



Climate Policy and the Net-Zero Challenge

Purpose

iFathom is committed to addressing the urgent challenge of climate change by reducing our greenhouse gas (GHG) emissions, strengthening resilience to climate impacts, and contributing to Canada's national net-zero targets. This policy sets out our approach to climate action and guides decision-making across all areas of our business.

Scope

This policy applies to all iFathom operations, employees, contractors, and partners. It covers direct and indirect GHG emissions (Scopes 1, 2, and 3) as defined by the Greenhouse Gas Protocol.

Governance

The Executive Team provides strategic oversight and ensures that climate commitments are integrated into business priorities.

The Green Team manages day-to-day implementation, tracks performance against targets, and delivers regular updates to senior leadership.

Every employee is expected to contribute by following this policy and actively participating in efforts to reduce emissions and advance our Net-Zero Action Plan.

Review

This policy will be reviewed at least every three years, or sooner if climate science, regulations, or business needs require updates.

The Net Zero Challenge

The Net-Zero Challenge is a voluntary initiative by the Government of Canada that encourages businesses to develop and implement credible plans to achieve net-zero greenhouse gas emissions by 2050.

This aligns with Canada's national targets of reducing emissions by 40–45% below 2005 levels by 2030, and reaching net-zero by 2050, as legislated under the Canadian Net-Zero Emissions Accountability Act.

Our Participation



iFathom has committed to the Net-Zero Challenge and is dedicated to achieving carbon neutrality at our Ottawa headquarters by (or before) 2050.

At iFathom, we recognize that climate change is one of the defining challenges of our time. Our decision to join Canada's Net-Zero Challenge reflects our deep commitment to sustainability, innovation, and responsible corporate citizenship.

Joining the Challenge is a natural extension of our values and our ongoing efforts to reduce our environmental footprint across operations and supply chains. We are proud to contribute to a greener future for our communities, our clients, and future generations.

In July 2025, iFathom advanced to the Diamond participation tier, which represents the highest ranking.

Our Baseline Emissions

Baseline Year - 2023

Scope 1:	Scope 2:	Scope 3:
N/A	2.986 tonnes CO₂e	18.901 tonnes CO₂e
As a Stream 3 office-based organization, iFathom does not contribute to direct emissions outlined in Scope 1.	Our electricity consumption is divided among: heating, ventilation, air conditioning (HVAC), general lighting, domestic hot water, task lighting, and office equipment.	iFathom's Scope 3 GHG emissions inventory includes: Category 6: Business Travel = 3.253 tonnes CO ₂ e Category 7: Employee Commuting = 15.648 tonnes CO ₂ e

Interim Goals

iFathom commits to setting and pursuing science-based targets aligned with the Paris Agreement, ensuring that our emission reductions are consistent with limiting global temperature rise to 1.5°C. Our interim goals will be reviewed and validated against the Science Based Targets initiative (SBTi) framework to ensure credibility, transparency, and alignment with evolving climate science.

We set various GHG reduction goals, rooted in our baseline emissions and acknowledgement that in an office space like ours, the top energy consumers are: HVAC, lighting, equipment, servers, kitchen appliances, and plug loads.



We aim to address these areas in pursuit of our interim goals, through actions including but not limited to:

- Further promoting hybrid work to reduce employee commute
- Investing in energy efficient office equipment and appliances
- Repair or recycle office technology where appropriate to reduce waste
- Advancing our internal Green Team (who oversee the Net-Zero Action Plan and other environmental efforts)

Interim Goal Summary				
Year	Scope 1	Scope 2	Scope 3	Total Emissions
2023 (Baseline)	N/A	2.986 tCO ₂ e	18.901 tCO ₂ e	21.887 tCO ₂ e
2030 (First Interim)	N/A	1.79 tCO ₂ e	11.3406 tCO ₂ e	13.13 tCO ₂ e
2045 (Second Interim)	N/A	0.30 tCO ₂ e	3.78 tCO ₂ e	4.08 tCO ₂ e
2050	Net-Zero By or before 2050, iFathom aims to achieve net-zero greenhouse gas emissions across all scopes. We will maintain zero-emission operations and conduct annual plan reassessment to ensure alignment with evolving science-based targets.			

As a people-first organization, our sustainability efforts reflect our core values of: positively impacting our community, integrity, learning, ownership, and being a team player. We will continue to reduce emissions across our operations, collaborate with partners and clients who share our climate goals, and regularly report on our progress to ensure transparency.

Together, with our team and community, we are building a more sustainable future — one that supports both the planet and the people who call it home.

Last Updated: August 8th, 2025