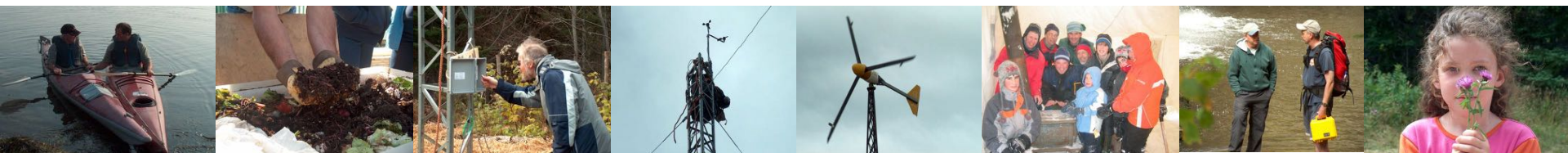


Peak Experiences

Sustainability Management

Leadership – Culture – Performance Connection TM

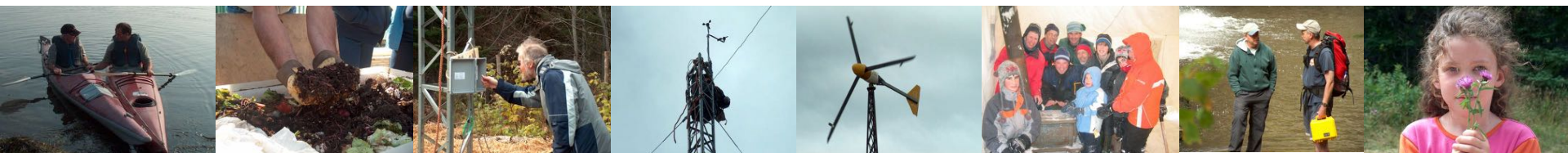




Peak Experiences

Our Sustainability Story





Peak Experiences - Our Core Values

Commitment comprises both intention and action. Our organizational core values govern everything we do. When you choose to work with Peak Experiences you are assured;

1. Impeccable Integrity

(honesty, trust, integrity, vulnerability)

2. Thirst for Learning

(personal self awareness, growth and development, curiosity)

3. Measurable Results

(evolution, outcomes, pursuit of excellence)

4. Do No Harm - Honour Nature's Gifts

(social justice, land, animals and sea - environmental integrity / sustainability)

5. Collaborative Partnerships - All In All Equal

(communicate, include, understand, share, collaborate)

6. Memorable Experiences

(meet people where they are at, invest in peak and nadir experiences, care and compassion)





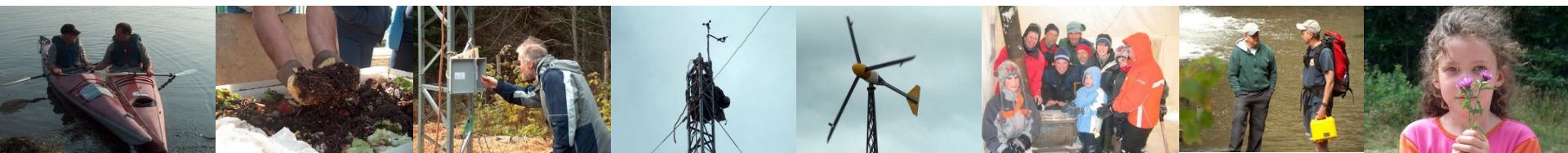
Peak Experiences Sustainability Policy

Peak Experiences recognizes that our businesses has a negative impact on the environment. We are committed, and enjoy, finding ways in which we can reduce the impact of our work both in the office and when work takes us away in various training settings. It is our policy to:

- Recycle all waste material.
- Avoid the use of paper wherever possible.
- Recycling all equipment that is no longer of use to the company.
- Keep energy usage low and invest in solar energy equipment.
- Reuse waste paper (from the printer) where possible, making use of the blank side for notes etc.
- Purchase products with a lower environmental impact. For example all of our training materials / manuals are printing on 100% post consumer waste.
- Use low impact transport for travel to and from work and travel for business. For example, where possible, we use hybrid cars to reduce our carbon footprint.
- Avoid unnecessary travel by making use of instant messaging, video and audio conferencing, telephone and email.

Additional strategies are outlined in our “climb mount sustainability story” below...





