Annual Sustainability Report

Hunt & Gather Hair Company

June 1st, 2016 - December 31st, 2020

Completed By	Christian Muñoz Mejia
Email	christian@synergyenterprises.ca
Completed	24/9/2021

synergy

Executive Summary

Hunt & Gather is Victoria's premiere West Coast inspired all-gender hair salon. The company is a member of the Vancouver Island Green Business Collective and Green Circle Salons. They are also a Surfrider-approved business, and a supporter of Bullfrog Power. This report marks the first year that Hunt & Gather began measuring, reporting, and offsetting their carbon emissions.

To account for the company's environmental impact since operations began, historical emissions have been measured for the reporting period of June 1st, 2016 - December 31st, 2020. Hunt & Gather has committed to going carbon neutral with the purchase of offsets for all historical emissions.

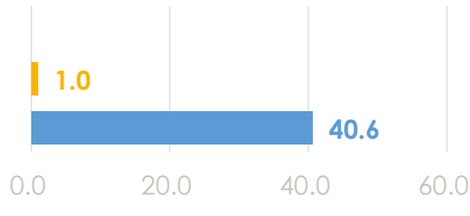
Total emissions for the period are 41.6 tCO_2e, with average annual emissions of 8.3 tCO_2e per year. The largest emission source is staff commuting at 25.5 tCO_2e, 61% of overall emissions. Travel is the second largest source at 13.9 tCO_2e, 33% of overall emissions. Hunt & Gather's first full year of operation was in 2017, which will serve as the baseline for future comparisons. Total emissions in 2020 came to 6 tCO_2e, a 45% reduction over the 2017 baseline.

Company Information

Company Name	Hunt & Gather Hair Company		
Contact Information	Mandy Rogers	mandyrogers@huntandgatherhairco.com	(250) 477-4678
Company Description	Hair salon located in Victoria, BC, with between 3-5 stylists (sole proprietors, but considered 'employees' for the purpose of this report).		
Reporting Period	June 1st, 2016 - December 31st, 2020		
Inventory Boundary	**Scope 1 (Direct Emissions)** - No Scope 1 Emissions		
	Scope 2 (Indirect Emissions from Purchased Electricity) - Purchased Electricity (BC Hydro)		
	Scope 3 (Indirect Emissions from Other Sources) - Water, Waste, Stationery, Paper Products, Company Travel, Shipping, Staff Commuting		
Consolidation Approach	Operational Control: Accounting for 100% of emissions from operations over which the company has operational control.		
Primary Measurement	Carbon Dioxide Equivalent (CO_2e)		
Reporting Guidelines	Aligned with those defined in *The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, Revised Edition (The GHG Protocol, www.ghgprotocol.org)* . Emissions factors reviewed & approved by Offsetters.		

Inventory Results

	tCO_2e	
Scope 1 (Direct)	**N/A**	0.0% of annual total.
Scope 2 (Indirect)	**1.0**	2.3% of annual total.
Scope 3 (Indirect)	**40.6**	97.7% of annual total.
TOTAL EMISSIONS	**41.6**	



