



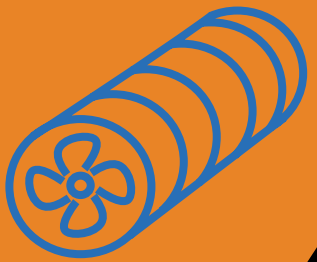
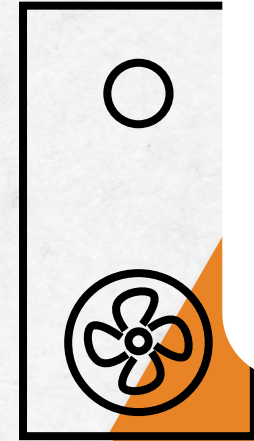
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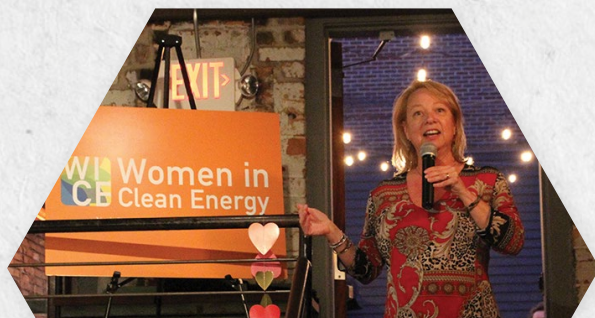
Benefit Report

Sustainability, Transparency, & Impact



SOUTHERN ENERGY
MANAGEMENT





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A Word From the Founders

"Challenges are what make life interesting and overcoming them is what makes life meaningful." —Joshua J. Marine

Wow. It's hard to know where to begin. 2020 was a tough year for our world. We had to dig deep to live our core values and SHINE ON, as we were faced with challenges for which we weren't prepared, and had no experience in confronting. Although the circumstances are still far from ideal, we're proud to say we met the challenges we faced head on, together, and we're becoming a stronger, more resilient company laser-focused on meeting the needs of our team, customers, and communities in creative and meaningful ways.

For the extroverted huggers among us (hello, Maria!), it was unsettling to realize that we'd need to be physically separated from each other for an undetermined period of time. Finding ways to stay connected became a high priority, and the solutions we came up with are one of the positive by-products of Covid that will influence how we interrelate as a team forever. As we quickly adapted to remote working and Covid field challenges, SEM team leaders focused on Never Settling while listening and responding with flexibility that allowed team members to Seek Solutions that worked for their families and for SEM. We learned a lot about each other, as humans, and created relationships (versus policies) that have made us stronger because of our shared challenges.

SEM has always worked hard to stand for things rather than against, and with that lens, we rose to face the challenge of racial equity. We took a hard look at how we recruit, train, and mentor our team to focus on implementing solutions that expand diversity, equity, and inclusion at SEM and move us to represent more of the world around us.

We strive to align our beliefs with our actions, and we are proud that as the pandemic and political turmoil boiled all around us, our team continued to Lead the Change. Our B Squad grew to include voices from all areas of our company and established a mission around environmental justice. We've narrowed our charitable giving focus to key partners aligned in our goals that we'll collaborate more deeply with in 2021. We also celebrated 2 partners in becoming B Corps and installed a solar system on our facility. This foundation of Investing in the Greater Good, with our partners and community, will amplify our impact for years to come.

Looking ahead, our business will never go back to what we once thought of as "normal." We have iterated, learned, and discovered that some things work better when we collaborate remotely – like having happier, more efficient team members that work from home without spending hours in traffic.

As SEM enters its 20th year, we're so proud of where we've come and look forward to continuing to enjoy this journey together.

With Love and Gratitude – Maria and Bob Kingery



Maria Kingery



Bob Kingery

Leading the Change Since 2001



Southern Energy Management (SEM) is the Southeast's rooftop solar and building performance expert based out of Raleigh, North Carolina. We're a team of over 90 building scientists, solar professionals, and entrepreneurs dedicated to improving the way the world makes and uses energy.