Sustainability Purchasing Policy Guidelines

Our sustainable purchasing checklist outlining key aspects of policy factors:

Absolutely Necessary

Is this purchase absolutely necessary to our operations? Can we or our client do without it?

Durable

Is it built to last? Does it need lots of maintenance? What is the overall cost of ownership?

Sustainable Energy and Fuel-Efficient

Does the product help us to save money on energy or fuel? Does it support a carbon neutral energy investment?

Local Source

Can this product be purchased from a reliable local source? Does it require less fuel or energy to bring this to our workplace?

Responsible Source

Does the manufacturer provide proof of responsible environmental and social practices?

Is the manufacturer paying workers standard wages and benefits?

Reusable

Can the product be used several times for the same or multiple purposes? Can we borrow it, rent or get it used?

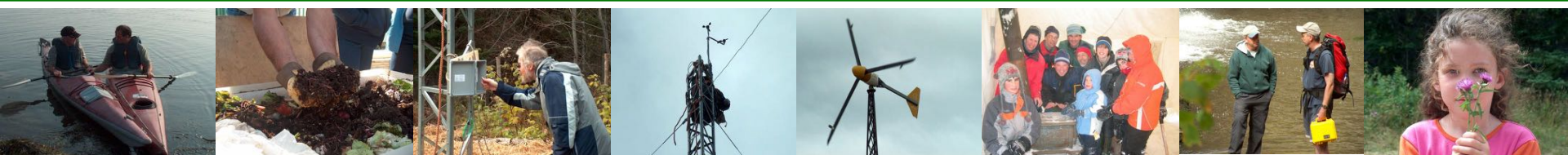
Low or No Environmental Impact

Is the source material easily renewable? Is there any negative impact on the environment in the harvest, production, transportation, use or disposal? Is it recyclable?

Right Size

Can it be smaller, lighter or made with less material?





Sustainability Policy - We Go Further...

To enhance our organization's purchasing policy, our associates invest our time;

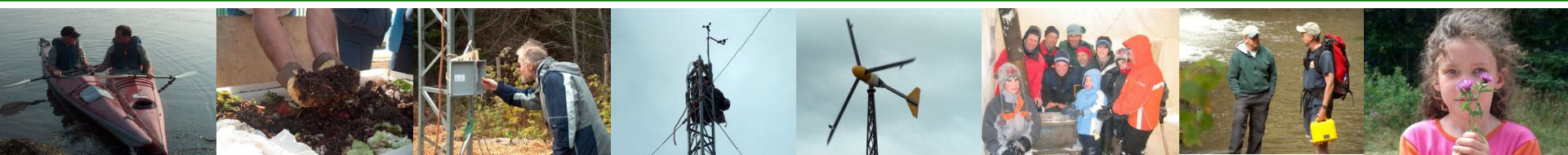
- by sitting on board and working committees of numerous organizations promoting local and provincial sustainability issues.... current engagements are: <https://www.peak.ca/community-engagement>
- by participating and supporting sustainability initiatives that promote social justice and environmental integrity;
- by assist in meeting human needs world wide (sustainability principle # 4 by "the natural step") by investing / supporting global and local initiatives;
- by proving financial assistance to local sustainability NGO groups; and
- by providing start up support and advice for the development of local sustainability NGO groups.



Sustainability Policy - We Go Further...

To enhance our organization's purchasing policy, we can buy from;

- local vendors.
- source products from women or minority-owned businesses.
- choose environmentally-friendly products.
- use minimal to no packaging.
- transport training products via electronics or by ground instead of air.



Peak Experiences Founders

We have a long history being green.

Our commitment to living in an environmentally sustainable manner is well rooted in our personal lives, family, volunteer work and the foundations of our work at Peak Experiences. Our core values regarding the balance of economic, social and environmental priorities are integrated into who we are – therefore a sustainable approach gets incorporated into everything we do.



Heather Mayhew



Frank Gallant

Paddling with the 1st member to join the Fresh Air Society in 2004 (John Westenenk) – during his first kayak paddle at age 83 – July/2006





Sustainability Vision

To be a leading consulting organization that supports Atlantic Canadians to be leaders in sustainable living, environmental literacy and the protection of the five capitals.

Peak Experiences will be Atlantic Canada's first carbon-neutral and zero-waste consulting company.



