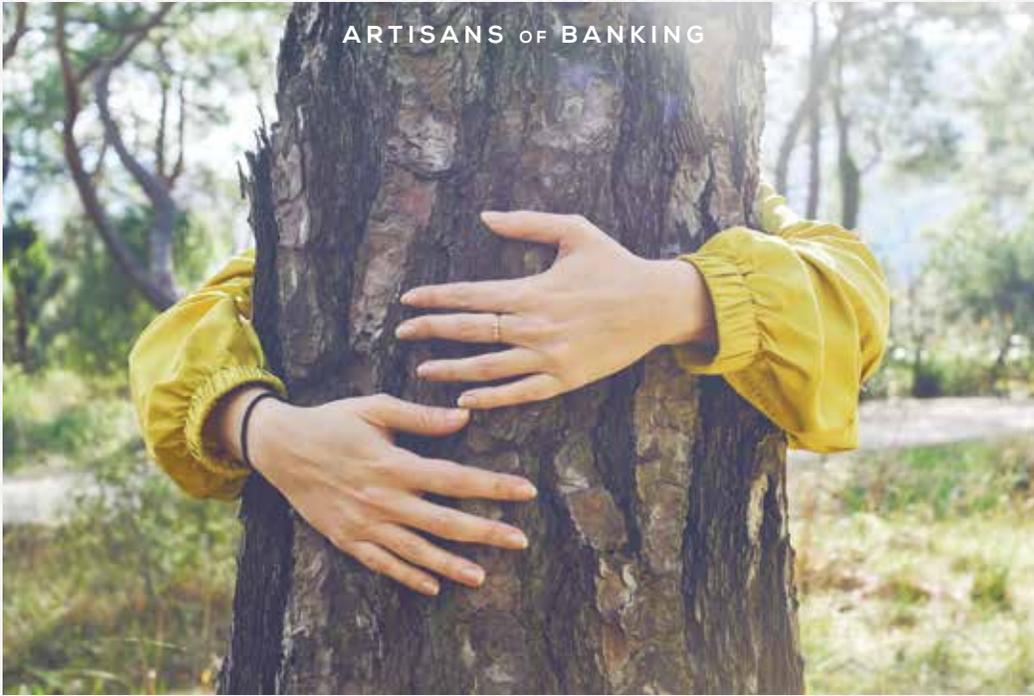


ARTISANS OF BANKING



SUSTAINABILITY REPORT 2019





SUSTAINABILITY AT PREMIER MEMBERS CREDIT UNION

Our eco-conscious efforts are based upon programs designed to further our culture of environmental responsibility both internally and within the communities we serve. We are seeking to promote and encourage our employees, members, partners, and other financial institutions to help reduce the footprint we leave on our environment. We encourage them to apply sustainable actions inside the workplace and at home, to ensure a flourishing world for future generations.

*—Miles Hoffman
Sustainability Specialist*

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STATEMENT OF SUPPORT FOR SUSTAINABILITY



Carlos Pacheco, CEO

We, at Premier Members Credit Union, recognize that a healthy work environment contributes to a healthy community. That mentality starts internally, and much of what is discussed in the following pages are the steps we are taking to reduce our footprint by addressing our operations, policies, and impact in the communities we serve. Our credit union is driven by the philosophy of “People Helping People.”

This report is an important first step in sharing our commitment as a sustainability leader amongst financial institutions. We pledge to continue the conversation by annually publishing sustainability reports, marking our challenges and successes. As we achieve the goals set forth, we will strive to create new ones, and apply continuous improvement to our sustainability program as we do with all aspects of the credit union. We invite you, our stakeholders, to hold us accountable and help us achieve, and exceed, our goals.

Together, we will ensure future generations can live in healthy and flourishing communities. No one organization or person can do this alone, as it takes the cooperation and participation of many. To all our members, we hope you will join, and band together with us as we make a meaningful impact in our environment and community through our ongoing commitment to sustainability.