Carbon Footprint Summary

Hunt & Gather Hair Company

2020 Report

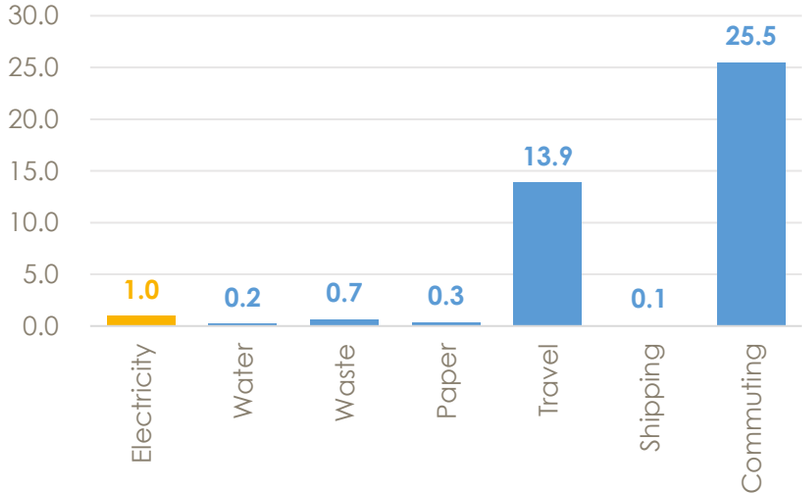
synergy

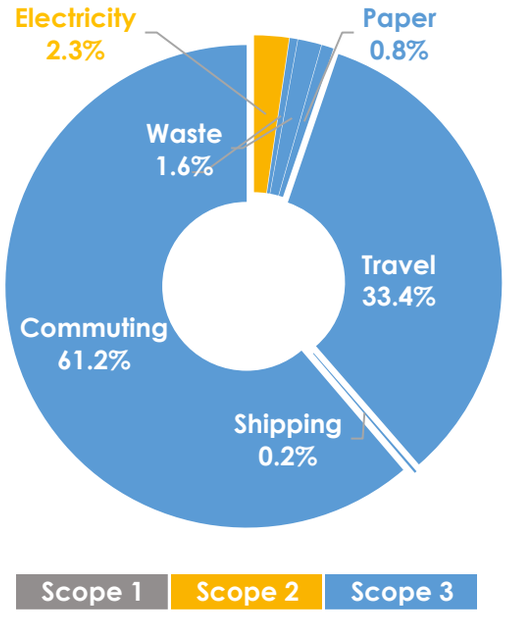
Total Emissions (2016 - 2020)	41.6	tCO_2e	Offset Cost (2016 - 2020)	$1,050

Since Hunt & Gather was founded, the company has produced 41.6 tCO_2e of GHG emissions. All historical emissions have been offset, making Hunt & Gather a carbon neutral company!

Carbon Footprint By Activity

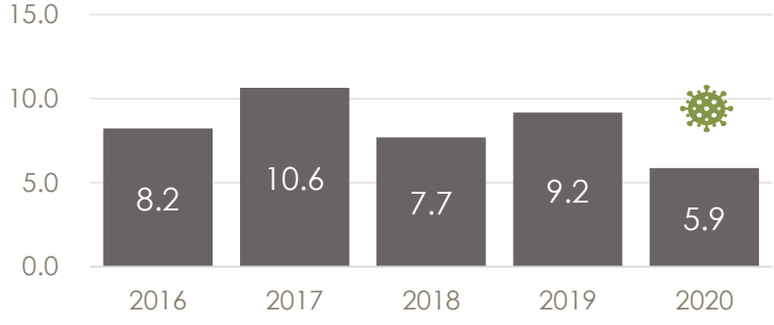
2016 - 2020 Emissions by Activity (tCO_2e)





Carbon Footprint Year Over Year

Annual Emissions (tCO_2e)



	tCO_2e Per Year	Change since Baseline tCO_2e	Change since Baseline Percent
2016	8.2		
2017	10.6		
2018	7.7	-2.9	-27.6%
2019	9.2	-1.5	-13.9%
2020	5.9	-4.8	-44.8%

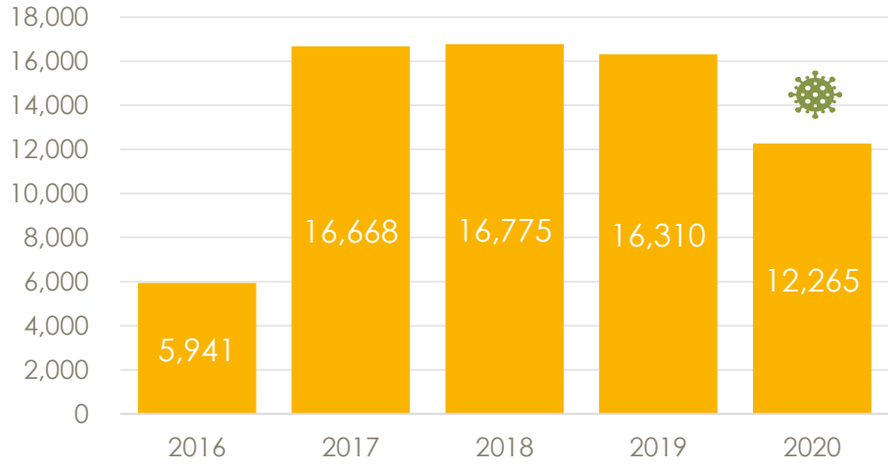
Hunt & Gather's average annual carbon footprint is 8.3 tCO_2e per year.