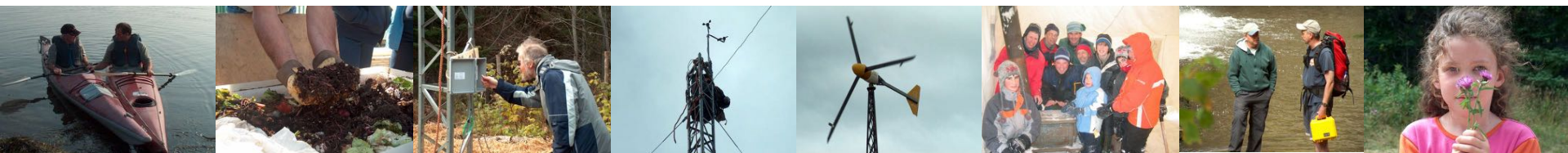


Peak Experiences Core Sustainability Strategies

Climbing Mount Sustainability

- Step 1: Study the Mountain – Building Champions
- Step 2: Eliminate Waste
- Step 3: Reduce and Eliminate Emission
- Step 4: Move Towards Sustainable Energy
- Step 5: Sustainable Management of Material Flows
- Step 6: Sustainable Transportation
- Step 7: Culture Shift with Our People, Clients, Partners and Suppliers
- Step 8: Culture Shift within My Home Communities

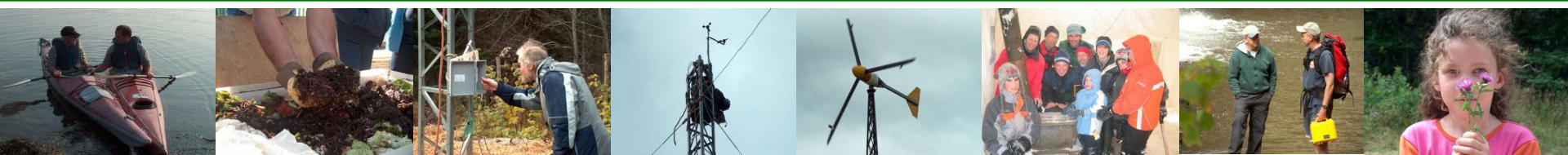




Climbing Mount Sustainability

Step 1: Study the Mountain

*“What Does It Mean to Live and
Lead Sustainable Values”*



Climbing Mount Sustainability

Step 1: Study the Mountain

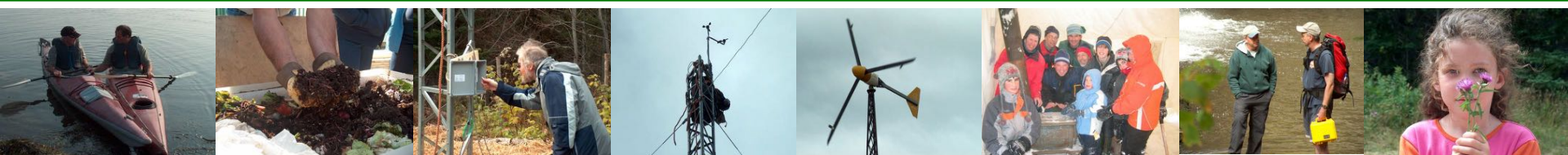
Research Sustainability

- Research Key Literature on Sustainability, Sustainable Communities and the Triple Bottom Line. (Economy, Society and Environment) (2003)
- Solidify a Strong Office Resource Library. (Spring 2003 - Present)

Research Forward Thinking

- Research Forward Thinking and Innovative SD Consulting Firms (2003 - Present)
- Maintain Memberships in Local, Provincial, National and International Organizations. (Spring 2003 - Present)





Climbing Mount Sustainability

Step 1: Study the Mountain

Program Design

- Design Peak Experiences “Seven Generations”

Sustainability Program for Organization / Corporations

Enhance Understanding Leading Edge Work on Sustainability

- Natural Step or Like Conference (Gross National Happiness – Spring 2006)
- 24 Hour Master Class in Environmental Sustainability by Jonathon Porritt with Forum for the Future, UK (June 2006) [www.forumforthefuture.org.uk]
- Subscribe to Green Future Journal (www.greenfutures.org.uk)