Sincerely,

A handwritten signature in black ink, appearing to read "Carlos Pacheco". The signature is stylized and fluid, written over a white background.

Carlos Pacheco
CEO, Premier Members Credit Union





ABOUT PREMIER MEMBERS CREDIT UNION

Throughout the last 60 years, Premier Members Credit Union has become a thriving, not-for-profit financial institution dedicated to providing financial solutions to individuals and businesses across Colorado's Front Range – from Pueblo to Estes Park. With more than 76,000 members, \$1.2 billion in assets, 14 retail branch locations, and four locations in area high schools, Premier Members is an industry leader.

PREMIER SUSTAINABILITY

Premier Sustainability is a **robust, integrated program** that includes plans for infrastructure efficiency improvements as well as employee and community engagement. We've created **ambitious and necessary goals** to reduce our footprint across the enterprise.

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IT'S TIME FOR A
RENEWED
SOCIAL
CONTRACT

The Guide to Banking and Sustainability, published by The United Nations Environment Programme (UNEP) Finance Initiative, addresses organizational sustainability from product design to mission, and from policy to strategies. It focuses sustainability as the vibrant lens through which we must see our credit union. At Premier Members, our journey begins with this baseline report. Down the road, we will look to exciting ways of deepening our actions, such as the integration of environmental, social, and governance (ESG) criteria into lending and investment strategy, and the development of new products that provide purpose-driven organizations with easier access to capital.



SUSTAINABILITY DEFINITION

Thoughtful, respectful, creative actions that take into consideration the needs of our community today and without compromising the needs of tomorrow.

SUSTAINABILITY DECLARATION

*We believe that sustainability is **our obligation** to the long-term health and environmental vibrancy of our business and community. In light of this, Premier Members Credit Union commits to challenging ourselves, our community, and the financial industry to take responsibility for our collective actions. We recognize the success of our efforts will only come by building lasting partnerships with community members committed to these same ideals. Our social contract begins with:*

- *Responsible use of our purchasing power;*
- *Fostering sustainable culture in the communities we serve; and*
- *Creating opportunities for sustainable financial stewardship.*

ACHIEVEMENTS TO-DATE

<p>WASTE</p> 	<ul style="list-style-type: none">• ZERO WASTE STATIONS established at all branches and administrative locations• ECO-CYCLE GREEN STAR BUSINESS• PARTNERS FOR A CLEAN ENVIRONMENT (PACE) CERTIFIED for waste at all Boulder County branches• 100% ELECTRONIC WASTE RECYCLING program
<p>ENERGY</p> 	<p>IN 2007, WE INSTALLED A 10KW PV SOLAR SYSTEM ON OUR BOULDER-ARAPAHOE BRANCH, a first for credit unions. We will explore building additional on-site generation once energy efficiency projects have been completed to right-size our demand.</p>
	<ul style="list-style-type: none">• Expired LIGHT BULBS REPLACED WITH CURRENT LED technology• Purchasing ENERGY STAR RATED APPLIANCES
<p>PAPER</p> 	<ul style="list-style-type: none">• Ongoing purchase of 30% POST-CONSUMER RECYCLED PAPER• Printer settings default to DOUBLE-SIDED, BLACK AND WHITE PRINTING• Members may choose to receive COMMUNICATIONS AND STATEMENTS ELECTRONICALLY

ACHIEVEMENTS TO-DATE

WATER



- **INSTALLED RAIN SENSORS AND UPDATED WATER CLOCKS** to reduce outdoor irrigation
- **INSTALLED LOW-FLOW FAUCETS** across all locations
- **ACHIEVED A 64% REDUCTION IN WATER USE** at our Westminster-Benton St. location in 2019

OUTREACH



- **DONATED \$325,707** in financial and employee outreach support, and **1,127 EMPLOYEE OUTREACH HOURS** in 2019
- **AWARDED THE MOUNTAIN WEST CREDIT UNION ASSOCIATION'S COMMUNITY IMPACT AWARD IN 2018**



IN-HOUSE



- **HIRED THE FIRST FULL-TIME SUSTAINABILITY SPECIALIST FOR CREDIT UNIONS IN THE NATION**
- **PLANNING AND IMPLEMENTING RESOURCE-SAVING INITIATIVES** across the enterprise



BASELINES

ENERGY USE

Measured across eight of our locations, our baseline annual energy consumption is **1,189,970 kWh**. This is equivalent to 841 metric tons of CO₂, according to the EPA standard. In other words, these locations combined use enough energy to drive an average car over 2 million miles annually.