Note: Hunt & Gather has established a carbon reduction target to keep annual emissions below 15% of the 2017 baseline by 2025 (i.e. < 9 tCO_2e annually by 2025)

131.2 Barrels of Oil	2.2 Cars per Year	8.3 tCO_2e per Stylist	Total tCO_2e 41.6

Electricity

Electricity (kWh)



Analysis

From 2017 to 2019, the average annual electricity consumption for a fully operating year was 16,585 kWh (0.2 tCO_2e).

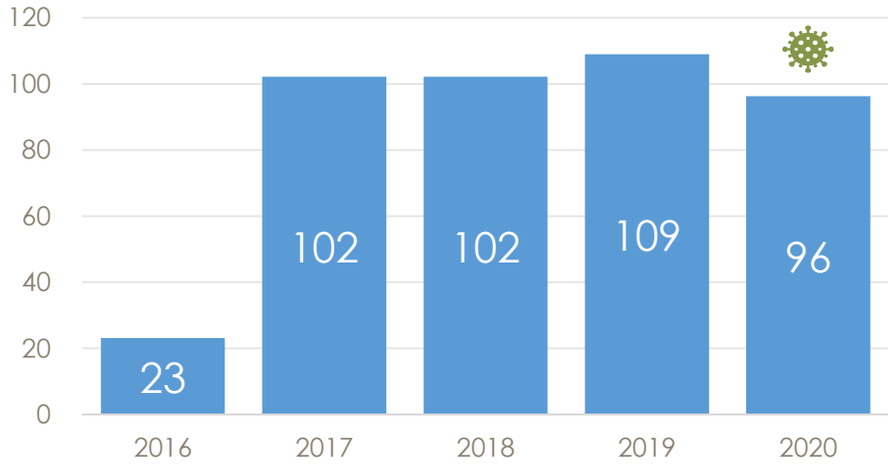
In 2020, electricity use and carbon emissions decreased by 25% over 2019. This is a result of several lightning and equipment upgrades, as well as reduced operations due to COVID-19.

Note: In February 2021, Hunt & Gather began purchasing renewable energy credits from Bullfrog Power. This will offset 100% of Hunt & Gather's electricity consumption moving forward.

kWh / ft^2	tCO_2e	% of Total	Houses
98	1.0	2.3%	0.5

Water

Water (m^3)



Analysis

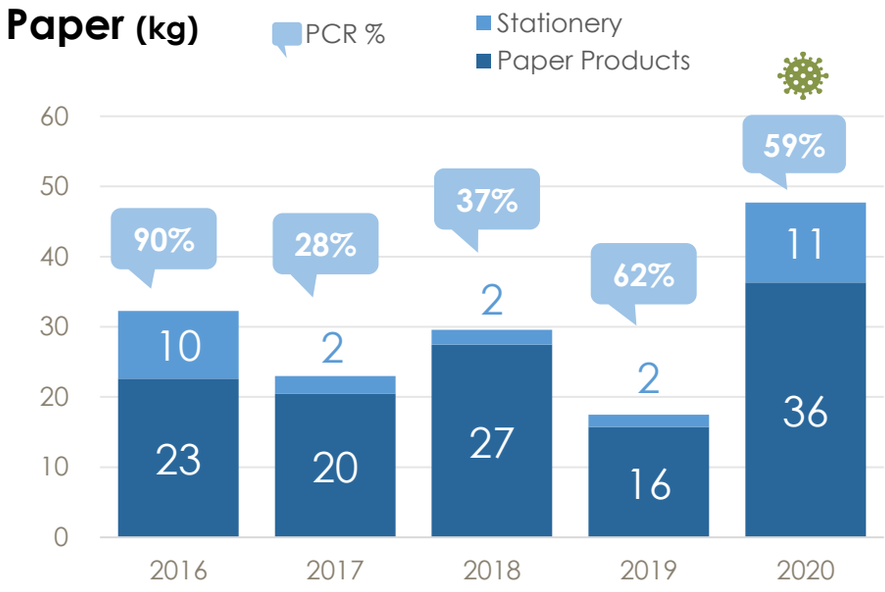
Water is used primarily by the washing machine and hair washing stations. From 2017 to 2019, the average annual water use was 24.5 m^3 and 75 m^3*.

In 2020, water use and carbon emissions decreased by 12% over 2019. This is a result of several equipment upgrades, as well as reduced operations due to COVID-19.