Climbing Mount Sustainability

Step 1: Study the Mountain

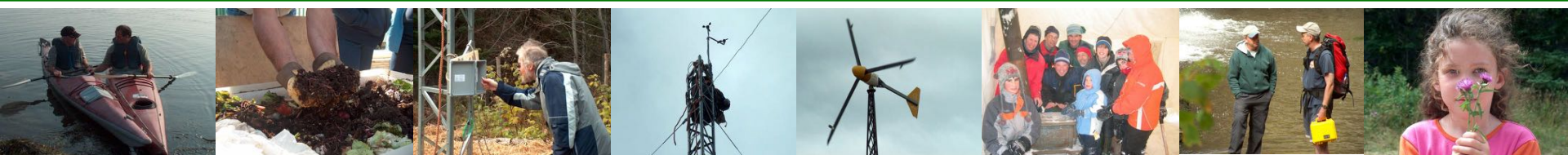
Program Design

- Design Peak Experiences “Leader Business” Sustainability Program for Businesses (Fall 2006 - Present)

Community Development

- Design the framework for the “Antigonish as a Leading Sustainable Community” with a group of community volunteers (Antigonish Sustainable Development Committee – Spring 2007)





Climbing Mount Sustainability

Step 2: Eliminate Waste

In Office Recycling Bins

- Recycle 100% of all recyclable materials (plastics and paper – Spring 2003)

Program Facilitation Waste

- Recycle all flip chart paper used in workshops (Spring 2004)

Refillable, Reusable, Recyclable Office Supplies

- No waste office system (Spring/Fall 2005)





Climbing Mount Sustainability

Step 2: Eliminate Waste

Sustainable Writing Equipment

- Utilize Sustainable Pencils and Fountain Pens (no throw away – Fall 2005)

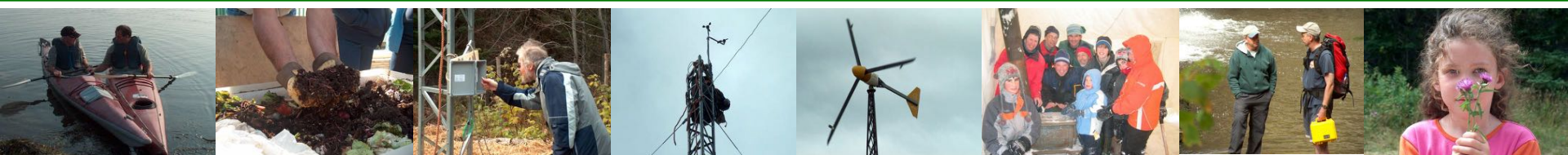
Reduce to No Plastics

- No Plastic Coils on Peak Training Manuals (Replace c/ Hemp – Spring 2005)
- No Plastic Binders on Human Synergistics Materials (Spring 2007)

Refillable, Reusable, Recyclable Program Supplies

- No waste program supplies (Spring 2006)





Climbing Mount Sustainability

Step 3: Reduce and Eliminate Emissions

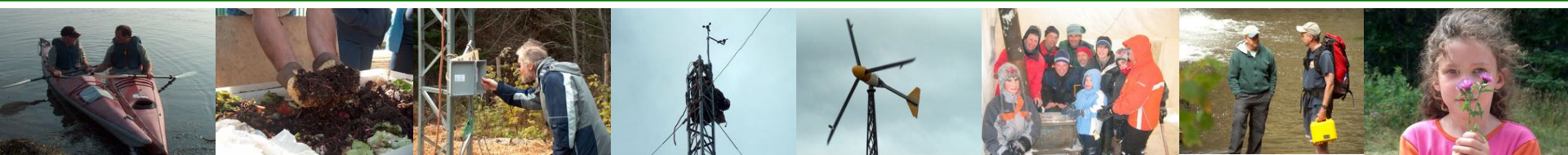
Car Travel (40,000 km in 2007) 7.55 tons of CO2's

- Offset *all* carbon emissions - Plant Trees in Relation to Emissions output in Hybrid Car Travel with a local carbon-offsetting organization (Jan 08)
- Reduce Travel from 40,000 km (2007) to 30,000 km (2008)
- Average Annual Travel from 30,000 km to 45,000 km (2008 - 2017)

Work Travel Flights

- Off-Set flying emissions for all work related flights (Spring 2005 - Present)





