



## 2010 CERES SUSTAINABILITY UPDATE

### *A LOOK AT OUR 2010 RESULTS*

This *2010 Ceres Sustainability Update* provides a progress report for our stakeholders between reporting cycles. The table captures results against our key performance indicators for the calendar year 2010, while providing a look at what we are currently working on and the goals we are working toward.

2010 was a year of major milestones for Ceres. We celebrated a victory with the Security & Exchange Commission's announcement of interpretive guidance on climate risk; we convened the fourth Investor Summit on Climate Risk; and released *The Ceres Roadmap for Sustainability*, a framework for how to integrate sustainability throughout the entire corporate enterprise.

Internally, 2010 was a year of transition and revitalization for the Ceres' sustainability program. The Ceres sustainability team took on a new structure, allowing it to better leverage expertise across the organization, and also instituted a charter to formalize the governance of our sustainability initiatives. Additionally, we set quantitative targets, for the first time, to show our commitment to improving our own performance. And we worked toward the release of our Sustainability Report, which covered progress through December 2009 and was released in early 2011.

Moving forward, Ceres will use 2010 data for the baseline of many of our goals. The table below includes data on each of our key performance indicators (KPIs) for 2010, as well as the percentage change from 2009.\* Based on stakeholder feedback, we have also included normalized data alongside our absolute data to provide further context to readers. In addition to our 2010 results, this table also looks ahead to 2011 and includes our goals and our plans for meeting these goals.

In 2012, we will set more aggressive and longer-term targets for our most material indicators. We also plan to continue reporting on a regular basis, as we see this process as essential to managing our efforts and engaging our colleagues.

Our next sustainability report, which will include updated goals and progress, will be released in 2012.

\*Trend data for 2006-2008 can be found in our 2009 Sustainability Report at <http://www.ceres.org/about-us/financials/sustainability-report>.

KEY PERFORMANCE INDICATORS					
Indicators	2010 Results			2011 Goals	Looking Forward...
	Absolute	Normalized (per FTE)	% Change from 2009 (Absolute)		
<b>OPERATIONS</b>					
<b>GHG emissions</b>	164 MtCO <sub>2</sub> e	3.48 MtCO <sub>2</sub> e	6% reduction	⇒ Reduce emissions by 2% per year as part of a long-term goal to reduce emissions by 80% by 2050.	Ceres remains committed to making our operations and events carbon neutral. However, we also know that we must reduce our emissions. In 2010, we set our first quantitative reduction goal and aim to achieve our annual targets through our energy, transportation and commuting goals.
	100% emissions offset	N/A	None	⇒ Continue to offset 100% of the emissions that we are unable to avoid.	
<b>Energy Use</b>	61,900 kWh	1,317 kWh	.2% increase	⇒ Reduce electricity usage by 2% per year normalized per employee.	We continue to work with employees and building management to increase awareness of our electricity usage. To this end, we have created training materials and shared tips during all-staff meetings on energy efficiency measures around the office. We will also look for ways to incentivize the staff to reduce electricity usage through competitions and reward programs.  Additionally, in early 2011, we underwent an efficiency upgrade to our lighting technology of which we look forward to seeing results in the future.
<b>Renewable Energy</b>	26,954 kWh or 44% of total energy purchased	573 kWh	2% increase	⇒ Increase the quantity of renewable energy purchased.	We continue to purchase the maximum quantity of renewable energy that is available to us through our electricity supplier, and for this reason we have not been able to set a quantitative target for this indicator. In 2011, we plan to research alternatives that offer more renewable energy credits.
<b>Waste</b>	1,632 gal	34.7 gal	43% increase	⇒ Improve recycling efforts	While we are unable to measure our total waste or recycling volume, we are still committed to taking steps toward decreasing the amount of office waste that ends up in a landfill. In 2011, we aim to increase awareness by conducting a staff training and reducing the amount of trash-only receptacles throughout the office.
<b>Paper Usage</b>	220,750 sheets	4,697 sheets	Unavailable - new metric	⇒ Begin monitoring paper usage  ⇒ Reduce overall paper usage by 2% in 2011	This is a new KPI for Ceres. In 2011, we aim to establish our baseline (by calculating 2010 data) and begin to reduce our paper usage by training staff on printer settings and exploring options for paper tracking software.
<b>SUPPLY CHAIN</b>					
<b>Procurement Practices</b>	In 2010, Ceres began to explore what a procurement policy would look like for our organization.			We have not set a new goal for the year.	Work will begin on drafting a policy in early 2012.
<b>TRANSPORTATION</b>					
<b>Staff Travel</b>	99.68 MtCO <sub>2</sub> e	2.12 MtCO <sub>2</sub> e	18% reduction (due to the Boston location of our 2010 conference)	⇒ Reduce emissions from travel by 2% per year based on 2010 levels.	In 2010, we saw a large reduction in emissions due to the Boston location of our conference that year. With our 2011 conference taking us across the country to California, we expect that meeting our goal will be challenging. We are focusing our efforts in 2011 on staff engagement and awareness on the impact of our business travel. We will establish a competition through which each team at Ceres will compete against each other to reduce emissions. As part of this program, emissions will be calculated and presented to the staff on a quarterly basis and educational resources will be provided.  Additionally, we continue to explore more advanced virtual meeting technologies that will ultimately reduce the need for travel.
<b>Staff Commuting</b>	32 MtCO <sub>2</sub> e	0.68 MtCO <sub>2</sub> e	19% increase	⇒ Increase the number of employees using no-impact methods of transportation for commuting.	Employees currently receive public transportation benefits, including complimentary "T" passes. We are exploring other incentive programs to encourage no-impact travel methods, such as bicycling and walking to work.

