



Leading The Way

EcoAmmo



The Corporate Climate Leaders Program is an excellent space to share and learn from peers who are on the same transitional journey to reduce emissions. It ensures that this important issue is addressed because Edmonton business leaders are making a public and transparent commitment to take action.



Stephani Carter

Owner, CEO



Background

Since 2006, [EcoAmmo](#) has successfully facilitated collaborative green building and high performance projects throughout North America. They pride themselves on being an industry leader at the forefront of the collaborative and sustainable building movement.

They have experienced firsthand how collaborative, trust-based delivery methods can accelerate the adoption and implementation of sustainable, regenerative, carbon neutral projects within existing budgets.

EcoAmmo is: 100% Women Owned, 80% Women Operated, a [JUST Organization](#), and are [B Corp Certified](#).

CLIMATE ACTION HIGHLIGHTS



Strategic Hiring in Project Region to Reduce Emissions, as well as Increase Wellness, Health and Safety

Since the beginning of the pandemic, EcoAmmo has strategically hired in the locations where work was growing and avoided unnecessary travel. As a result, they avoided **16.8 tCO2e per year** of forecasted travel emissions and allowed team members more time with families, improving work life balance.



Net Zero Building

EcoAmmo and several AEC team members designed and built Alberta's first commercial net zero building using the Integrated Project Delivery process.



Corporate Climate Leader Since 2020



**2019 Baseline Year Emissions
15.63 Tonnes of GHGs**



**Targets
Maintaining Carbon Neutrality**



Reducing Employee Commuting Emissions

EcoAmmo



Pivoting to 100% Remote Work

Inspired by experience during the pandemic, EcoAmmo decided to transition to fully remote work with several considerations in mind:

- ▶ financial stability
- ▶ team members safety (during the pandemic)
- ▶ life-work balance
- ▶ reducing GHG emissions

Their work easily transitioned to a remote setting, but they also insured the social side of the company would not be negatively impacted by implementing:

- ▶ virtual lunches
- ▶ virtual water coolers
- ▶ virtual team building events (cooking together, games together, etc.)
- ▶ remote challenges to get out and enjoy the summer



With pandemic restrictions relaxing, they are meeting more to work together at co-working spaces and each other's homes, hold town halls, and hold team building and team volunteering events.

PROJECT OUTCOMES

While EcoAmmo's original 2019 Emissions report did not calculate emissions from employee commuting, a later estimate from a detailed Scope 3 analysis showed 9.4 tonnes of CO₂e emissions from employees commuting, the largest source of emissions across their operations. Added to the originally reported 15.63 tonnes, this would have brought total 2019 emissions to 25.03 tCO₂e.

An estimate of GHG emissions generated by employees working from home was not significantly different from those generated when working in the office. Therefore, to maintain carbon neutrality, EcoAmmo purchased offsets to cover the emissions generated by their employees homes.



9.4 tonnes of GHGs reduced from eliminating employee commuting



43 tonnes of GHGs reduced from WFH emissions through offsets

PROJECT BENEFITS



Public Demonstration of Organizational Values



Increased Employee Engagement