Since 2001, SEM has offered energy efficiency, green building, and turn-key solar services for homeowners, builders, and companies across the country.

We're passionate about continuously innovating and leading the energy market while maintaining our core values. We're also firm believers that businesses have the power to change the world for the better, and we're committed to working

toward that goal each and every day. We believe what you do is important, and how you do it matters just as much. Because of that, we're proud to be a Certified B Corporation in North Carolina.

It's our mission to help others achieve their sustainability goals. Now in our 10th year as a B Corp, and with nearly two decades of experience behind us, this report is our first step in sharing the measures we are taking to meet our own sustainability goals by improving the way our company interacts with our team, community, environment, and customers.

Hoping you will learn a bit about us and what being a B Corp is all about. And as we like to say at SEM, SHINE ON.

Residential Solar

Helping homeowners take control of their energy by harvesting the sun

Commercial Solar

Guiding businesses in saving money and investing in their operations

Builder Services

Working with builders to create more efficient homes and capture value

Mixed-Use Services

Simplifying green building to help project teams create sustainable value

Zero-Energy

Pushing energy efficient homes to the next level with solar power

Consulting

Supporting builders and communities in telling their sustainability stories

Core Values



**Seek
Solutions**



**Have To
→ Get To**



**Invest In The
Greater Good**



**Never
Settle**



**Enjoy the
Journey**

Using Business as a Force for Good



B Corporations are purpose-driven businesses that are dedicated to balancing a triple bottom line (people + planet + profit). Certified B Corps are assessed every three years to meet rigorous standards of social and environmental performance, accountability, and transparency. These standards are continually improving, pushing B Corps to re-evaluate their practices to find ways to become even stronger change makers and global community leaders.

The first 82 B Corps were certified in 2007. Southern Energy Management followed soon after, officially becoming a certified B Corp in 2009.

To qualify as a B Corporation, companies must complete the B Impact Assessment (BIA). The assessment has a total of 200 questions with a max of 200 possible points. B Corps must achieve a minimum of 80 points to become certified. Within the BIA, there are five categories that assess the full scope of a company's practices from the fine details of day-to-day operations to the overarching big-picture impact of their business model.

We're proud to be part of this global alliance of companies innovating for impact and building a B Economy that helps solve social and environmental problems for the long term.

97.4

Overall

6.1

Governance

25.4

Workers

13.9

Community

48.6

Environment

3.2

Customers

 Median
Scores

6

18

17

7

 N/A
Optional
Category


Declaration of Interdependence

We envision a global economy that uses business as a force for good.

This economy is comprised of a new type of corporation – the B Corporation – Which is purpose-driven and creates benefit for all stakeholders, not just shareholders.

As B Corporations and leaders of this emerging economy, we believe:

- + That we must be the change we seek in the world.
- + That all business ought to be conducted as if people and place mattered.
- + That, through their products, practices, and profits, businesses should aspire to do no harm and benefit all.
- + To do so requires that we act with the understanding that we are each dependent upon another and thus responsible for each other and future generations.

Focus Areas Defined

01

Governance

- + Worker access to financial information
- + Customers' opportunities to give feedback
- + Diversity of the company's governing bodies
- + Whether the company has adopted a social or environmental mission
- + How the company engages its workers, board members, and the community to achieve that mission

02

Workers

- + How the company treats its workers through compensation, benefits, training, and ownership opportunities
- + Management/worker communication
- + Job flexibility
- + Corporate culture
- + Worker health and safety practices



03

Community

- + Practices and policies around community service and charitable giving
- + Whether a company's product or service is designed to solve a social issue
- + Inclusive hiring practices and work environments
- + Local purchasing and hiring policies
- + Social and environmental screening of suppliers and code of conduct

04

Environment

- + Transportation/distribution channels
- + Environmental impact of supply chain
- + Whether a company's products or services are designed to solve an environmental issue
- + Facility's energy and water use, green building standards, building improvements
- + Waste reduction and resource conservation practices

05

Customers

- + Are products/services targeted toward serving under-served populations
- + Direct focus on improving impact of organizations
- + Product accreditations and certifications
- + Quality assurance, and customer feedback and complaint channels
- + Data usage, privacy, and security

When a company becomes a B Corp, they sign on to a global pledge to consider people and place in their operations.