** Note: To estimate historical water use at Hunt & Gather, a water audit of the two major sources of water consumption on-site was completed.*

m^3 / Stylist	tCO_2e	% of Total	Baths (50gal)
86.5	0.2	0.5%	1,971

Paper



Analysis

The average post consumer recycled (PCR) content of all historical stationery and paper products is 57%*. Procurement practices have been improved by prioritizing products with minimum 50%-100% PCR, increasing the average treeless content from 28% in 2017 to 59% in 2020. Opting for stationery and paper products with 80-100% PCR could save an additional two trees per year.

** Note: Stationery includes business cards, rack cards, envelopes, notebooks and notebooks. Paper products includes toilet paper, paper towels, and recycled shopping bags.*

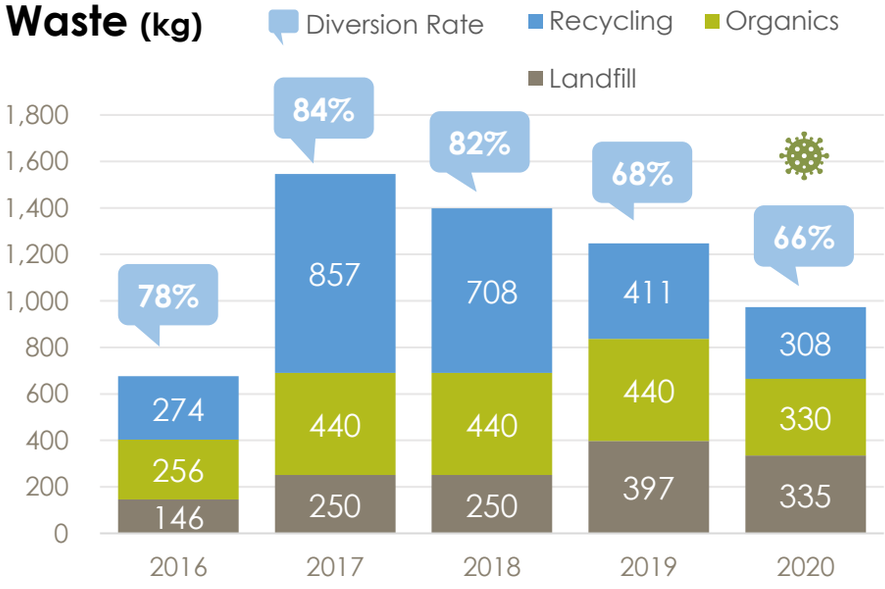
Treeless Content	57%

tCO_2e	0.3

% of Total	0.8%

1.7 Trees / Year

Waste



Analysis

The average waste diversion rate of all historical waste is 76%. This is a result of continued improvements to waste sorting and working with Green Circle Salons to repurpose and recover waste materials*.

In the absence of Green Circle Salons' waste pickups in 2019 - 2020, total landfill waste increased by 46% on average compared to 2017-2018.

** Note: Hunt & Gather worked with Green Circle Salons from July 2016 - July 2018, and restarted in 2021.*

kg / Day	16

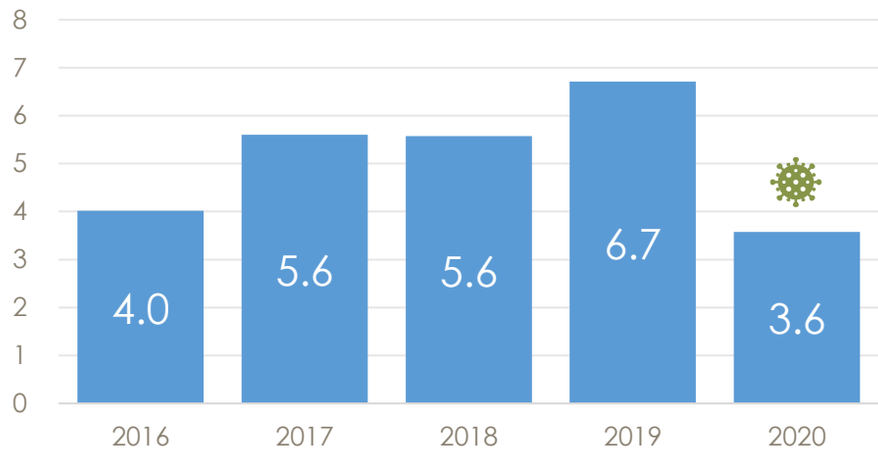
tCO_2e	0.7

% of Total	1.6%

76.4% Diversion Rate

Commuting

Emissions (tCO_2e)