KEY PERFORMANCE INDICATORS					
Indicators	2010 Results			2011 Goals	Looking Forward...
	Absolute	Normalized (per FTE)	% Change from 2009 (Absolute)		
<b>EMPLOYEES</b>					
<b>Staff Diversity</b>	68% F 32% M	N/A	2% increase in male employees	⇒ Collect and disclose EEO-1 data for the staff.	Diversity is a key issue for Ceres and we continue to improve our measurement capabilities. In 2011, Ceres will begin conducting annual EEO surveys of the staff and we aim to disclose this information beginning in 2012.
<b>Board Diversity</b>	43% F 57% M	N/A	2% increase in female directors		
<b>Employee Engagement</b>	The Sustainability Team reconvened in 2010 and approved a charter to establish governance of the group going forward. Additionally, the team formed sub-groups which meet at least once a quarter to discuss key initiatives and progress.			⇒ Sustainability team to provide quarterly sustainability updates including an annual presentation on the sustainability goals and report. ⇒ Sustainability team to meet at least 4 times in 2010-2011	To meet these goals, the Sustainability Team established an annual schedule for its sub-groups and put in place a management structure to help ensure the organization's accountability for its goals. We will continue to explore other opportunities for employee engagement.
<b>Employee Education &amp; Training</b>	In 2010, Ceres conducted a focused training session on management and supervision for the senior management team. We also continue to conduct a summer training session for our interns and new staff on the programmatic work at Ceres.			⇒ Organize at least 5 employee-driven training sessions to foster peer-to-peer knowledge sharing on sustainability issues. ⇒ Bring in at least 5 external groups to educate staff on a variety of sustainability issues.	The Sustainability Team is coordinating with other teams at Ceres to achieve this goal. Particularly, we are working to engage members of the Ceres Coalition and create opportunities to bring them in and share their expertise.  In 2012, we plan to survey the staff to get a better sense of training needs and wants.
<b>Sustainable Lifestyles</b>	Ceres offers a comprehensive benefits package to employees that encourages sustainability outside the workplace, including public transportation subsidies, flexible spending accounts, and a "Social Choice" investment option for retirement accounts. Additionally, to promote work-life balance, Ceres offers generous holiday, vacation, and sick time as well as schedule flexibility.			⇒ Organize at least 1 all-staff community-building activity in 2011.	The Sustainability Team is coordinating with the Events team to achieve this goal.
<b>Internal Policies</b>	Ceres continued to work in improve internal systems and policies in 2010.			No new goal.	The Employee Manual update was completed and presented to staff in September 2011.