To evaluate the company's transparency, performance, and overall impact, the B Impact Assessment (BIA) reviews five primary categories: Governance, Workers, Community, Environment, and Customers.

Here is a brief sample of topics assessed within each category. To take the free BIA visit bcorporation.net/certification

Governance

Measure of the company's overall mission, ethics, accountability, and transparency



How We Did in 2020

33+

SEM YOUNiversity Courses in Leadership,
Social, & Environmental Training Offered

SEM YOUNiversity was created by our leaders to provide professional development and life-skills training to SEM team members. Our 2020 goal was 40+ classes offered.

68%

Quarterly Rock Completion Rate

In 2020, our team pulled through in completing 75 out of the 110 ninety day priorities that we set to move our business forward. Our goal was 80%.

Looking Ahead

Key Goals for 2021

40+

SEM YOUNiversity Courses in Leadership,
Social, & Environmental Training Offered

In 2021, we are growing our SEM YOUNiversity courses to include Justice, Equity, Diversity, & Inclusion resources. We will be bringing in an external expert to provide this training.

80%

Quarterly Rock Completion Rate

The story goes, when filling an empty cup with sand, pebbles, and rocks, for everything to fit you need to put the rocks in first, then fill the gaps with the rest. We prioritize big picture projects (or "rocks") that will move our business forward, then filter in daily responsibilities and sandy interruptions. See page 9 to learn more.

2020 Impact & Transparency

Entrepreneurial Operating System

We've been running under the Entrepreneurial Operation System (EOS) since 2014. EOS is a powerful framework that provides tools to help organizations define their vision, get organized, and gain more traction. It's so powerful that our co-founder, Maria, is now an EOS Implementer helping other businesses get on track too!

12

Team Member Advocates

SEM's B Squad was expanded to represent voices from all departments to help spread our B Corp culture internally. The team established our Environmental Justice focus and refined our community support around key partnerships aligned in this vision.



2

Owners

We have our sights set on being worker-owned one day. Right now we're working on finding a path that benefits everyone on our team by researching and seeking advice from other worker-owned B Corps.



11

Guidance Team Leaders

Alongside our founders and co-owners, Bob and Maria, our guidance team is the glue that holds SEM together. They keep things fun, focused, and push us to never settle!

What is a Rock?

Each quarter, team members define 90 day priorities (or "rocks") that will contribute to achieving our company's vision. This is the basis for how we organize & prioritize our "to-dos".



Workers

Measure of the company's relationship with its workforce and the overall work environment within the company

How We Did in 2020

79%

Professional Development Participation

We offer professional development and life skills courses to our team members through SEM YOUNiversity. In 2020, 79% of our team participated in professional development, totaling 945+ hours of internal and 650+ hours of external training.

92%

Team Engagement Rating

Enjoy the journey. It's one of our core values and something we want all of our team members to take part in. We were named a 2020 Triangle Best Places to Work based on our team's endorsement and a 92% team satisfaction rate.

Looking Ahead

Key Goals in 2021

100%

Professional Development Participation

In 2021 we want 100% of our team members to participate in at least 10 hours of professional development, including a minimum of 2 hours of Justice, Equity, Diversity, & Inclusion related training.

95%

Team Engagement Rating

We are always looking for ways to improve our team members' happiness! At the top of our list for this year is reviving our SHINE Award and team member appreciation program.

Workers

2020 Impact & Transparency

107

Team Members

Our solar team added 17 team members, builder services added 11 members, multifamily services added 1 member, and core services added 2 members. That's 31 new local jobs created.