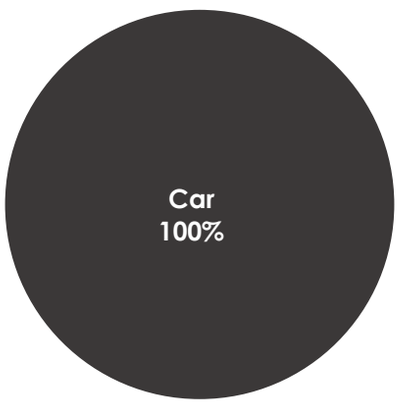
Analysis

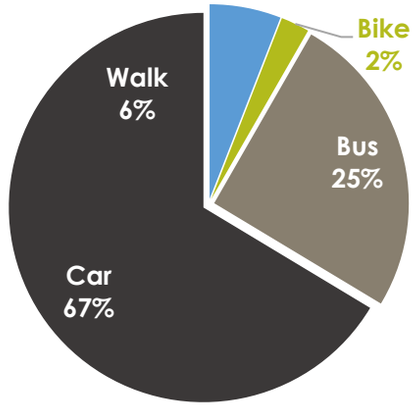
Stylist commuting is the highest contributor to overall historical emissions at 25.5 tCO_2e. In 2020, commuting emissions decreased by 47% over 2019 due to a 40% decrease in commuting travel distances, as well as a 10% increase in low-emission commuting methods.

The survey had an average response rate of 80%.

** Note: 2016 - 2019 commuting emissions have been estimated based on 2020 Commuting Survey data and adjusted for changes in FTEs and commuting behaviours pre- and post-COVID.*

Commuting Percentages by Method per Day





Baseline (2016)

Average $kgCO_2e/km$	0.232
Low-Emission Commuting %	0%

Current (2020)

Average $kgCO_2e/km$	0.212
Low-Emission Commuting %	26%

Analysis (Breakdown)

There has been a growing trend towards sustainable commuting options such as walking, biking and public transit. In 2020, the percentage of stylists that commute via low-emissions methods increased from 0% in 2016 to 26% in 2020.

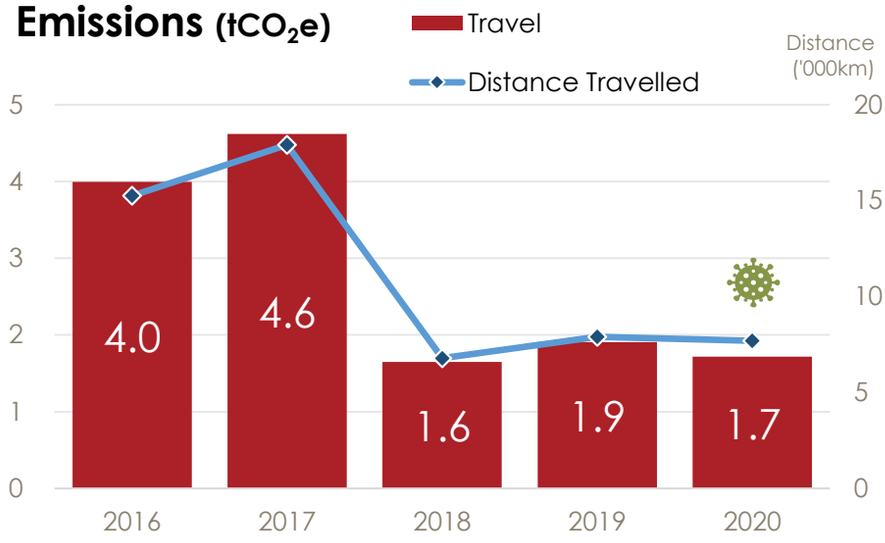
Two survey respondents noted that they primarily walk, bike or bus to work.

