2011 Global Reporting Initiative Sustainability Report

DEPARTMENT OF ECOLOGY
State of Washington

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2011 Global Reporting Initiative (GRI) Sustainability Report

Washington State Department of Ecology
Olympia, Washington 98504-7600

The Global Reporting Initiative (GRI) is nonprofit that has introduced standardized language and metrics across the globe for sustainability reporting. GRI reports are published to the Web and are submitted there for review and transparent reporting.

The Department of Ecology encourages businesses across the state to lead the way in sustainable operations. Ecology is mandated to ask businesses to prepare pollution prevention plans, set goals, measure their successes and report their progress on a regular basis. There is a strong sense that in order to be an environmental leader in Washington State, "to walk our talk" so to speak, that we help to lead the way and do what we are asking others to do. By transparently modeling sustainable behavior, we can help other organizations learn from our experiences. GRI is a tool that can be used by any organization in Washington.

The completion of the Department of Ecology's first Global Reporting Initiative Plan in 2012 represents a crucial step forward in our work. We hope that you find it informative.

"The Department of Ecology plays an important role in protecting Washington's quality of life in the 21st century. Balancing the needs of a growing population with the value Washingtonians place on natural resources is a big job in the best of times.

While I am optimistic that solutions are possible, and that a sustainable quality of life is something we can attain, I'm also realistic about the job ahead. Success is by no means assured, but with our quality of life at stake, failure is not an option."

Remarks by Ted Sturdevant, Director
Department of Ecology

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Acronyms Frequently Used in this Document

CFD	Combined Fund Drive
CO2e	Carbon dioxide equivalent
CRO	Central Regional Office
CTR	Commute Trip Reduction
CY	Calendar year
DES	Department of Enterprise Services
EPA	United States Environmental Protection Agency
ERO	Eastern Regional Office
FY	Fiscal year
GF-S	General Fund-State
GHG	Greenhouse gas
GRI	Global Reporting Initiative
kWh	Kilowatt hour
Lbs.	Pounds
MRW	Moderate Risk Waste
MTCO2e	Metric Tonne carbon dioxide equivalent
NWRO	Northwest Regional Office
OFM	Office of Financial Management
PPA	Performance Partnership Agreement
RCW	Revised Code of Washington
SQG	Small quantity generator
SWRO	Southwest Regional Office
WAC	Washington Administrative Code

1. Strategy and Analysis

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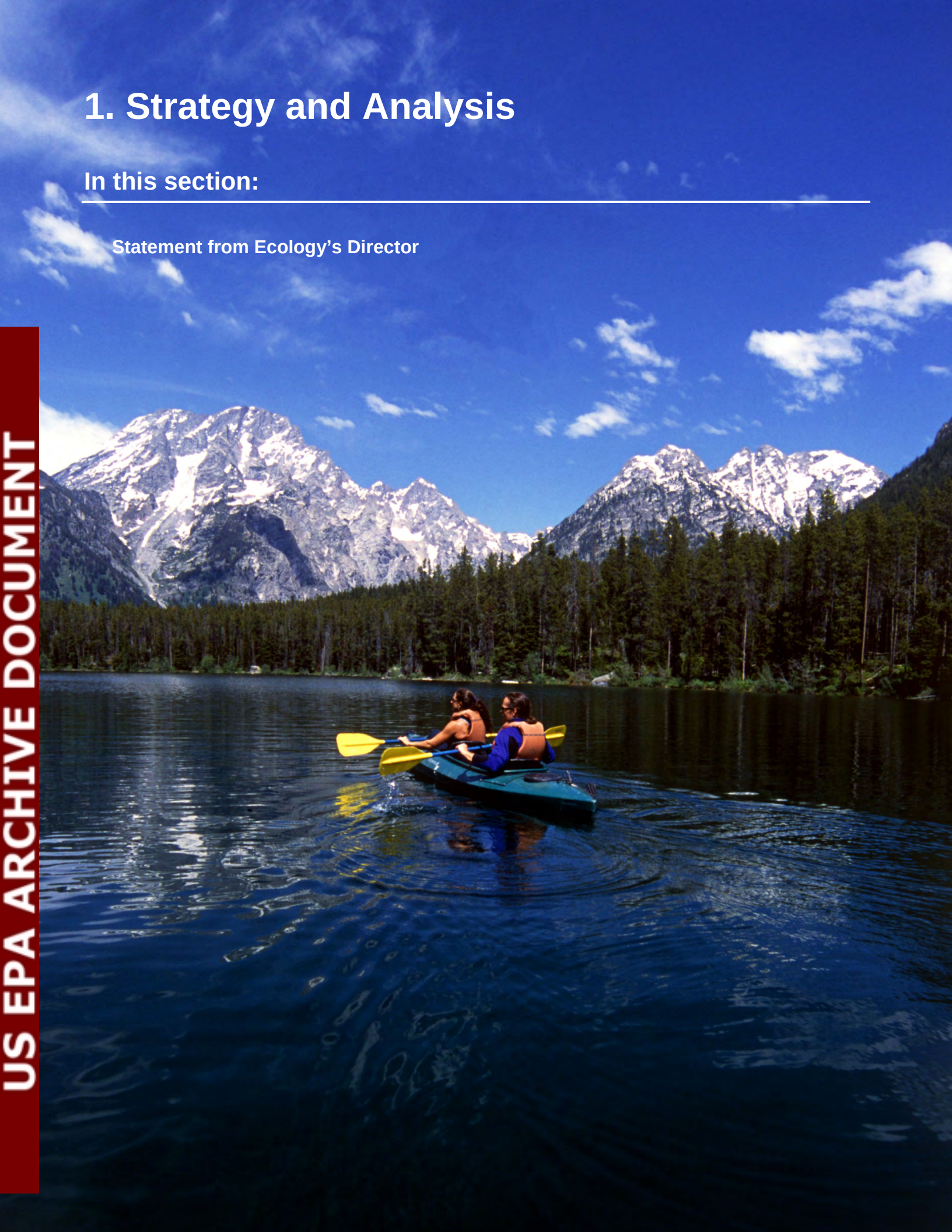

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A Message from Ecology's Director, Ted Sturdevant

GRI

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The broad mission of the Washington State Department of Ecology is to protect, preserve, and enhance Washington's environment, and to promote the wise management of its air, land, and water for the benefit of future generations. Sustainable practices – reducing or eliminating wastes, conserving our resources, and lowering our carbon foot print – are critical to this work.

When Ecology was first formed in 1970 (predating the U.S. Environmental Protection Agency) our primary focus was eliminating pollution that came from a single source, such as toxic discharge out of a pipe. We now have strong laws and mature systems to address that. Today, one of our biggest challenges is addressing environmental harm from everyday activities – such as allowing oil to leak onto a driveway, where it is carried by rain along hard surfaces and into a stream – multiplied hundreds of thousands of times.

Regulations alone cannot address that type of problem. It will require all of us to realize that what we do – whether or not we recycle, how we light our homes, if we keep our car in good repair – makes a tremendous difference.

In Washington State, this is especially true given that our population is expected to increase by two million people in the next thirty years. Unless many of our behaviors change, this growth is bound to place additional stress on our landfills, impair our infrastructure, and degrade the quality of our air, water, and soil.

Sustainable practices are essential to securing our long-term quality of life. Reducing waste, conserving energy, and lowering our carbon footprint are good for the environment and good for the pocketbook, and will leave the earth a better place for future generations.

One of our challenges is that, during this time of economic downturn, people tend to revert to an old way of thinking and a false choice: that one has to pick between a healthy environment *or* a strong economy.

But in Washington, where one-third of our economy is tied directly to natural resources – through agriculture, fishing, forestry, hydropower, outdoor recreation, waterborne trade, and other endeavors – we understand the economic power of a healthy environment. We know that both contribute to quality of life. And we are seeing significant breakthroughs by bringing all interests together to develop solutions that are environmentally sound, doable from both a regulatory and a technological standpoint, and help a company's bottom line.

We have found that it is often easier, quicker, less expensive, better for the environment and healthier to keep solid and toxic wastes out of the environment than it is to address the problem after the fact.

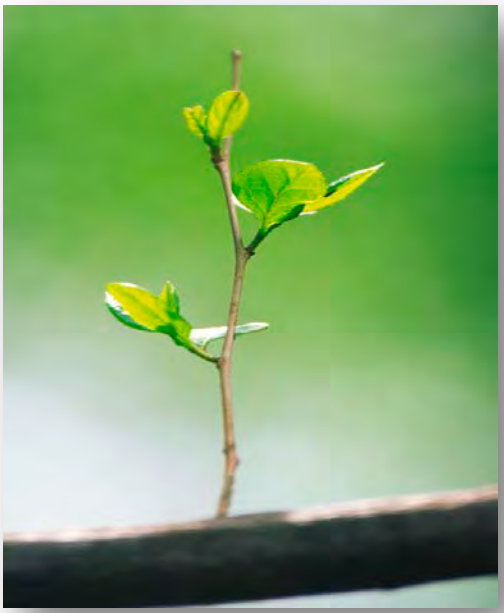
One example of this is our Pollution Prevention Program, which provides expert technical assistance to companies to show them how they can reduce the amount of dangerous waste they produce, streamline their processes to maximize their use of raw materials, and re-use their byproducts. Many companies have found that doing so saves them time and money and reduces their regulatory burden.

Ecology has the lead role in Washington State's sustainability efforts, both in helping other state agencies develop and reach their sustainability goals, and in instituting sustainable practices within our own agency. We encourage others to use sustainable practices and, as an agency, we practice it ourselves.