75%

Team Members Work Remotely Full-Time

Last year, we had a total of 7 full-time remote team members. 2020 looked quite different, with a majority of our office staff working from home and our field teams taking extra safety precautions for COVID.

24

Certifications Achieved by Team Members

5 HERS Raters, 1 2020 NGBS Green Verifier, 1 ENERGY STAR MFNC Rater, 2 NGBS GFR, 1 Fitwel Ambassador, 1 Hubspot Inbound Marketing, and 13 HERS Associate Certifications.



1.5%

Average Monthly Turnover

Compared to our industry average of 3.5% monthly turnover, we come up strong. When hiring, we are guided by our mantra of "right people, right seats" which has proven successful over time.

7.5%

Team Members Internally Promoted

We strive to be open, honest, and cultivate a level of trust where all team members can share ideas and goals so all can achieve growth. Each new SEM job opportunity is open for current team members to apply for without retribution.

4.3 Years

Average Team Member Tenure

We are getting closer to our industry's tenure average of 4.8 years, rising from 3.5 years in 2019. We are regularly tracking team member happiness and continuing to look for ways we can improve. Reviving our team appreciation program is a priority for 2021.

Community



Measure of the company's supplier relations, diversity, and involvement in the local community

How We Did in 2020

4

Community Partners Established

We hoped to hit 200 hours volunteered in 2020 with 50% team participation, but those goals shifted with COVID. Instead we focused our time developing 4 community partnerships that we will volunteer with and support this year.

19

Educational Events Hosted / Participated In

In 2019, we hosted 45 educational events on solar power a building performance. Our in-person events came to a halt in 2020, but we were still able to host a number of virtual events for our community including new continuing education courses!

Looking Ahead

Key Goals in 2021

50%

Team Participation in Volunteer Events

Through 4 community partnerships we established in 2020, there will be many chances for our team members to use their 4 hours of paid time off to volunteer in 2021. See page 19 to learn more.

24+

Educational Events Hosted / Participated In

In 2021, we hope to offer more educational events to our community, including CE Courses, Wine & Shines, and more! When the time is right, and it's safe to meet face-to-face again, we can't wait to host in-person events!



Community

2020 Impact & Transparency

\$18,700+

Donated to Charitable Organizations

How can we open our doors to more diverse talent was a question our team challenged us to evaluate in 2020. We have expanded where we list new opportunities to include more HBCUs, community & tech colleges, and trade schools.

18,876

Families Impacted by Our Services

Our solar services touched 297 families, builder services 10,125 families, and multifamily services 8,454 families. A huge thank you to our community for the continued support!

15

NC Businesses & Non-Profits Went Solar

Our commercial solar division helped 1 church, 1 non-profit, 9 businesses (including ours!), 2 real estate offices, 1 restaurant, and 1 community center go solar in 2020.



2,839

Affordable Housing Units Impacted

Homes and apartments built to above-code efficiency standards make affordable housing even more affordable. In 2020 we helped 34 affordable housing developments create healthier living spaces and lower utility bills for residents.

8

Board and Advisory Council Positions

Our team members are working within our communities to advocate for a brighter tomorrow by getting involved in local and national building performance councils, clean energy advocacy groups, home builders associations, and more.

49

Job Posting Locations

Where do our hiring applicants come from and how can we open doors to others were two major questions our team challenged us to evaluate. In 2020, we expanded where we list new opportunities to include more HBCUs, community & tech colleges, and trade schools.

Environment



Measure of the company's environmental impact through its facilities, materials, emissions, and resource use

How We Did in 2020

Baseline Complete

Facility Energy Use and Reduction Target

We are continuing on the path to making where we work reflect the work we do. In 2020, we conducted an energy model of our facility to set smart targets for reducing our building's energy use. We also installed solar on our roof to power our building with clean energy!

12,240

Cars Taken Off the Road (Equivalent)

In 2020, the energy saved through our energy efficiency and solar power services removed an equivalent 12,240 cars off the road. In 2021, we want to make an even bigger impact!