NATURAL GAS USE

Also measured across eight of our locations, our baseline annual natural gas consumption is **17,481 therms**, the equivalent of 92.7 metric tons of CO₂, according to the EPA standard.

WATER USE

Across our six current measurable locations, our baseline annual water consumption is **2,060,925 gallons**, mostly in outdoor irrigation of grassy areas near our buildings. That's enough water to fill over three Olympic-sized swimming pools.

WASTE DIVERSION

Our baseline for waste is that we are **PACE certified for waste at five locations** (Boulder-Arapahoe, Boulder-Broadway, Louisville, North Longmont, and South Longmont), meaning we divert more than 85% of our materials from landfill through recycling and composting efforts.

PAPER USE

Our paper baseline is based on five months of data (January-May 2019) collected across the enterprise. On a per-month basis, we are printing **78,747 pages**. In addition, we're printing only 43.3% of our jobs double-sided.

SUSTAINABILITY GOALS
FOR 2020 & 2021

BASELINE	2020 GOAL	2021 GOAL
 <p>ENERGY 1,189,970 KWH (2018)</p>	<p>6% REDUCTION in energy use against baseline</p>	<p>12% REDUCTION in energy use against baseline</p>
 <p>NATURAL GAS 17,481 THERMS (2018)</p>	<p>5% REDUCTION in natural gas use against baseline</p>	<p>10% REDUCTION in natural gas use against baseline</p>
 <p>WATER 2,060,925 GALLONS (2018)</p>	<p>15% REDUCTION in water use against baseline</p>	<p>25% REDUCTION in water use against baseline</p>
 <p>WASTE 5 PACE CERTIFIED LOCATIONS (2018)</p>	<p>>50% waste diverted from landfill at all locations</p>	<p>100% PACE Certifiable Status at all Premier Members locations</p>
 <p>PAPER 78,747 PAGES PRINTED PER MONTH (2019)</p>	<p>10% REDUCTION in paper printing against baseline</p>	<p>25% REDUCTION in paper printing against baseline</p>

SUSTAINABILITY GOALS FOR 2020 & 2021

WHAT DOES THIS ALL MEAN?

If we hit our mid-term and long-term goals, we'll have achieved the following reductions across our resource spectrum:

ENERGY

Baseline of 1,189,970 kWh

↓ **6%** = 71,398 kWh
(51 metric tons of carbon)

↓ **12%** = 142,796 kWh
(101 metric tons of carbon)

NATURAL GAS

Baseline of 17,481 therms

↓ **5%** = 874.05 therms
(4.6 metric tons of carbon)

↓ **10%** = 1,748.1 therms
(9.2 metric tons of carbon)

WATER

Baseline of 2,060,925 gallons

↓ **15%** = 309,138.75 gallons

↓ **25%** = 515,231.25 gallons

WASTE

Baseline of 5 PACE certified locations

➤ **50%** All locations diverting more than 50% of waste from the landfill

➤ **85%** PACE certifiable at all locations = an enterprise diversion rate of >85%

PAPER

Baseline of 78,747 pages printed per month

↓ **10%** = 7,874 pages per month
(11 trees per year)

↓ **25%** = 19,686 pages per month
(28 trees per year)

SUSTAINABILITY REPORT 2019



ARTISANS OF BANKING

WE WELCOME YOUR FEEDBACK
AND ONGOING ENGAGEMENT IN OUR
SUSTAINABILITY JOURNEY.

—
MILES HOFFMAN

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