In 2009, Governor Gregoire directed Ecology to lead state government in conserving energy and reducing its carbon footprint. In response, we implemented facility upgrades and instituted changes to our business practices that are projected to cut more than 550 metric tons of carbon dioxide emissions per year. We developed a program that helps our employees assess their own carbon footprint and learn how to reduce it. We turn food scraps from our cafeteria into compost. We encourage commuting by offering ride share opportunities, bicycle lockers, and other incentives. Our state vehicles include hybrid and other fuel-efficient cars. We use video-conferencing and other technology in lieu of travel where possible. We have an organic, volunteer-run garden onsite that donates all of its produce to a food bank.

Ecology also has a well established team, representing every program and regional office, that sets agency sustainability goals. Performance measures include how well sustainable practices are integrated into decisions, employee awareness, and progress in reducing greenhouse gas.

One of the most daunting challenges before us is addressing the impacts of climate change. Our glaciers are retreating. Snow that we are used to seeing accumulate in the mountains – providing water at the right time of the year for farms and fish– will more often come down as rain. Our forests are increasingly vulnerable to wildfires and infestations of pests. Shellfish are already being affected by the growing acidity of our marine waters, caused in part by the ocean absorbing carbon dioxide from the atmosphere. Communities along our seacoast are concerned, too, with how sea-level rise will affect their properties and roads.



In response to all of these concerns, Ecology led the development of Washington State's Climate Response Strategy, a collaboration of the state departments of Agriculture, Commerce, Fish and Wildlife, Health, Natural Resources, and Transportation, as well as a broad range of stakeholders with technical, scientific, and policy expertise.

These discussions resulted in the development of the Washington State Integrated Climate Response Strategy. Based in part on this plan, the Natural Resources Defense Council ranked Washington State as among the best prepared for climate change nationwide.

We are proud of our leadership and efforts to date toward securing a sustainable quality of life for the people of Washington. Big challenges lie ahead, but we face those challenges with confidence and optimism that solutions are available.

More information about our efforts to promote sustainability, and the challenges before us, are detailed in our report.

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2. Ecology's Organizational Profile

In this section:

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Washington State Department of Ecology

Department of Ecology
300 Desmond Drive
PO Box 47600
Olympia WA 98504-7600

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Ecology is Washington's principal environmental management agency and was created in 1970 by the Washington State Legislature. The Legislature gave Ecology authorization to adopt rules and regulations to fulfill the mandates of other environmental laws (Chapter 43.21A Revised Code of Washington (RCW)).

Ecology's mission is to protect, preserve, and enhance Washington's environment, and promote the wise management of our air, land, and water for the benefit of current and future generations. To fulfill our mission and move Washington forward in a global economy, Ecology has three goals:

1. Prevent pollution
2. Clean up pollution
3. Support sustainable communities and natural resources

Ecology employs 1,550 staff and carries out its mission and goals through the work of ten environmental programs, which include:

- Air Quality
- Environmental Assessment
- Hazardous Waste and Toxics Reduction
- Nuclear Waste
- Shorelands and Environmental Assistance
- Spills
- Toxics Cleanup
- Waste 2 Resources
- Water Quality
- Water Resources

Ecology's administrative programs are vital partners that support all environmental program work throughout the agency and include:

- Executive Office
- Administrative Services
- Communication and Education
- Financial Services
- Governmental Relations
- Human Resources
- Information Technology Services

Ecology provides services that benefit all residents of Washington State. The primary clients are businesses, local government (cities, counties), tribes, utility districts, port districts, permit holders, waste generators, nonprofits, schools, educators, researchers, and citizens.

Many services are offered to our stakeholders (and some are required by law) through a wide range of environmental programs at Ecology including: Enforcement, Environmental Assessment, Environmental Education, Grants and Loans, Permitting, State Environmental Policy Act (SEPA), Site Clean Up, Spill Response, Technical Assistance, and Watershed Planning.

Ecology outsourced some support services and consulting work under two categories in calendar year (CY) 2011: personal and purchased services contracts. These represent approximately 15 percent (five and ten percent respectively) of the total agency expenditures excluding grants.

Ecology provides services through a variety of means from five main offices and several field offices across the state:

- **Headquarters** (includes Manchester Laboratory and Quality Assurance) (Statewide)

- **Northwest Regional Office** / Bellingham Field Office
  (Island, King, Kitsap, San Juan, Skagit, Snohomish, and Whatcom counties)

- **Southwest Regional Office** / Vancouver Field Office
  (Clallam, Clark, Cowlitz, Grays Harbor, Jefferson, Mason, Lewis, Pacific, Pierce, Skamania, Thurston, and Wahkiakum counties)

- **Central Regional Office** / Methow Valley Water Master Office / Wenatchee Water Office
  (Benton, Chelan, Douglas, Kittitas, Klickitat, Okanogan, and Yakima counties)

- **Eastern Regional Office**
  (Adams, Asotin, Columbia, Ferry, Franklin, Garfield, Grant, Lincoln, Pend Oreille, Spokane, Stevens, Walla Walla, and Whitman counties)

- **Padilla Bay National Estuarine Research Reserve / Breazeale Interpretive Center**

- **Richland Nuclear Waste Office** (nuclear waste issues only)

Delegated Authority from the U.S. Environmental Protection Agency (EPA)

The Environmental Performance Partnership Agreement documents the formal commitments between Ecology and EPA. General information about the agreement can be found here: www.ecy.wa.gov/ppa.html. The agreement covering calendar year 2011 is here: www.ecy.wa.gov/ppa/10-11/ppa_2010-2011.html.

Ecology has jurisdiction within Washington State but occasionally provides services out-of-state related to surface water incidents or natural disasters. Ecology collaborates with neighboring states on cross-state issues and recently, internationally on climate change issues through the Western Climate Initiative.

EPA has jurisdiction over environmental issues that are cross-border internationally. In many cases, Ecology works collaboratively with international agencies, tribal governments, as well as state and local government.

As a cabinet level agency Ecology's director is appointed by the governor with concurrence by the State Senate. Ecology carries out its mission through ten environmental programs plus the agency administration, employing 1,550 staff. The agency's combined Operating and Capital Budget is divided among these programs and includes funds Ecology will pass through to other entities.

Ecology's Budget

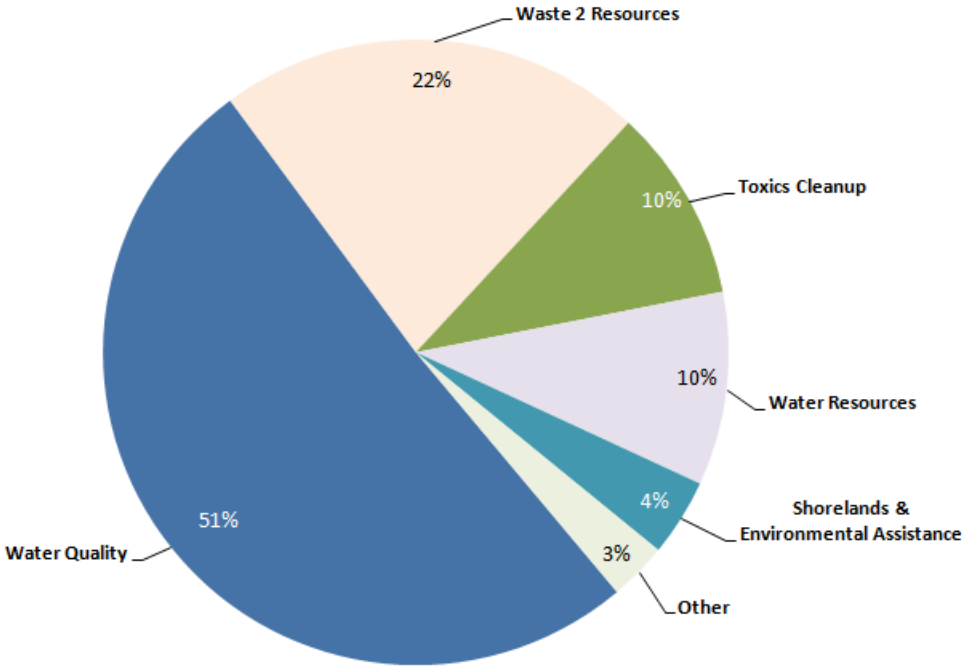
Ecology 2011-13 Biennium Budget: $1,210,734,774

This section provides an overview of Ecology's 2011-2013 biennial budget—where the money comes from, how it will be used, and what we want to see happen as a result of our work. Ecology employees work across the state to protect the environment, the health of our citizens, and create a sustainable economy.