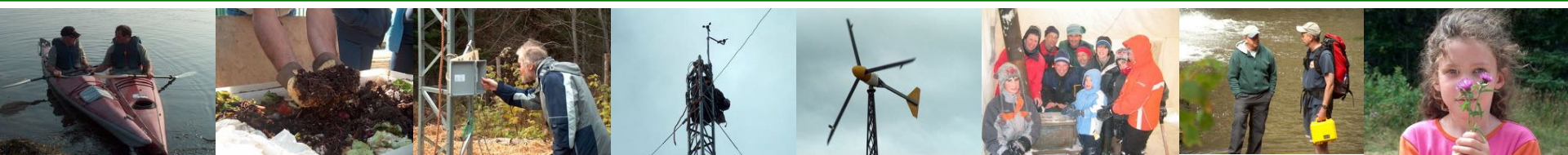
Climbing Mount Sustainability

Step 3: Reduce and Eliminate Emissions

Courier Emissions

- Eliminate the needs for the couriating our materials on all LSI Stylus and OCI materials from Human Synergistics (reduced 90% of all couriered materials)
- Carbon off-set courier materials from Human Synergistics (100% January 2008)
- Purchase of 7 acres (1998), 80 acres (2012) and 3 acres (2016) of wild land / wilderness space as a carbon sink.





Climbing Mount Sustainability

Step 4: Move Towards Sustainable Energy

Sustainable Energy Options for Office

- Set-up Wind Anemometer at Office Site to measure wind potential (Fall 2004)

Large Windows and Efficient Heating System in Office

- Minimize electricity used for heating and lighting (using 95 % natural light and solar sun energy for office heat: 2003 - office moved loss 100% natural light)





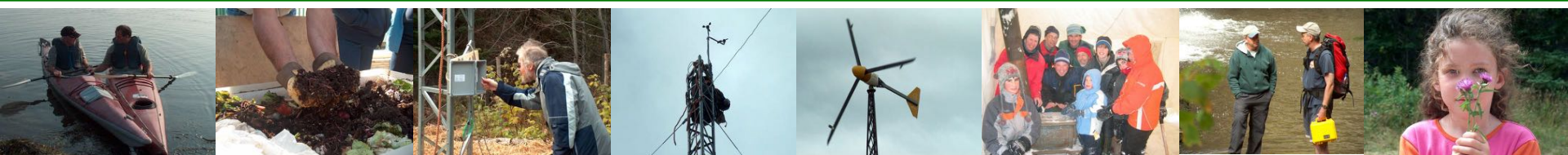
Climbing Mount Sustainability

Step 4: Move Towards Sustainable Energy

Sustainable Energy for Office

- Carbon off-set Office Energy
(January – May, 2008)
- Produce Sustainable Solar Energy 100%
of all the “electric power” used in
Peak Experiences office operations
(May 2008 – Present)





Climbing Mount Sustainability

Step 5: Sustainable Management of Material Flows

Post Consumer Paper

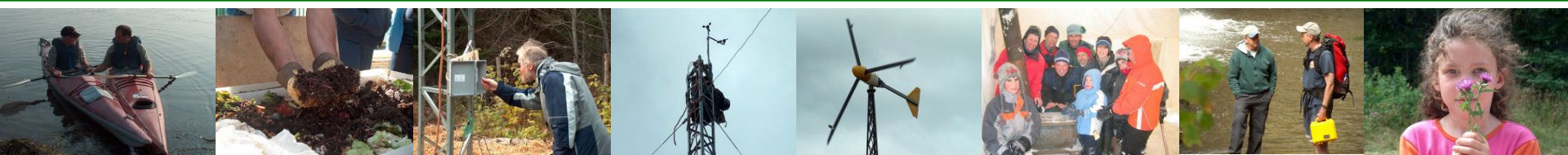
- Utilize 100% post consumer paper in all manuals/handouts/brochures/letterhead/envelopes etc.
(Fall 1995; Spring 2005 - Present)



Sustainable Work Clothing

- Purchase Organic Hemp/Cotton Work Shirts/Pants (Spring/Fall 2005 - Present)





Climbing Mount Sustainability

Step 5: Sustainable Management of Material Flows

Sustainable Team Building Props

- Reduce/re-use or purchase only sustainable props (Spring 2007)

Printing of Manuals + In-Office

- Print everything on double sided printing (HP P2015d – Spring 2007)

Facilitation Materials

- Utilize 100% post consumer paper in all flip charts (September 2008 – Present)





Climbing Mount Sustainability

Step 6: Move to Sustainable Transportation

“Reducing what we can, off-setting what we can’t”