Excessive distance, family requirements, and convenience are among the most common factors leading to increased personal vehicle use.

tCO_2e /Stylist	5.1
tCO_2e	25.5
% of Total	61.2%
6.8 Cars / Year	

Travel

Emissions (tCO_2e)

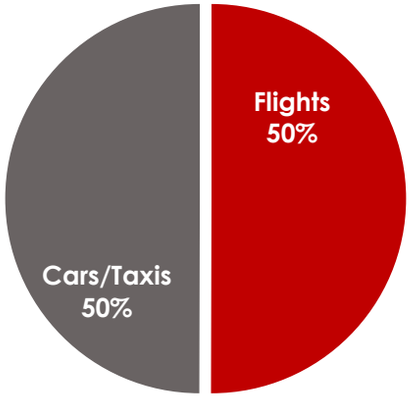


Analysis

Travel accounts for 14 tCO_2e, 33% of total emissions. This includes all ferries, flights and personal vehicle driving for business activities such as mobile bridal, product deliveries, and supply pickups.

Air travel accounts for 36% of all historical travel emissions, while personal vehicle travel for business activities accounts for 64% of the total.

Travel Percentages



Baseline (2016)

Average $kgCO_2e/km$	0.262
Low-Emissions Travel %	0.0%

Current (2020)

Average $kgCO_2e/km$	0.223
Low-Emissions Travel %	0.0%

Analysis (Breakdown)

All air travel occurred between 2016 and 2017 as part of an education programme in which one of Hunt & Gather's stylists was involved.

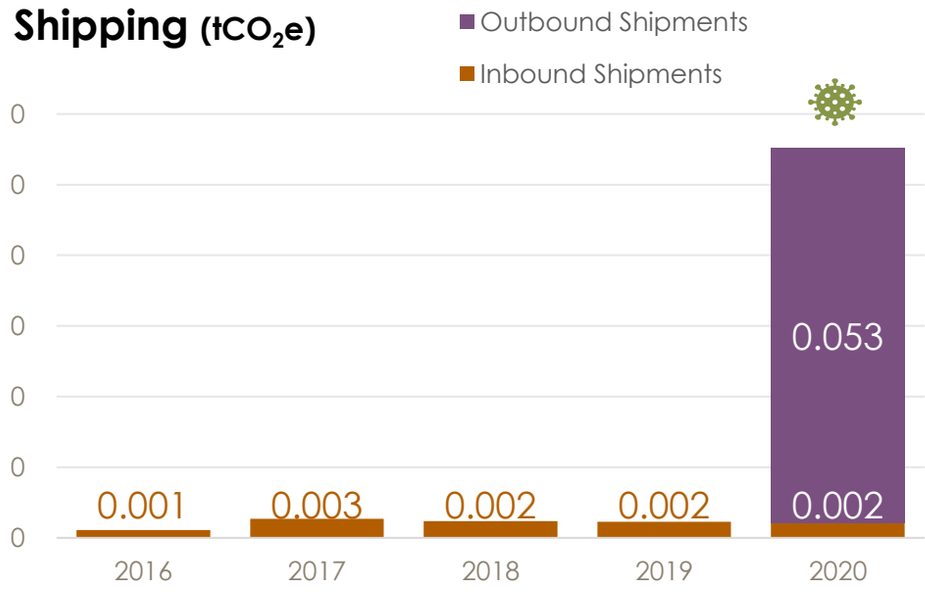
No air travel took place between 2018 - 2020, maintaining annual travel emissions well below 1 tCO_2e.

A total of six ferry trips took place between 2017 - 2019 for business activities in Galiano Island and Thetis Island.

tCO_2e /Stylist	6.9
tCO_2e	13.9
% of Total	33.4%
3.7 Cars / Year	

Shipping

Shipping (tCO_2e)



** Note: Outbound shipments began in 2020.*

Analysis

Shipping includes all inbound shipments from West Coast Beauty and all outbound shipments from Hunt & Gather's new online store to customers across Canada.

Shipping emissions are low, accounting for 0.1% of total emissions. This is attributed to the short inbound shipment travel distances and the small outbound shipment parcel weights*.

$kgCO_2e$ / t-km	0.7
tCO_2e	0.1
% of Total	0.2%
0.02 Cars / Year	

Carbon Reduction Strategy

This report marks the first year that Hunt & Gather began measuring, reporting, and offsetting their carbon emissions. Hunt & Gather has committed to going carbon neutral, starting with the purchase of offsets for all historical emissions (June 1st, 2016 - December 31st, 2020). Total historical emissions result in 41.6 tCO_2e. Because the largest emission source is staff commuting (61% of overall emissions), Hunt & Gather should focus on actions to engage stylists to create a low-emission commuting plan and reward stylists for choosing low-emission commuting options. Travel is the second largest source of historical emissions at 14 tCO_2e, 33% of overall emissions.