Ninety-nine percent of the 2011-13 Capital Budget and 13 percent of the Operating Budget will be passed through to local governments and communities to do environmental work. This money is awarded as grants or loans for activities such as:

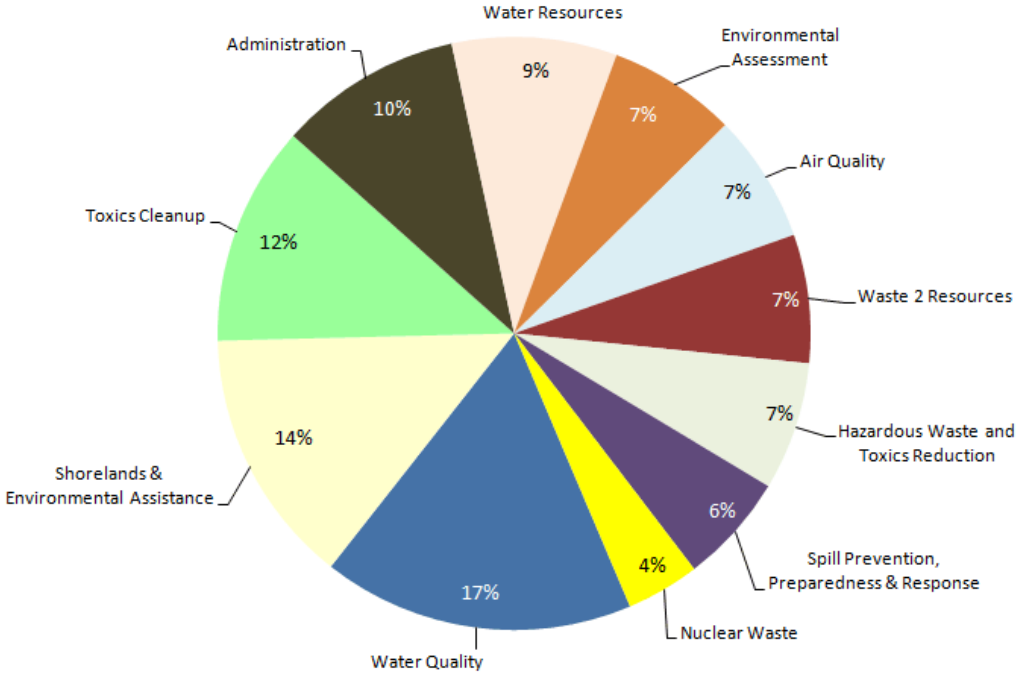
- Watershed planning
- Building water pollution control facilities
- Clean-up of publicly-owned contaminated sites
- Reducing toxic threats
- Supporting community awareness and involvement in hazardous waste management
- Pollution prevention

Capital Budget = $781,986,774



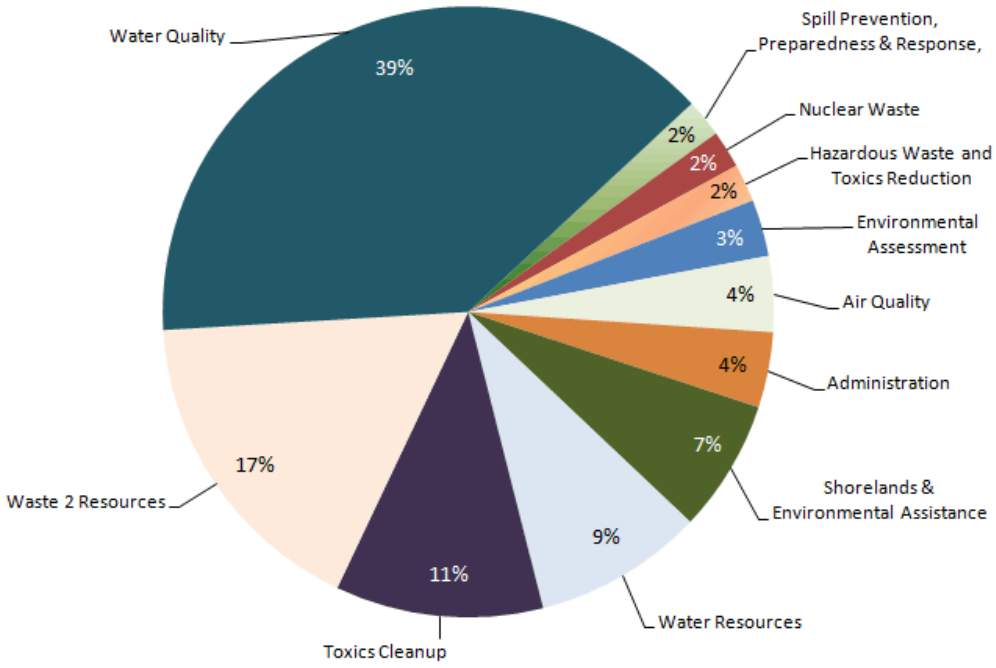
Other:
Nuclear Waste, 1.54%
Air Quality, 1.51%
Administration, 0.18%
Hazardous Waste and Toxics Reduction, 0.07%

Operating Budget = $428,747,000



The Administration Program is funded by operating and capital budgets and is four percent of the total budget.

2011-2013 Budget by Program



Additional information can be found in the Budget and Program Overview book.

Quantity of Services Provided

Ecology reports on its service performance quarterly to the Office of Financial Management (OFM) and this data is compiled in a report that is available on the OFM Web page.

General Fund Shortfall

Ecology's budget has been significantly impacted by the economic downturn that began in 2008. Since July 1, 2007, Ecology's General Fund-State (GF-S) has been reduced by $35.6 million, or nearly 27 percent. During this same period, $255 million in dedicated environmental funds managed by the agency have been transferred directly to the GF-S fund for other state priorities.

Ecology's 2011-13 operating budget totals $441 million, an overall two percent reduction of $9 million from the base 2009-11 budget level. The change includes increases and reductions to some environmental program activities, administrative reductions, and reductions to staff costs, such as a temporary three percent salary reduction, retirement rate adjustment, and the employer share of health insurance premiums.

Additional Funding for Environmental and Public Health Protection

Despite a very tight debt limit for new bond funds and shortfalls in the operating budget, significant new investments were made in environmental and public health protection work in Ecology's 2011-2013 Capital budget. Overall, Ecology will have an additional $564.7 million, including $15.1 million in new bond funding, to pass through to local governments and communities. Approximately 68 percent of Ecology's 2011-13 operating and capital budgets are passed through to local communities to support local clean water, water supply solutions, toxics cleanup, hazardous waste management, and pollution prevention efforts. More than 91 percent of Ecology's total budget goes to providing direct environmental program services. Of the remaining nine percent, five percent is for environmental program support services (e.g., leases, vehicles, legal support) and four percent for administration.

Find more Ecology budget details at www.ecy.wa.gov/budget.html.

2011 Combined Fund Drive Award

The Combined Fund Drive (CFD) is Washington State's workplace giving program for active and retired public employees. State and higher education employees are invited to give to the charity of their choice through payroll contributions and agency fundraising events. For 24 years, Washington State has proven to be one of the most giving states in the nation. Each year, over 17,000 active and retired public employees pledge more than $5 million to over 3,800 different local, national, and global charities.

- **Executive Sponsor Award** – Ted Sturdevant, Polly Zehm, and Carol Fleskes
- **Greatest percentage of participation within a Large State Agency** (32 percent)
- **2011 Statewide Campaign Leader Nominee** – Mary-Ellen Voss

From left:

Carol Fleskes, program manager of Ecology's Administrative Services

Mary-Ellen Voss, one of Ecology's CFD Coordinators

Sam Reed, Washington's Secretary of State

Polly Zehm, Ecology's Deputy Director

Year	Pledges	Donors
2010	**$153,669**	**423**
2011	**$157,651**	**455** *(32% participation)*

Ecology increased awareness and participation by better informing our staff about CFD and the variety of charities that are registered with them. Ecology staff speak about the importance of CFD efforts at staff meetings and by holding charity fairs. Considering the wage cut in the last couple of years, it is a true achievement to see the total number of dollars and donors increase in 2011.

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3. Our Report

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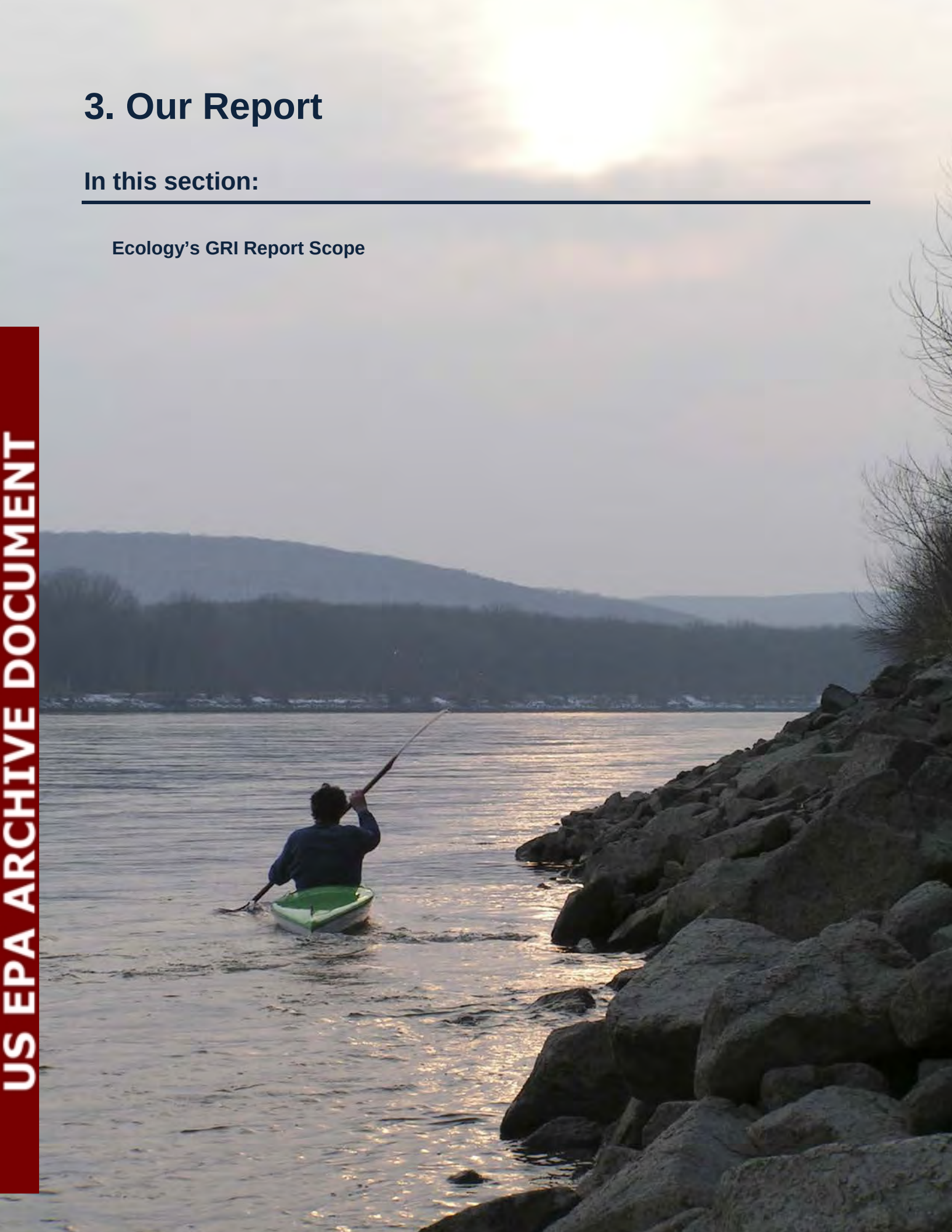

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Ecology's GRI Report Scope

Our first GRI report covers Ecology's 2011 fiscal year (July 1, 2011 through June 30, 2012). Some of the report data is for calendar year 2011 (January 1, 2011 through December 31, 2011) due to current record-keeping practices. The report period represents half of the biennial fiscal period. We plan to produce updated GRI reports every other year (biennially).