Car Travel

- Purchase Toyota Hybrid – Prius (2005)
- Purchase Toyota Hybrid – Rav4 (2017)
- Reduce car travel by 25% over 2007
(40,000 km down to 30,000 km)





Climbing Mount Sustainability

Step 7: Culture Shift with Our People, Clients, Partners and Suppliers

Bounty Print / The Casket (local)

- To use only 100% post consumer waste paper when printing Peak Experiences manuals, brochures and flyers etc. (Spring 2005 - Present)

Human Synergistics

- Solidify electronic shipping choices for Supplies/Products from Human Synergistics (LSI Stylus Reports, Manuals and Score Sheets – Sept 2007)





Climbing Mount Sustainability

Step 7: Culture Shift with Our People, Clients, Partners and Suppliers

Human Synergistics

- *Secure printing for LSI Self-Development Guides on 100% post consumer waste paper for all printing with Human Synergistic (Fall 2008 - Present)*

Resorts for Client Retreats

- *Support resorts that uphold sustainable practices and off-setting their “electric power and/or un-sustainable fuels” in their operations (Fall 2008 – Present)*



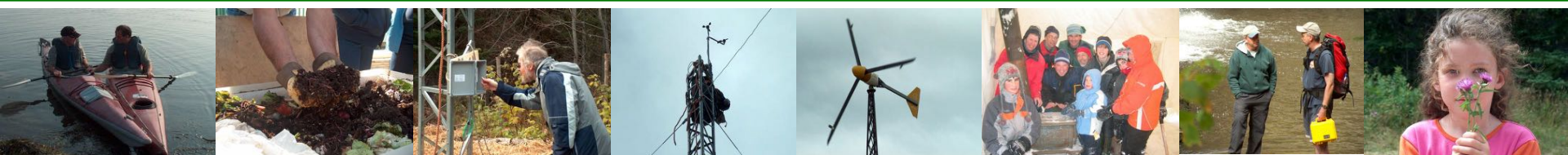


Climbing Mount Sustainability

Step 7: Culture Shift with Our People, Clients, Partners and Suppliers

Set Environmental Sustainability Expectations with Clients Groups

- Ensure products are recycled from all training sessions;
 - Support training facilities with Sustainable ethics;
- (largest percentage available - SD meals, snacks, rooms, training spaces etc.)



Climbing Mount Sustainability

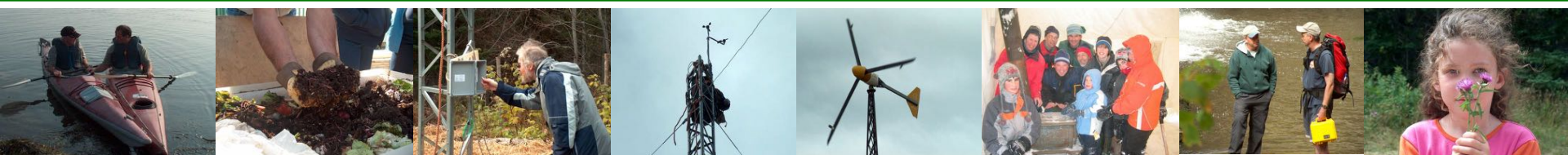
Step 8: Culture Shift within Communities

Natural Step Open / Public Workshop Antigonish

- Set-up/Leadership for Fresh Air Society (Sustainability – Spring 2004)
- Set-up with the Fresh Air executive a ‘sustainability stream’ for enhancing awareness regarding sustainability c/in the resident and business/organizations in Town/County of Antigonish

www.freshairsociety.ca





Climbing Mount Sustainability

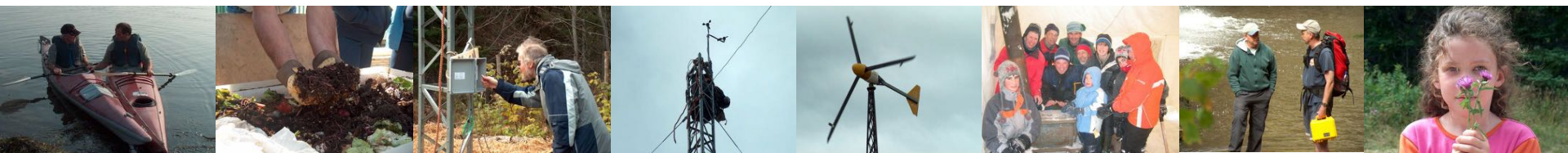
Step 8: Culture Shift within Communities