Hunt & Gather's first full year of operation was in 2017, which will serve as the baseline for future comparisons. Total emissions in 2020 came to 6 tCO_2e, a 45% reduction over the 2017 baseline. This is attributable to reduced operations due to COVID-19, as well as significant carbon reduction efforts over the years including lighting and equipment upgrades, improving water consumption and waste diversion efforts, and purchasing paper products with high post-consumer recycled (PCR) content.

Achievements

> First year measuring and reporting carbon emissions

> Diverted 882 kg of waste by working with Green Circle Salons to repurpose and recover waste materials

> Increased PCR content of paper from 28% in 2017 to 59% in 2020 by prioritizing products with minimum 50%-100% PCR

> Renovations or upgrades use ≥10% recycled, repurposed or recycled materials

> Began purchasing renewable energy credits from Bullfrog Power in 2021

Moving Forward

> Ensure all stationery and paper products are at least 80% - 100% PCR

> Achieve a 90-95% waste diversion rate

> Work with staff to create a low-emission commuting plan

> Engage and reward staff for choosing low-emission commuting options

> Switch to low-emission local deliveries (electric bike)

Information on Inventory Uncertainty

To estimate historical water use at Hunt & Gather, a water audit of the two major sources of water consumption on-site was completed.

For all inbound shipments at Hunt & Gather, Mandy averaged the weight of 3 weeks of deliveries to 30lbs per week (120 lbs per month) and adjusted for busy months (e.g. September).

Applied the average Green Circles Recycling weights (kg) from 2016 - 2018 to the total Landfill weights 2019 - 2020. This is based on the assumption that the waste that would normally be recycled by Green Circles would end up in the landfill.

Emissions References

1. 2018 B.C. Best Practices Methodology for Quantifying Greenhouse Gas Emissions
https://www2.gov.bc.ca/assets/gov/environment/climate-change/cng/methodology/2018-psomethodology.

2. Environment Canada's National Inventory Report (1990-2018); Part 2 & 3.
https://www.canada.ca/en/environment-climate-change/services/climate-change/greenhouse-gas-emissions/inventory.html

3. Department for Environment, Food & Rural Affairs (UK) Carbon Factors 2020
https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-

4. Intergovernmental Panel on Climate Change (Global Warming Potentials)
http://www.ipcc.ch/publications_and_data/ar4/wg1/en/ch2s2-10-2.html

All emissions factors are reviewed and approved by Offsetters (www.offsetters.ca) on an annual basis.

Policy for Base Year Recalculation:
Base year emissions, and other previous emissions, shall be retroactively recalculated if a change in organisational structure or data quality is expected to exceed a significance threshold of 10% of base year emissions. These changes may arise from structural changes such as mergers, acquisitions, divestments, outsourcing or insourcing, changes in calculation methodology and improvements in accuracy, or discovery of significant errors.

Glossary of Terms

Term	Description
CFL	**Compact Fluorescent Light**
GHG	**Greenhouse Gas (emissions):** Atmospheric gasses contributing to the greenhouse effect, including Carbon Dioxide (CO_2), Methane (CH_4), Nitrous Oxide (N_2O), etc.
GJ	**Gigajoule**: Unit of natural gas equal to 26.137 m^3 or 0.947 MMBtu
HVAC	**Heating, Ventilation & Air Conditioning**
kWh	**Kilowatt-Hour**: Common unit for measuring electrical consumption
LED	**Light Emitting Diode**: A form of highly efficient lighting technology
m^3	**Cubic Meter**: Unit of measurement equal to 1,000 Litres
PCR%	**Post-Consumer Recycled Content** (as a percentage)
psg-km	**Passenger-Kilometer**: Unit separating total emissions between passengers per km
Ream	Standard unit of paper measurement equal to 500 sheets (with 10 reams in one box)
tCO_2e	**Tonnes of Carbon Dioxide Equivalent**: GHGs have different warming potentials, measured collectively as CO_2 equivalent (hence "e")
t-km	**Tonne-kilometer**: A unit of measurement used in shipping

Completed By	Christian Muñoz Mejia
Email	christian@synergyenterprises.ca
Completed	24/9/2021

synergy