We welcome all questions, comments, and feedback regarding this report. Please visit our Web site and use the online form provided.

The scope of this pilot Global Reporting Initiative (GRI) report was determined by GRI's Application Level C requirements as well as the scope of existing Ecology sustainability reporting to Washington State's Office of Financial Management.

Ecology staff collected, compiled, and wrote the report. All information contained in this report has been reviewed and verified with management. The director of Ecology has been a key player and significant proponent on adopting the tenets and principles of GRI within the department.

The following interested audiences may find this report useful:

- Businesses
- Business and trade associations
- Citizens
- Citizen groups
- Environmental organizations
- The U.S. Environmental Protection Agency (EPA) and other federal agencies
- Irrigation districts
- Labor unions
- Local governments
- Other state agencies and commissions
- Port districts
- Public utility districts
- State legislators
- Tribes

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The report is geographically limited to the State of Washington and covers operations originating from its headquarters, regional, and field offices. The report does not include activities of other entities funded with pass through funds, such as grants and loans, from Ecology's Capital Budget. The report also does not include vendors or suppliers, although Ecology has policies in place and is working to improve in this area.

EPA has jurisdiction over environmental issues that are cross-border internationally. Ecology has jurisdiction within Washington State but occasionally provides services out-of-state related to surface water incidents or natural disasters. Ecology works with tribes as well as state and local governments. Ecology also collaborates with neighboring states on cross-state issues and recently, internationally, on climate change issues through the Western Climate Initiative.

4. Governance

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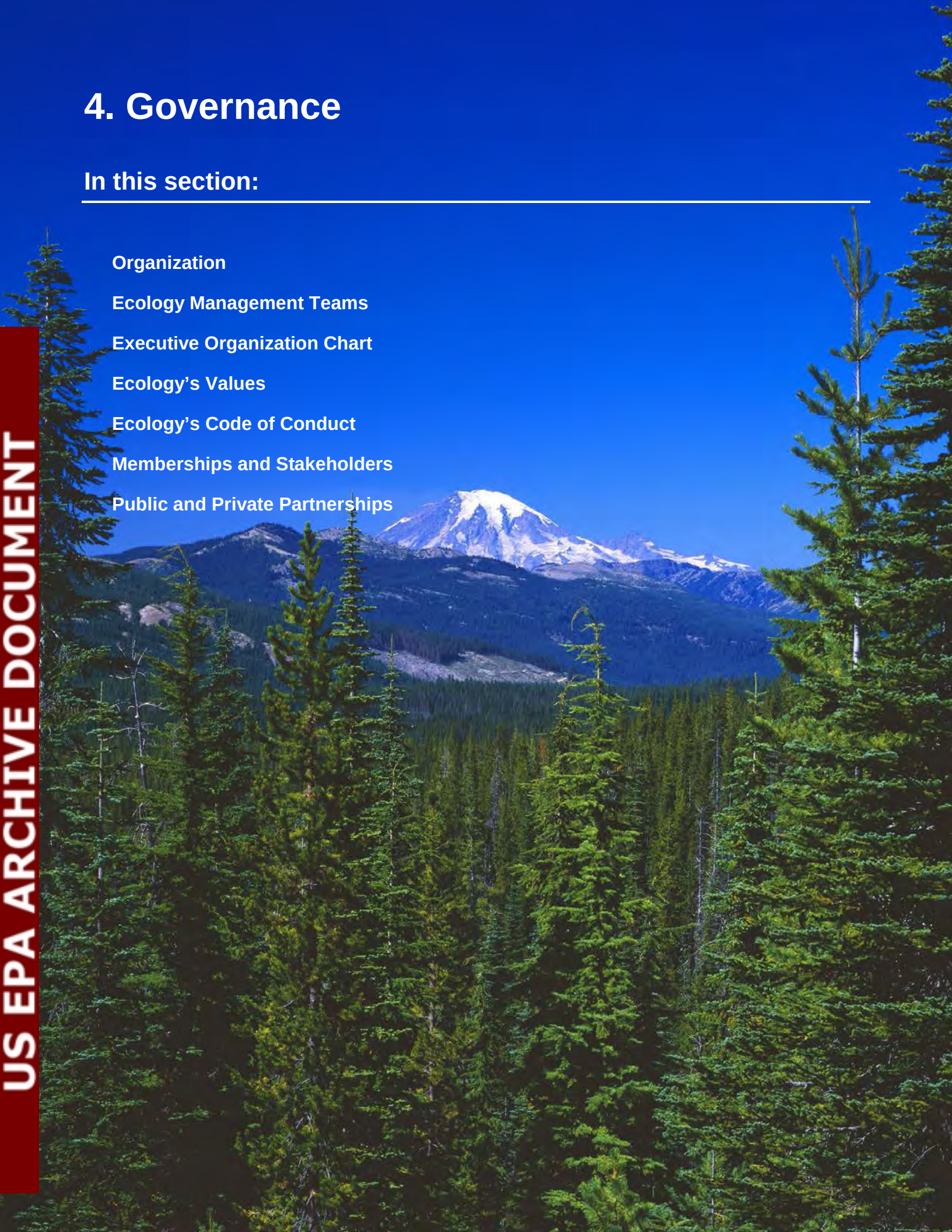

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Organization

Ecology is a cabinet agency under the administration of the governor of the State of Washington, and is responsible to the State Legislature for implementing and enforcing environmental laws. The State Legislature makes and modifies laws defining Ecology's authorities and responsibilities. The laws passed by the Legislature are then interpreted and jointly translated into regulation by Ecology and other stakeholders for implementation. The Legislature appropriates funds for the department's employees, grants, contracts, and other costs.

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Coordination among Ecology and other natural resource related agencies is accomplished through the Governor's Office and the Natural Resources Sub-Cabinet. A senior assistant attorney general is also assigned to Ecology, to advise the director and supervise other assistant attorneys general working with Ecology's environmental programs. (The state attorney general is an independent statewide elected position.)

Ecology's "board structure" does not fit a private sector model. The "policy space" for Ecology's work is established by the bicameral Legislature. Within the Legislature, each house has one committee where most – but not all – policy issues affecting Ecology are considered, often with formal public hearings.

Most programs have external advisory groups of stakeholders, including members that represent the regulated community or who represent local governments receiving state or federal funds through the program. These advisory group members are considered *independent*, since they are not employees of Ecology. In addition, Ecology may contract with consultants to provide analysis and recommendations on particular issues. *Direct responsibility* for Ecology's economic, social, and environmental performance is focused on the director, the program managers, and other managers, especially the chief financial officer and the administrative services director.

The chair of the highest internal governance body is director. The director position is a political appointee of the governor, subject to the consent of the Washington State Senate. The Washington Legislature established the Ecology director position as executive and administrative head of the agency.

The director has complete charge of and supervisory powers over the department. To assist the Ecology director, the deputy director and the program managers direct the work and resources of each environmental program.

To ensure coordination and shared agency knowledge, networks of management teams are responsible for conveying strategy, policy, and direction to staff throughout the agency. These teams are technical advisory groups to the senior manager in each team. The responsibility and authority of each manager is defined in a job description, which may be augmented by performance agreements or specific directives through the management chain.

Ecology Management Teams

- **Senior Management Team**
  The primary internal forum for setting policy and direction for the agency. Includes: director, deputy director, chief financial officer, administrative services director, employee services director, four regional directors, communication and education director, governmental relations director, special assistants, confidential secretaries, and the senior assistant attorney general assigned to Ecology.

- **Executive Management Team**
  Sets priorities for the agency. Includes: all the above plus the ten environmental program managers.

- **Environmental Programs Management Team**
  Ensures policy and direction are coordinated across programs and are consistently carried out. Includes: deputy director and ten environmental program managers.