Fresh Air Society Core Focus:



- SD Literature with Pictou-Antigonish Library (Spring 2006)
- Monthly Pubic SD Awareness Sessions: Bethany Centre (Fall 2006)
- Monthly SD Success Story Public Workshops (Spring 2006)
- Partnership with the Department of Health, Promotions and Protections' NSOLD (Nova Scotia Outdoor Leadership Development Program – 15+ Core Modules/Year
- Outdoor Activities for youth, adults and families (2004 - Present)





Climbing Mount Sustainability

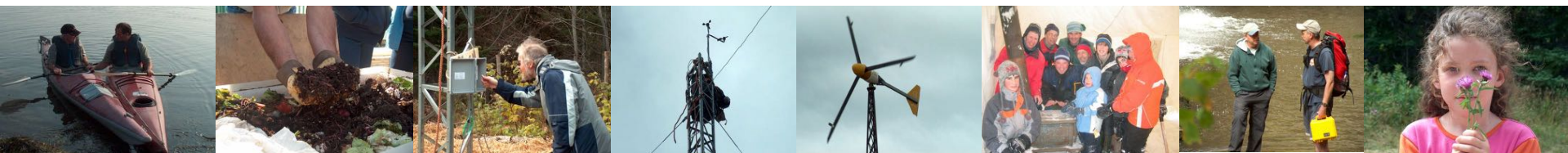
Step 8: Culture Shift within Communities

Fresh Air Society Annual
Sustainability Award (Fall 2007)



Peter Jackson —
Local Trails
Development





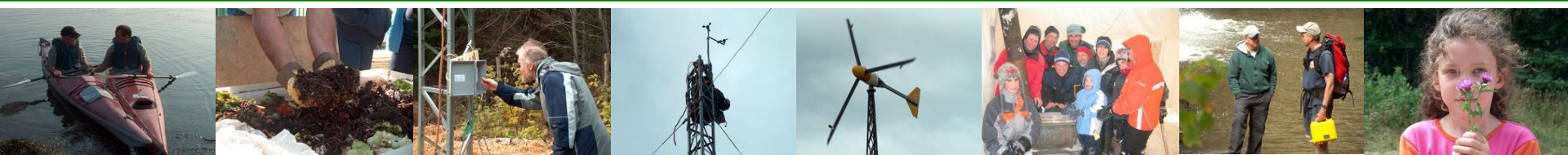
Climbing Mount Sustainability

Step 8: Culture Shift within Communities

Antigonish Sustainable Development Committee

- To chair the ASD and support the process of ‘Antigonish Becoming a Leading Sustainable Community’ initiative.
- Support sub-committee work to work in a open, transparent and collaborative manner with all groups to advance sustainability within the community through the ‘adopter process’ (April 2007 – forward)





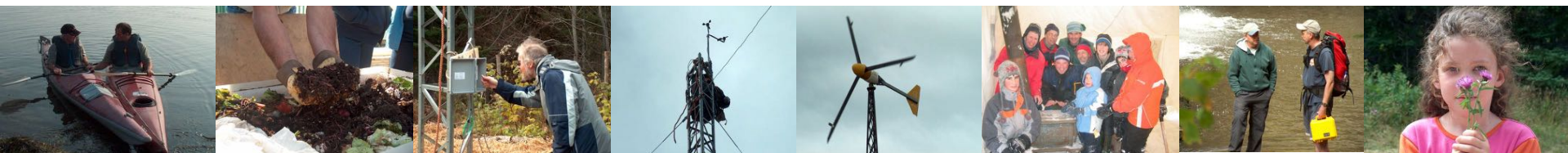
Climbing Mount Sustainability

Step 8: Culture Shift within Communities

Antigonish Community Energy NGO's

- To chair the ACE and a board membership on ACE Solar Coop
- www.acecop.ca and antigonishcommunityenergy.wordpress.com
- Support sub-committee work to work in a open, transparent and collaborative manner with all groups to advance sustainability energy within the community through the 'adopter process' (November 2012 – Present)





Peak Experiences Goes Carbon Neutral* January 2008



* We have chosen to off-set our carbon ‘immediately’ (within one year) via the purchase of 7 acres (1998), 80 acres (2012) and 3 acres (2016) of wild land / wilderness space as a carbon sink.