Looking Ahead

Key Goals in 2021

Zero Energy

Facility Energy Use and Reduction Target

Next stop on our journey toward net zero energy use, is to bring more of our building performance magic to our own facility by pursuing LEED O+M certification in 2021!

15,950

Cars Taken Off the Road (Equivalent)

We're continuing to expand our impact in 2021 to help more homes, businesses, and communities be more efficient from the ground up while offsetting their energy from the roof down with solar.



Environment

2020 Impact & Transparency

57,600 kWh

Total Facility Energy Use in 2020

Our 16,000 sq ft facility includes office space and a warehouse. With 4 months of solar production in 2020, we offset 34% of our building's energy use – a big reduction from 95,310kWh in 2019!

4,160 kW

Solar Power Installed in 2020

Our teams helped 233 homes and 15 businesses go solar in 2020! The Tesla Powerwall was also popular on the battery storage front, with 150+ installed by SEM across NC.

72,722,343 kWh

Avoided Energy Use from Home Efficiency

The homes we verify to meet high-performance standards are more efficient, saving energy and money. Our 2020 energy savings are equivalent to taking 11,208 passenger vehicles off the road for one year!



11

Net-Zero Electric Homes Built

Our two passions – building performance and solar energy – come together with our Zero Energy Blueprint program. Of the homes we rated in 2020, the best HERS Score was -9 by J. Peloquin Construction in Fiori Hill!

787 Lbs

Waste Diverted From the Landfill

We are proud to partner with CompostNow to give new life to our food waste. We also up-cycle our snack bar wrappers through Terracycle, and have a bottle filling station which averted 6,500+ bottles from the landfill in 2020!

36,000 Gal

Total Facility Water Use

Our 2019 metric was inaccurately reported. Now that we are back on track with our reporting, our next step will be to establish a water reduction plan.

Customers



Measures whether a company sells products or services that promote public benefit and if it is designed to solve an environmental or social issue

How We Did in 2020

81%

Average Net Promoter Score (NPS)

Our 2020 average NPS was 81% led by solar casework at 87% followed by our multifamily and commercial services at 75%. In 2021, we want to hit an average of at least 85%.

18,828

Families Impacted in 2020

We are excited to report that we beat our 2020 goal of impacting 18,482 families across the Carolinas and beyond! We can't wait to meet all the families we'll be helping in 2021.

Looking Ahead

Key Goals in 2021

85%

Average Net Promoter Score (NPS)

As with many other things that are getting back on track in 2021, our NPS score is another area for improvement to reach our 85% target average.

23,830

Families Impacted in 2020

As we enter our 20th year as a company using business as a force for good, we hope to impact over 20,000 families with our solar power, building performance, and sustainability consulting services!



Customers

2020 Impact & Transparency

\$7.4 Mil

Saved from Energy Efficiency Services

The homes we've certified for energy efficiency have helped families across the Carolinas save real dollars on their utility bills. That's equivalent to everyone in Durham (+ a few friends) getting five free pints of Ben & Jerry's (valued at \$5 ea).

\$1,076

Approx. Avg Saved Per family / Year

Between all the families we reach from all of our lines of service combined, the savings add up. Each family would be able to have an extra 27 pizza nights a year (valued at \$40 ea)!

100%

Builder Services Customer Retention

Our Builder Services team retained 100% of its customers from 2020 to 2021 thanks to strong relationships and excellent service.



73

Educational Resources Created

1,115 if you count social media posts! In 2021 we created 2 downloadable guides, wrote 35 blog posts, sent out 27 newsletters, and published 9 videos to provide education for our customers and community on solar power and building science.

\$444,588

Saved from Solar Power

The first year savings of all the solar we installed in 2020 could purchase 74,098 beers from Gizmo, the brewery across the street from our office (valued at \$6 ea)!

47%

Solar Customers Came From Referrals

Our SHINE Tribe of solar customers and advocates help our business thrive. We are so thankful for all of our customers, partners, and builders who refer their friends and family to us and trust us to treat them like family.

What's Next?