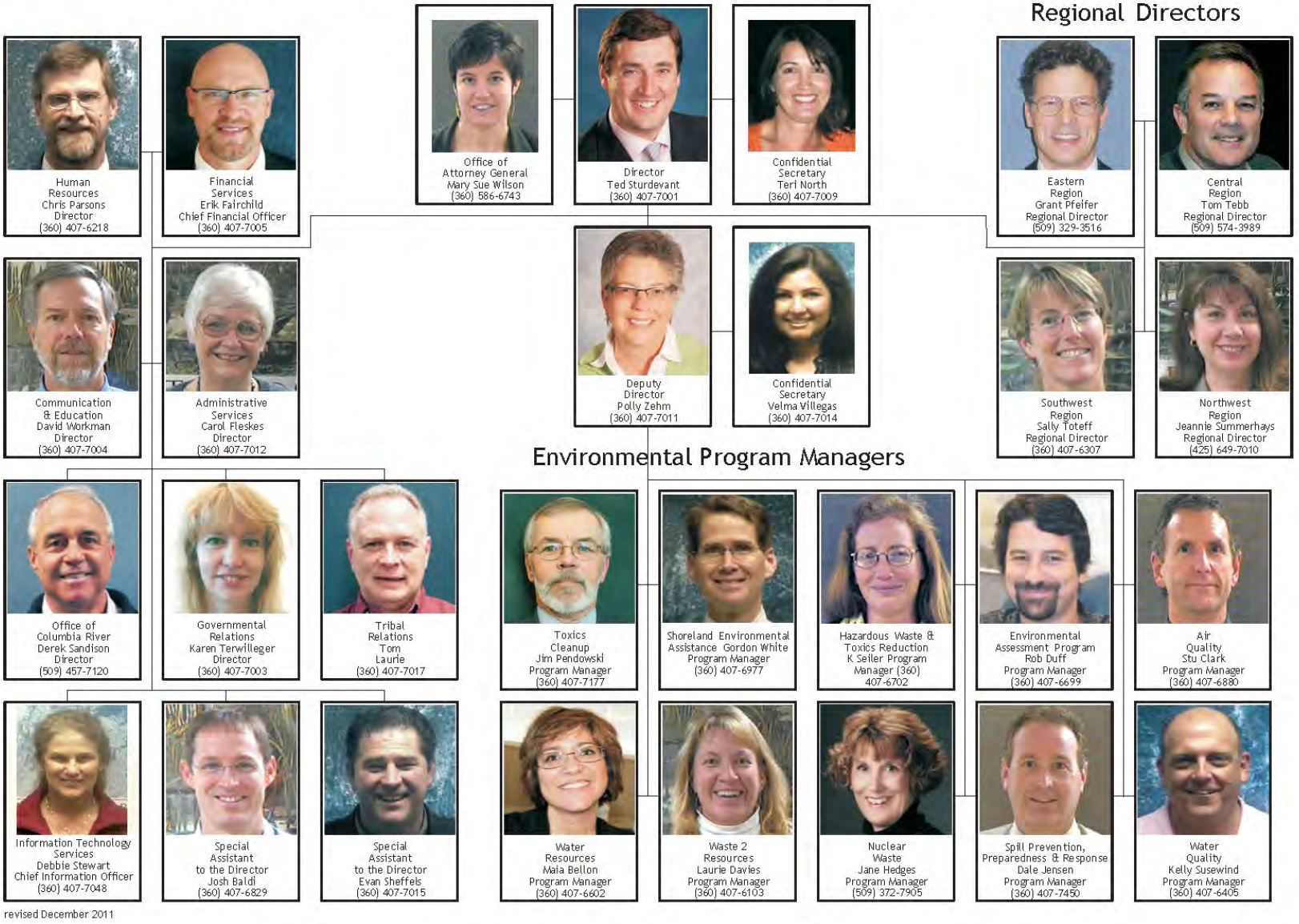
- **Program Management Teams**
  Ensure policy and direction are deployed to work units. Includes: program manager and line section managers.

- **Regional Management Teams**
  Ensure consistent cross-program communication in the field. Includes: regional directors and field section managers for the ten environmental programs.

- **Section Teams**
  Ensure policy and direction are deployed to individual employees. Includes: line section managers and employees.

In addition to the organizational management structure above, there are several cross-functional teams for specific topics or issues, such as the Toxics Advisory Group, the Water Advancement Group, the Water Strategy Coordination Team, and the Sound Advisory Group Entrepreneurs.

Department of Ecology - Executive Management



revised December 2011

Ecology's Values

- Environmental stewardship
- Environmental justice
- Environmental education
- Community spirit
- Professional conduct and expertise
- Accountability
- Our employees

Ecology's Code of Conduct

- Treat our customers as partners and collaborators who are equally committed to a healthy, prosperous Washington.
- Perform our work in a helpful, friendly, and positive manner.
- Communicate clearly, accurately, and in a timely manner.
- Listen carefully and engage in open, respectful, and professional dialogue.
- Solve problems, consider different perspectives, and find new and creative ways to accomplish our work.
- Build and maintain cooperative relationships.
- Remain objective at all times and ensure that professional judgment, rather than personal opinion, influences our work.

Memberships and Stakeholders

GRI

In the very creation of the Department of Ecology, we were mandated to actively and always reach to communities across Washington for public input. "It is the intent of the legislature that the . . . Department of Ecology, in consultation with affected constituent groups, continues appropriate public involvement and outreach mechanisms designed to provide cost-effective public input on their programs and policies."

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From left, Hugh Lobban and Jim Moore, of KP Corp. show Ecology staff Scott Lamb and Paul Fabiniak how they clean the printing press.

As the primary environmental agency in Washington State, we interact with a wide variety of environmental topics. A quick look at our home page under "Ecology For You" on the Web reveals just a few of the people we reach out to and engage with, and the means by which we connect. Prominent groups are: the public, businesses, other government agencies, educators and students, and scientists. Social media outreach includes: BlogSpot, Facebook, YouTube, Flicker, and RSS Feed.

As well as a broad spectrum of stakeholder outreach strategies such as public hearings, meetings, workshops and open houses, specific committees on targeted topics are engaged for both short-term and long-term input and consensus creation.

In the 39 counties of Washington State we have incredibly diverse ethnic populations as part of our communities. Our stakeholder engagement and outreach works directly with the 29 federally recognized tribes of Washington. In addition Ecology has materials translated into several languages, including Spanish, in order to provide communication with non-native English speakers.

Ecology strives to work with all stakeholder groups. Identifiable stakeholders are specific to each project and may include public property users, small business owners, retailers, manufacturers, or the public. Ecology periodically provides training to staff for public involvement. Stakeholders can be identified in a variety of ways including: self-identification, staff identified, or third party interests.

Find more information about public involvement on our Web page Get Involved: public involvement opportunities.

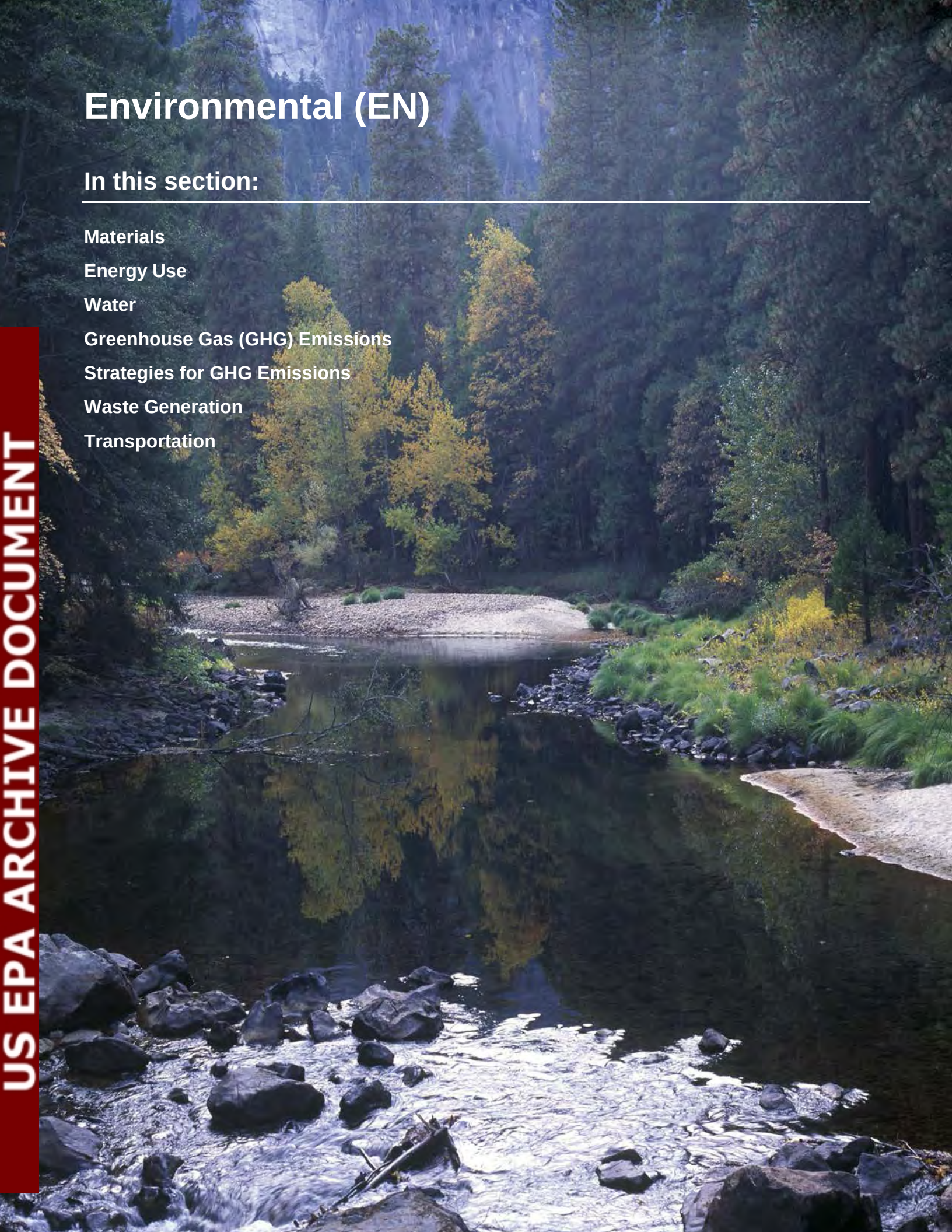
Public-Private Partnerships

Ecology routinely forms partnerships with other government agencies, businesses, associations, and other non-governmental organizations. Examples of these partnerships include:

- Brownfields Revitalization
- Chehalis Basin Partnership
- Industrial Footprint Project
- Lean and Environment Projects
- Mercury-reduction Partnerships
- Local Source Control Partnership
- Puget Sound Partnership
- Western Climate Initiative

Our state has a long history of protecting its environment and quality of life. Governor Dan Evans called a special session of the Legislature to establish the Department of Ecology in 1970. It was the first agency of its kind in the United States, even preceding the U.S. Environmental Protection Agency.

