever possible (e.g., using cloud-based platforms that allow our team to collaborate online and e-signing to limit printing).
- In 2019, we reduced our office printers from nine printers to two printers. We are cautious of unnecessary printing.
- Synapse offers reusable shared kitchen supplies (e.g., cutlery and towels) to reduce the need for single-use items.
- In office, we use the ION Bottleless Water Cooler. This system has a CarbonPro filter that reduces a range of contaminants and transforms ordinary tap water into a reliable source. One CarbonPro filter equals 8,000 bottles of water.

We also make it easy for employees to divert waste from landfills.

- Synapse has recycling bins located throughout the office. Trash cans are labeled with a "landfill" sign to discourage use. We recycle paper, plastic, metal, glass, etc.
- We work with [PC Survivors](#) to recycle both corporate and employee electronic waste.
- We hired [Bootstrap Compost](#) to enable our office to compost. This cuts down on the amount food waste and compostable food containers (including coffee pods) that go to the landfill.

Commuting

We encourage employees to take public transit or bike to work.

- Our corporate location has always been chosen with accessibility to public transit in mind. We are a short walk away from the MBTA redline and several bus lines.
- Synapse encourages biking to work by providing in-office bike racks and provides bike repair supplies and a tire pump. We subsidize [Bluebikes](#) bike-share program memberships for our employees.
- We offer Transit Reimbursement Accounts. These accounts allow employees to have certain commuter expenses taken out of their paychecks on a pretax basis and deposited in an account for use on qualified commuter expenses such as commuter rail and bus transportation.

Most employees also have the ability to work from home and often take advantage of a fully or partially remote work schedule, which reduces commuting.