In the wake of the many social and political events that happened throughout 2020, our team reflected on our commitment as a B Corp to use our business as a force for good. We began to ask hard questions – How could we respond to the hurt we were seeing in our communities? What action should we as a company take? and How could we better live out our B Corp commitment?

Grounding ourselves in our mission of improving the way people make and use energy (human energy included!), we found that environmental justice was an area that aligned closely with what we've been working toward since 2001. After we opened the discussion of Environmental Justice to our entire team, we were left with an exciting list of ideas that we categorized into four key areas: Improving Internal Processes, Establishing Community Partnerships, Leading with Education, and Engaging in Policy Making.

Our Commitment

Southern Energy Management is committed to advocating for Environmental Justice through education, community partnerships and engagement, volunteer efforts, and our business practices.

As a B Corp, we pledge to conduct all business as if people and place mattered, aspiring to benefit all by recognizing that we are all interdependent and thus responsible for each other and future generations. At the core of this pledge, we also commit to being the change we wish to see in the world. We

recognize the need to advocate for Environmental Justice as a B Corp, and see this as an extension of our mission to change the way all people make and use energy. We understand that to address Environmental Justice, companies must start by addressing the social inequities that are perpetuated by policies and systems in place.

We will continue to use our business and our voice as a force for good to advocate for change until all community members enjoy the same degree of protection from environmental and health hazards, with equal access to decision-making processes that allow all groups to live, learn, and work in a healthy environment.

We look forward to sharing many updates on our progress on this journey!

"As we let our own light shine, we unconsciously give others permission to do the same. As we are liberated from our own fear, our presence automatically liberates others." – Marianne Williamson



Community Partners



Hope Renovations

Carrboro, NC
hoperenovations.org

Hope Renovations' mission is to inspire hope in women and seniors for a joyful and fulfilling future. There are three focuses to this mission: empowering women to pursue living-wage careers in the construction trades, providing repairs and renovations that enable older adults to age in their homes, and filling a workforce shortage for trades employers with a new generation of tradeswomen. We are proud to support Hope Renovations' mission as their Vision Partner.



Appalachian State University STBE Scholarship Fund

Boone, NC
stbe.appstate.edu

The Sustainable Technology and the Built Environment (STBE) Advisory Council at Appalachian State University recognizes the need to promote cultural diversity and address systemic inequities in our industries. We are proud to contribute to the new student scholarship endowment for underrepresented undergraduate students in the STBE program.



Project Pando

Raleigh, NC
leaflimb.com

Project Pando is a volunteer-driven tree farm led by local tree care company, and our B Corp friend, Leaf and Limb. Based out of Williamson Preserve in Raleigh, the goal of this 10 acre tree farm is to provide access to free trees, refurbish the biodiversity of our community, and create an open-source blueprint for others to join the tree planting movement. We look forward to volunteering with Project Pando and finding creative ways to support their mission!



Habitat for Humanity & Rotary Club

Chapel Hill, NC
orangehabitat.org

We are excited to work with the Rotary Club of East Chapel Hill to help Habitat for Humanity homes go solar! The Rotary Club is a service organization connecting community members and service projects. Habitat for Humanity of Orange County has helped 300 families achieve homeownership and over 200 families repair existing homes. In February, we installed the first solar system on a Habitat for Humanity home in Orange County.

Learn more at southern-energy.com/community-partnerships

SEM Milestones & Memories



6,060,000

Hero Incentives Processed in 2020

Going green helps builders save green. Through our partners' commitment to building efficient & high-performance homes, we've been able to help them capitalize on a lifetime total of \$22 million in HERO incentives for their achievements.

47.6 kW

Solar System Installed

SEM's largest solar system installed in 2020 (not including our own) was for Eno River Unitarian Universalist Fellowship in Durham. This system includes 127 panels!