In establishing a modern environmental agency from many parts, the Legislature declared that it is a fundamental and inalienable right of the people of the state of Washington to live in a healthful and pleasant environment and to benefit from the proper development and use of its natural resources.



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Environmental Performance

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At Ecology, we're proud to help you protect Washington's environment and quality of life. Our mission is to protect, preserve, and enhance Washington's environment, and to promote the wise management of our air, land, and water, for the benefit of current and future generations.

"The environmental dimension of sustainability concerns an organization's impacts on living and non-living natural systems, including ecosystems, land, air, and water. Environmental Indicators cover performance related to inputs (e.g., material, energy, water) and outputs (e.g., emissions, effluents, waste). In addition, they cover performance related to biodiversity, environmental compliance, and other relevant information such as environmental expenditure and the impacts of products and services." —GRI Guidelines

Materials

Ecology is an environmental service and regulatory agency. The only significant “products” produced that use direct materials are paper publications. Ecology’s tracking of material use currently is limited to "office paper" and "janitorial paper" products used at Ecology’s Headquarters/ Southwest Regional Office building. Many programs and managers within Ecology are moving to place all publications on-line and encourage staff to eliminate the use of printed materials.

Office Paper

Material	Calendar Year 2011 Quantity Used	Weight (lbs.) *1 ream= 5 lbs. on average*	Recycled Content Weight
Virgin office paper	86 reams	430 lbs.	0.0 lbs.
Recycled content office paper (30-40% recycled)	86 reams	430 lbs.	150.5 lbs.
Recycled content office paper (100% recycled)	4910 reams	24,550 lbs.	24,550 lbs.
Total Office Paper	5082 reams	52,410 lbs.	24,700.5 lbs.

Janitorial Paper

Material	Calendar Year 2011 Quantity Used	Weight (lbs.)	Recycled Content Weight
Toilet Tissue (100% recycled content)	212 cases	8480 lbs.	8480 lbs.
Paper Towels (95% recycled content)	313 cases	6072 lbs.	5768.4 lbs.
Total Janitorial Paper	525 cases	14,552 lbs.	
Total Material Use (tracked)	⇨	39,962 lbs.	14,248.4 lbs.

The total weight of recycled input materials is 38,948.9 pounds based on recycled content percentages provided by our vendors. The percentage of recycled input materials used equals 97.46% (38,948.9 divided by 39,962).

Ecology has a robust composting program at its headquarters and SWRO offices that was started in 1996. Yearly waste audits are conducted by employee volunteers. 2011 saw 22,834 pounds of organic materials diverted from the landfill. Finished compost is distributed to employees through a lottery system in 5 gallon buckets.

Energy Use

The Ecology Headquarters and SWRO Building was awarded the Silver LEED-EB certification in 2005. Since then, Ecology continues to make improvements, reduce our carbon footprint and save resources.

GRI

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EN 4

In 2009 Washington State Governor Christine Gregoire challenged Ecology to reduce our emissions, save public resources, and serve as a model for other state agencies. In response, Ecology launched the Carbon Smart Initiative -- focused on finding new opportunities to reduce costs and operate more sustainably.

As part of the Carbon Smart Initiative, Ecology partnered with an Energy Services firm and performed an in-depth energy audit of our three owned facilities – Lacey, Spokane, and Padilla Bay. From their findings, Ecology selected the projects that would save the most energy and had the best payback. The projected annual utility savings as a result of the Energy Upgrades are $103,965. The projected annual operational savings as a result of the Energy Upgrades are $25,605.

Ecology is currently reporting natural gas, fuel oil, propane, biomass, on-site renewable generated ethanol, gasoline, diesel, biodiesel, and aviation fuel.

Fiscal Year 2011 Direct Energy Use

Gasoline and Ethanol	Gallons	Gigajoules
Gasoline: Agency Leased Vehicles (MP Perm)	2,776	
Gasoline: Temporary Leased Vehicles (MP Daily Trips)	181	
Gasoline: Agency Owned Vehicles (AOV)	174,859	
Gasoline Calculated from POV Reimbursement (20.5 average fuel economy)	17,348	
Total Gasoline and Ethanol for Vehicle Use	195,164	
Total Gasoline and Ethanol for All Uses	**195,164**	**24,395.50**
Petroleum Diesel	**Gallons**	**Gigajoules**
Petroleum Diesel (2% Biodiesel) for Vehicle Use	10,353	
Petroleum Diesel for Buildings and fixed equipment use	690	
Total Petroleum Diesel	**11,043**	**1,523.93**
Natural Gas	**Therms**	**Gigajoules**
Natural Gas Use: Agency Owned Space	43,287	
Natural Gas Use: Agency Leased Space	9,907	
Total Natural Gas for all uses	**53,194**	**5,611.97**
Fuel Oil	**Gallons**	**Gigajoules**
Total Fuel Oil for all uses	**1,540**	**221.76**
Total FY 2011 Direct Energy Use		**31,753.16**

Fiscal Year 2011 Indirect Energy Consumption

Electricity Conventional (kWh)	On-site Renewable Energy Generated (kWh)	Energy Offsets Purchased (kWh)	Total Indirect Energy (kWh)
9,766,123	23,730	1,175,937	10,965,790

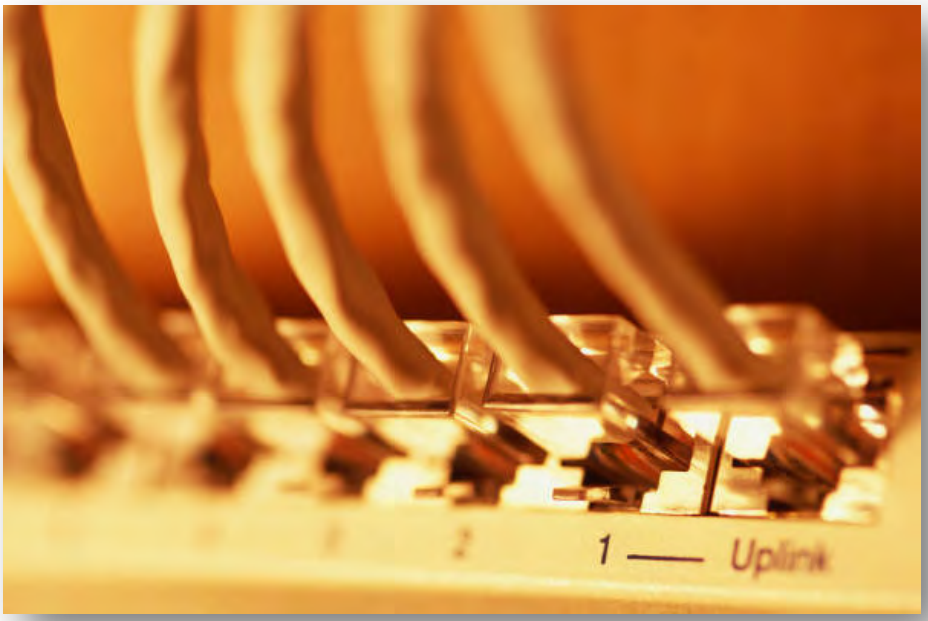
In Washington State a high proportion of electricity is produced from hydroelectric facilities located on the Columbia River. Ecology's on-site renewable generation comes from a 21 kWh photovoltaic array at our Padilla Bay facility. In FY11 Ecology purchased energy offsets from a variety of renewable sources totaling 1,175,937 kWh.

Ecology Saves $1.2 Million Over Five Years Through Virtualization

In 2010 Ecology launched a computer and storage virtualization effort to reduce operating costs and meet state priorities.

At the start of this project Ecology had 115 physical servers in Lacey. At present there are 38 physical servers remaining. The initial investment for this effort was about $400,000. Return on investment payback period is expected to be twenty months.

Estimated savings over five years is about $1.2 million. These savings reflect cost avoidance in the physical server purchases, related software licenses, and power and cooling costs.



Water

Managing our water is one of the biggest challenges of the 21st Century.

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Clean, abundant water was once taken for granted in Washington State as a free, unlimited resource. Today, after more than a century of dramatic population growth and climate change we know our water resources are not unlimited and certainly not free. Population growth and associated development increase the demand for clean, abundant water and increase pollution problems. Ecology is committed to reducing its impact on the water supply of Washington State through policy, equipment, and usage changes.

Incentives allowed Ecology to pursue low-flow replacements for restroom and locker-room fixtures. Work was completed this year installing low-flow faucets, toilets, urinals and showerheads. Our original toilets, installed when the building was built in 1992, used 1.6 gallons per flush. Replacing them with low-flow 1.2 gallon models, Ecology will save over 160,000 gallons of water each year. In total, by replacing headquarters facility's current fixtures with low-flow showerheads, urinals, toilets and automated faucets, Ecology will conserve almost one million gallons of water per year. That's one and a half Olympic swimming pools worth of water!

Ecology currently records potable water use, irrigation water use, and non-potable water use at its headquarters and Southwest Regional Offices only. The source of water is the City of Lacey water system. Lacey uses 19 wells (groundwater) and seven storage reservoirs (surface water) that are monitored and controlled by automated equipment. In Fiscal Year 2011, 197.3 cubic meters of potable water and 69 cubic meters of irrigation water was used. No recorded usage of non-potable water usage was recorded.

"We remain committed to protecting and enhancing the quantity and quality of our water resources even in challenging economic times. Ecology embraces local partnerships and citizen involvement in our efforts to ensure a water smart future in the 21st Century." Remarks by Ted Sturdevant, Director

Greenhouse Gas Emissions

In 2009, the State Agency Climate Leadership Act took effect requiring state agencies to lead by example in reducing their Green House Gas (GHG) emissions to:

- 15 percent below 2005 levels by 2020.
- 36 percent below 2005 levels by 2035.
- 57.5 percent below 2005 levels by 2050 or 70 percent below the expected state government emissions that year, whichever amount is greater.

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Greenhouse Gas Emissions 2011
Totals in Metric Tons of CO2e[1]

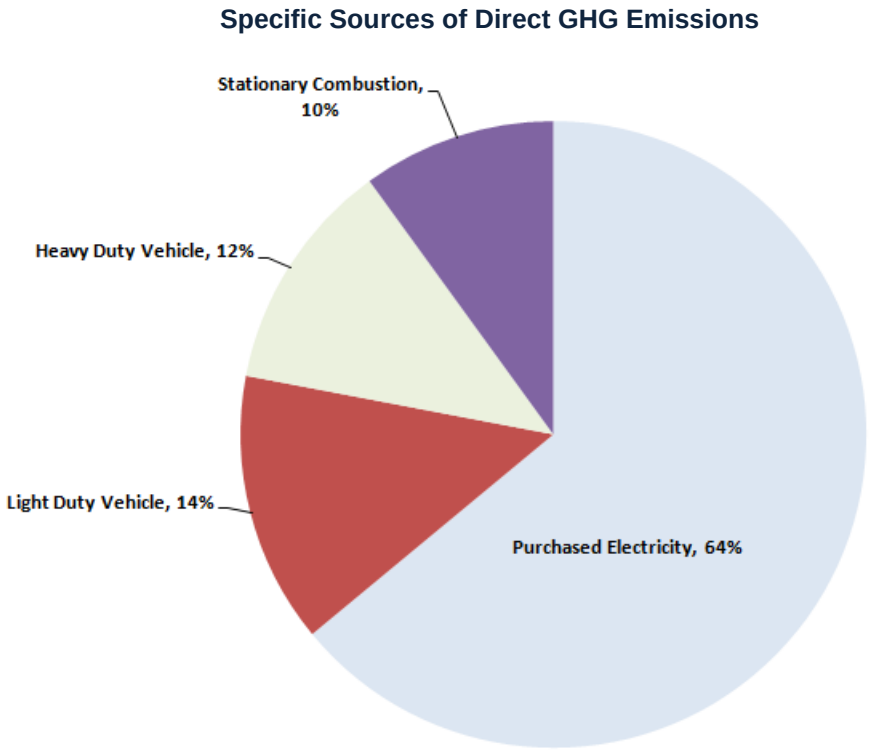
Scope 1: Direct	2,308.3
Scope 2: Indirect	3,651.6
Scope 3: Purchased Electricity	3,651.6
Scope 4: Employee Business Travel and Commuting	2,904.6

[1] Carbon dioxide equivalent

The law directs agencies to annually quantify their GHG emissions, estimate future emissions, develop a strategy to meet the reduction targets, and track actions taken to reduce emissions. Governor Chris Gregoire challenged Ecology to reduce our agency's carbon emissions and serve as a model for what other state agencies can do.

We will share what we learn with other state agencies, businesses, and homeowners so they too can be part of the solution. Many of these actions will not be short-term fixes. But all will be a part of a new way of doing business that reduces emissions, saves money, and moves us toward a more sustainable business model.

Snapshot of Ecology GHG in 2010



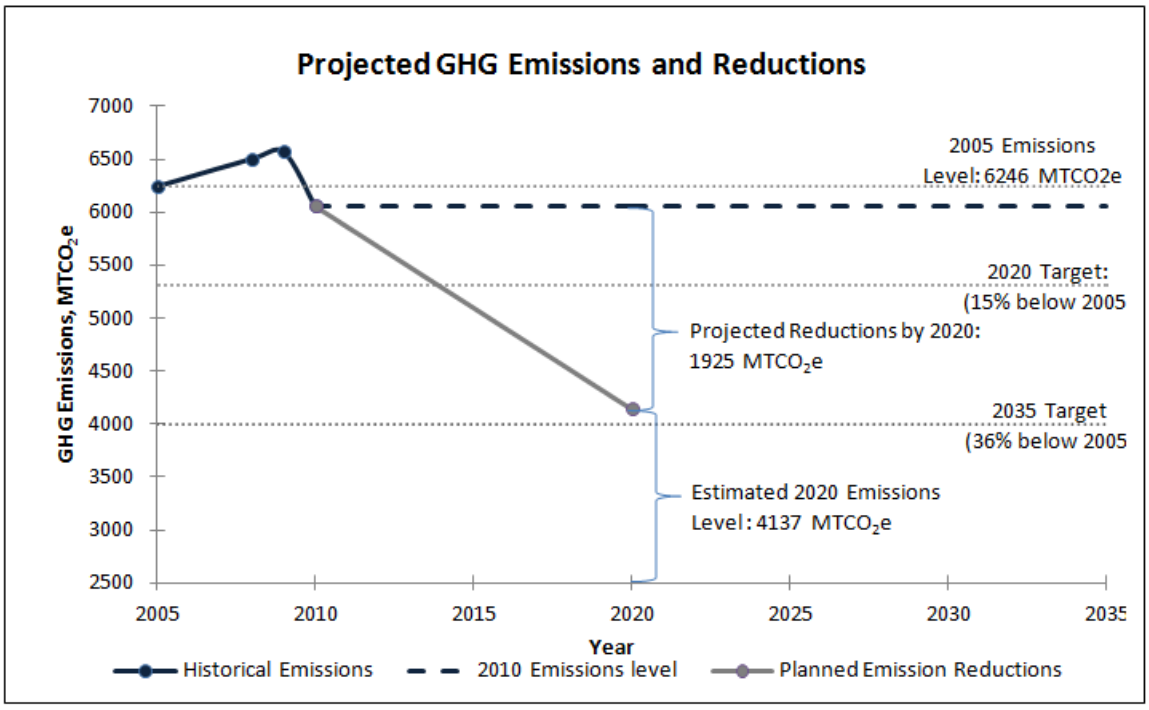
Strategies for Reducing Greenhouse Gas Emissions: June, 2011

Ecology is committed to reducing its own greenhouse gas emissions. By implementing new business practices, operational improvements, and energy and fuel efficiency projects, we can provide a blueprint for state government and the public to save energy, money, and reduce GHG emissions.

Ecology has projects underway that will reduce its emissions by an additional 1,925 MTCO2e[2] by 2020. This is well beyond the 753 MTCO2e reduction needed to meet the agency's 2020 emissions target and will achieve 93 percent of the reductions needed to meet its 2035 target.

[2] Metric tonne (ton) carbon dioxide equivalent

Over half of Ecology's planned emissions reductions are from building energy efficiency improvements. Energy efficiency projects are currently being implemented through an Energy Services Performance Contract. In addition, Ecology plans to reduce its emissions through improvements in fleet fuel efficiency, IT energy efficiency and employee behavior change.



Metric tonne carbon dioxide equivalent is the standard measurement of the amount of carbon dioxide emissions that are reduced or secluded from our environment. The international reporting standard for carbon dioxide emissions is in metric tons. There are 2204.62 pounds per metric tonne, therefore a single ton of carbon dioxide equates to 2204.62 pounds.

Ecology is aggressively implementing the following:

- Best practices with no- to low-cost, such as education, incentives, policies, and standards that would change or adjust employees' behaviors (e.g., minimize idling, turning off computers).
- Technological changes to reduce energy consumption from buildings and equipment.
- Capital improvements and equipment upgrades that pay for themselves through energy savings and operational costs.
- All policies adopted by the Legislature (i.e., purchase of biodiesel, green buildings, vehicle efficiencies, etc).

Greenhouse Gas Emission Strategies and Actions

	Estimated GHG Reduction (MTCO2e)	Estimated Upfront Cost ($)	Estimated Payback Period (Yrs)	Estimated Implementation Date
Building Energy Use				
Employee engagement program	63	0	N/A	2011-2013
Server virtualization	425	0	N/A	2010-2011
IT equipment energy efficiency improvement at replacement	30	0	N/A	2012-2020
Leased building improved energy efficiency	33	0	N/A	2010-2020
Cleaner regional electricity mix	231	0	N/A	2011-2020
Fleet Energy Use				
Heavy duty vehicle efficiency improvements at vehicle replacement	70	0	N/A	2012-2020
Light duty vehicle efficiency improvements at vehicle replacement	44	0	N/A	2012-2020
Total GHG Reductions	**897**			

Waste Generation

Ecology's operations include six major offices located within five main office buildings. Wastes generated by Ecology at these sites and at Ecology's Manchester Laboratory are managed by staff and contractors. At the three leased offices (Central, Northwest, and Richland) the landlord also has a significant role in waste management.

"Small quantity Generators" (SQGs) of hazardous waste less than 220 pounds per month or batch) are not required to report quantities of hazardous waste generated under federal and state laws and Ecology generally does not track the quantities of these small waste streams.

All of Ecology's facilities are small quantity generators of hazardous waste. Hazardous wastes are recycled or disposed through local government Moderate Risk Waste (MRW) collection programs or by permitted contractors.

Ecology's Manchester Laboratory generated 1,867 pounds of lab packs in CY 2011 consisting of laboratory analytical wastes. These are used chemicals resulting from sample testing and designate as dangerous waste in Washington State.