1368+

Times Someone Was On Mute in a Zoom Call

We're not sure the actual count, but the Zoom learning curve was steeper for some of us ;)

14,557

Inspections Completed in 2020

Despite the challenges of 2020, our field and scheduling teams continued to bring "get to" dedication each day as we implemented new safety practices. A HUGE thank you to our field teams for their incredible work!



55.5 kW

Solar System Installed at SEM

This was a huge milestone for SEM! All team members were given a chance to participate in the installation of our very own solar system during the heat of July. With this addition, we're excited to be closer to our goal of a net-zero energy facility.



SEM Milestones & Memories



424

CEU Credits Earned from SEM Courses

In 2020, we increased the number of CEU courses we offered from 1 to 4. We're excited to help more contractors and Realtors across NC earn their continuing education credits while learning about solar and building performance.

1

Dinosaur Sighting

Spotted prowling the fields by Tony on March 26th, 2020 in Fuquay-Varina.



2

Awards Received

A big hooray for our team's accomplishments in 2020! We were named a Triangle Best Place to Work and awarded Energy Star Partner of the Year.

\$4,000

Scholarship Endowment Contribution

We are proud to contribute to the new student scholarship endowment for underrepresented undergraduate students in the Sustainable Technology and the Built Environment program at Appalachian State University.

2

Partners Achieved B Corp Certification

We are so excited to celebrate the achievements of not only 1, but 2 of our partners in becoming a Certified B Corp in 2020. A warm welcome to Haven Ventures and Leaf & Limb to NC's B Corp community!



+



SEM Milestones & Memories



18+

Virtual Team Events

All Team meetings and Town Hall check-ins were a key part of us keeping it together in 2020 – along with team happy hours, daily meditation breaks, and team member led classes like Kombucha & Sausage Making!

101

Homes Rated in 1 Day

The end of the year is a busy time for our entire team! On our building performance front, December 7th was our busiest day with 101 home inspections completed.



21

Spring Shine On Champions

We asked our team to nominate those in their life, who really shined for their response to work, life, and their community during the pandemic for our quarterly Shine On Champion award. See all the responses on our blog.

2,701,108

Steps Walked During Our Step Challenge

During our 3 week Step Challenge, 16 participants walked almost 3 million steps! Alan took the most steps with a 98,697 weekly step average.

404

Combined Years of Experience

That's a lot of experience, and that's just counting the years of experience our team has combined at SEM!

20
20

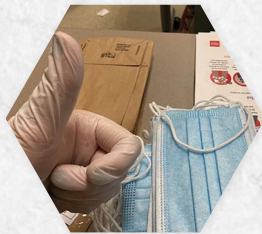
SEM Milestones & Memories



4

SEM Babies Were Born

We are delighted to welcome Maya, Edie, Elam, and Xavier to the #babiesOfSEM crew!



300+

Veggies Grown in 2020

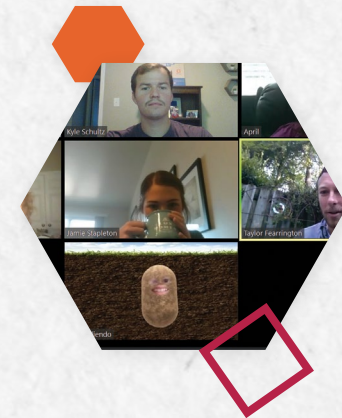
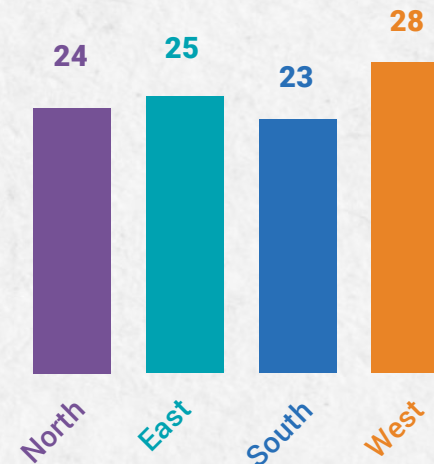
This is another guesstimate, but like many, our team members retreated to their gardens in 2020 and filled our Slack channels with progress pictures and shots of their beautiful harvests.

100+

Leaders Developed

At our winter All Team event, team members were asked to self-identify their natural leadership style based on a leadership compass we have all come to know very well. No one direction is better than another, they're all just different! Through this exercise, we were able to better understand and connect to one another.

North – Natural Leader, Goal-Centered, Decisive
East – Natural Risk Taker, Idea-Centered, Visionary
South – Natural Team Player, Process-Centered, Listener
West – Natural Planner, Quality-Centered, Analytical





Transparencies



Human Rights & Child Labor Policy

As a Certified B Corporation, we recognize that all of us are interdependent and work to encourage diversity, equity, and inclusion. We do not allow the use of any child labor or have tolerance of any forced labor, and work to make sure all team members have a voice in our company.



Public Disclosure of donations

In 2020, SEM donated a total of \$18,731 to the organizations listed below. The intent of SEM's charitable contributions is to deliver public (rather than private) benefit by supporting other organizations that align with our mission, vision, and core values, to enable the betterment of people and the planet.

- | | | |
|--|---------------------------------------|-------------------------------------|
| + American Forests | + Food Bank of Central and Eastern NC | + NC League of Conservation Voters |
| + ASU Foundation | + Hope Renovations | + NC Sustainable Energy Association |
| + COVID-19 Healthcare Hero Response Fund | + NC Healthcare Foundation | |



Board & Advisory Council Representation

- + Board Member, Amicus Solar Co-Operative – Maria Kingery
- + STBE Advisory Council, Appalachian State – Laurie Colwander
- + Planning Board Member, Chatham County – Jamie Hager
- + Past Chair, High Performance Building Council – Jamie Hager
- + Green Advisory Group, National Green Building Standard – Laurie Colwander
- + Board Member, NC League of Conservation Voters – Bob Kingery
- + Board Member, NC Building Performance Association – Taylor Fearrington
- + Member, Green Home Tour Committee – Brandon Pendry



Guidance on Sustainable Practices

At this moment, a set of written guidelines on sustainable practices is an area we need to improve on. As a business that is built on love for people and the world, we rely on our team members to embody our core values as they make day-to-day decisions in working to lead the change.

In absence of purchasing policies, supplier codes of conduct, and other way-finding documents centered on sustainability, we defer to the tenants of the B Corp Declaration of Interdependence to guide our team. We look forward to defining and developing a more robust, set of written principles that our team can refer to as we continue to work together to build a force for good.

A Call to Action

As we turn the page to a new decade it's pressing, now more than ever, that we exercise the collective power we hold as a community of consumers. Fellow B Corp, Nisolo, says it best in their Impact Report.



You as a consumer hold immense power over the future direction of the fashion industry based solely on your purchasing decisions. You are half of the equation, whether you like it or not. By demanding high quality and high ethical standards from your favorite brands, that power is enacted, and when joined by others, it becomes a movement impossible to ignore.

Now more than ever, we believe change in the fashion industry is possible within our lifetime. We've seen how the food industry has shifted toward more sustainable practices and the transportation industry has taken a giant leap forward as well. We encourage you to dig deeper into the production practices of the brands you support. Ask questions, do your research, and utilize your purchasing power. In time, you can determine what you value by where you spend your dollar.

Nisolo
B Corp Since 2017

There's no better time than now to vote with your dollars and lead the change.
Are you in?



Ready to take action to be more sustainable?

Reach out to learn more about how our solar power and building science services can reduce your footprint and improve your positive impact.

+ happiness@southern-energy.com
+ southern-energy.com



Need help sharing your sustainability story?

Our sustainability reporting team is happy to help organize your data and tell your story! Let Jamie Hager know you're ready to get started.

+ jamie@southern-energy.com
+ (919) 538-8700



Want to strengthen and future-proof your business?

We're here to help you incorporate sustainability into your business with tools like B Corp and Entrepreneurial Operating System (EOS). Share your goals with Mel Hubner.

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Lead the Change.



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