In the reuse category, all obsolete electronic equipment (e.g., computers, phones, network equipment) is declared surplus and sent to the Washington Department of Enterprise Services (DES) and subsequently auctioned as used products or recyclable material. Ecology's Lacey building (Headquarters and Southwest Regional offices) shipped an estimated 3,710 pounds of electronic equipment to DES as surplus products during FY 2011.

Ecology's Lacey building generated waste streams in the quantities listed in the table below.

Quantitative Data (Headquarters/Southwest/Northwest)

Material Category	Material Description	FY 2011 Recycled	FY 2011 Composted (onsite/offsite)	FY 2011 Solid Waste Landfill (non-hazardous)
Hazardous or universal waste (disposed to MRW facility	Lamps – all types	218.2 lbs.		
	All dry cell batteries – rechargeable and one time use	337 lbs.		
	Lighting ballasts – all types	260 lbs.		

Material Category	Material Description	FY 2011 Recycled	FY 2011 Composted (onsite/offsite)	FY 2011 Solid Waste Landfill (non-hazardous)
Office paper	Mixed paper (excluding corrugated cardboard)	99,400 lbs.		
Mixed paper (NWRO only)	Mixed paper (excluding corrugated cardboard)	20,784 lbs.		
Organic waste	Compostable food waste and soiled paper products		26,596.5 lbs.	
Garbage (trash)				46,383.2 lbs.
Corrugated cardboard			20,240 lbs.	
Commingle	Aluminum cans, plastic pop bottles (#1), tin cans, other plastics, glass bottles and jars	10,240 lbs.		
Plastic pop bottles (#1)				
Tin cans				
Other plastics				
Scrap metals		497 lbs.		

Qualitative Data (Northwest, Central, Eastern, Richland, Nuclear Waste Program)

Material Category	Material Name/Description	Disposed to MRW Facility (DW/HW/Universal)	Recycled	Composted	Solid Waste Landfill (non-hazardous)
Hazardous or universal waste	Lamps – all types	CRO, ERO			
Batteries	All dry cell batteries: rechargeable and one-time use	CRO, ERO			
Office paper	Mixed paper (excluding corrugated cardboard)		CRO, ERO, NWP		

Material Category	Material Name/Description	Disposed to MRW Facility (DW/HW/Universal)	Recycled	Composted	Solid Waste Landfill (non-hazardous)
Organic waste	Compostable food waste and soiled paper products			CRO, ERO, NWRO (worm bins)	
Garbage (trash)					CRO, ERO (incinerated), NWP
Corrugated cardboard				CRO, ERO, NWP	
Commingle	Aluminum cans, plastic pop bottles (#2), tin cans, other plastics, glass bottles and jars				
Plastic pop bottles (#1 PETE)			CRO, ERO, NWP, NWRO		
Tin cans			CRO, NWP, NWRO		
Other plastics (i.e., #2 HDPE)			CRO, ERO, NWP, NWRO		
Scrap metals					
Aluminum cans			CRO, ERO, NWP, NWRO		

Transportation

Travel required for business

GRI

EN 22

EN 29

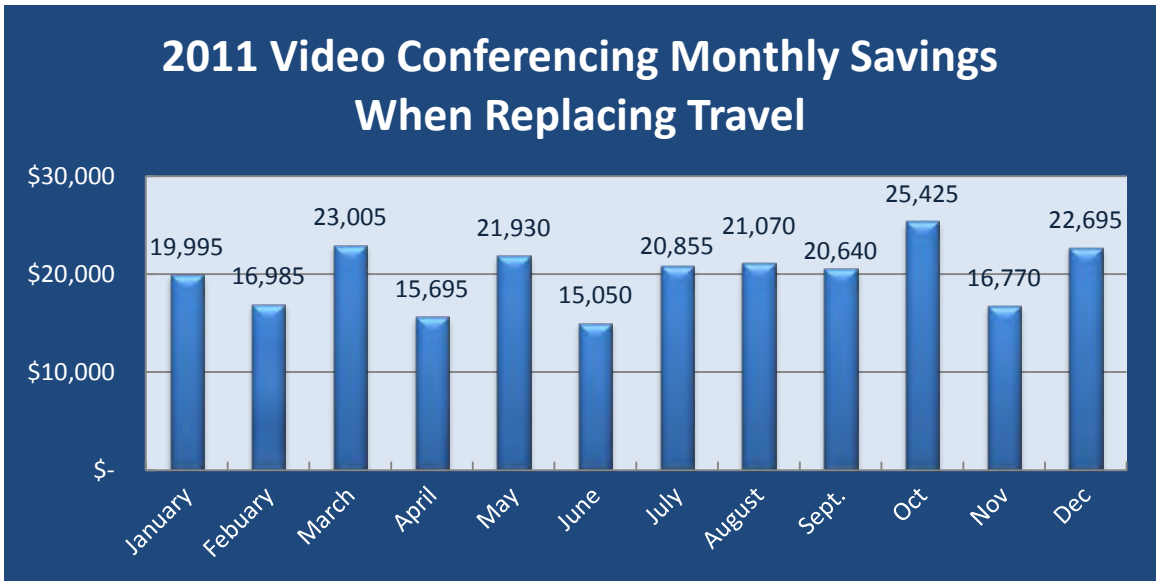
- Purchased hybrid vehicles (now 31 percent of total fleet).
- Twenty percent reduction in agency fuel consumption between 2007 and 2009.
- Instituted carpooling system for work travel when feasible.
- Video conference system used to reduce travel between Ecology offices.

Employees commuting to work

- Alternative transportation incentive program at Lacey facility.
- Lacey employees participate in Commute Trip Reduction (CTR) program and many offices take part in Wheel Options and other commuter programs.
- Ecology funded bus passes available.
- Wellness program and culture.
- Voluntarily charge for employee parking to fund CTR program in Lacey.
- Extensive telework system.
- The bicycle commuters are supported at the Lacey headquarters building by the newly installed bike repair station. Employee can use the station and its tools to work on their bikes. The station has a stand, a manual air pump, Phillips and flat head screwdrivers, Allen wrenches, a Torx wrench, a headset wrench, a pedal wrench, some box wrenches, and two tire levers.
- Between 30 and 70 employees per month used bikes to commute during 2011. The number varies depending on the month and the weather.

Measuring vehicle use and reducing it (e.g., by using teleconferencing technology, carpooling) is the most efficient way to reduce the transportation impacts. Ecology currently tracks and reports vehicle miles traveled in four categories.

Employee commuting-to-work statistics are not currently reported to Office of Financial Management and are not accurately tracked, although they are surveyed for our Commute Trip Reduction Program.



Fiscal Year 2011 Miles Traveled

Agency Leased Vehicles (MP Perm)	Agency Temporary Leased Vehicle (MP Daily Trips)	Agency Owned Vehicle (AOV)	Personally Owned Vehicles (POV)	Total Miles Traveled (AOV+POV+MP)
59,963	2,824	2,244,936	355,629	2,663,352

"We can transition to a society where waste is viewed as inefficient, and where most wastes and toxic substances have been eliminated. This will contribute to economic, social, and environmental quality."
The Beyond Waste Vision

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Labor Practices (LA)

In this section:

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Ecology's Workforce

As of December 31, 2011, Ecology had a total workforce of 1,550 individuals. The total number of Ecology employees covered by the collective bargaining agreements was 1,234 or 80 percent of the workforce.

GRI

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Total Ecology Workforce by Employment Type, Employment Contract, and Region							
Region/Office	**Total Staff**	**Full Time Male**	**Full Time Female**	**Part-Time/Hourly Male**	**Part-Time/Hourly Female**	**Supervisory/ Management (WMS/EMS) Male**	**Supervisory/ Management (WMS/EMS) Female**
Headquarters	789	353	347	21	68	68	67
Southwest*	153	72	68	2	11	10	9
Northwest*	197	94	84	1	18	20	7
Eastern*	134	79	46	1	8	10	7
Central*	128	68	51	0	9	13	5
Richland**	64	21	34	3	6	2	5
Manchester	24	8	16	0	0	3	0
Padilla Bay	16	5	9	0	2	3	1
LabAccred	6	2	3	0	1	1	0
Bellingham**	21	12	9	0	0	0	0
Vancouver**	13	10	3	0	0	1	0
WFO**	4	4	0	0	0	0	0
MVFO**	1	0	1	0	0	0	0
Totals	**1550**	**728**	**671**	**28**	**123**	**131**	**101**

*Regional Office

** Field Office

Ecology will continue to carry out its strategic plan for developing and managing its workforce for optimal performance and achieving Ecology and program goals by:

- Implementing the new Ecology employment center Web site. This site provides managers, supervisors, and employees with information, guidance, and instruction about:
  - key employment activities and processes for workforce and position planning
  - making employment decisions
  - employee retention
  - succession management
  - career planning
- Renewing and expanding our interagency and intergovernmental partnerships for recruiting highly qualified, diverse candidates.
- Assessing our selection and hiring process.
- Developing new methods to streamline the process and further improve the quality and diversity of our candidate pools.
- Expanding the scope of our training program.
- Providing tools for managers, supervisors, and employees to take on emerging issues from the economic recession, including workload management and Lean processes.

Social Impact (SO)

In this section:

- Ethics and Expectations

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Ethics and Expectations

GRI

SO 3

The citizens of the state expect all state officials and employees to perform their public responsibilities with the highest ethical and moral standards. Ecology staff is entrusted to conduct state business in a way that advances the public's interest. State officers and employees hold a public trust. The most important principle is that public office - whether elected or appointed - may not be used for personal gain or private advantage. Agency approved classroom training on the state's current ethics laws is required for all employees within six months of hire and must be taken every three years.

Of the 1550 employees at Ecology 67 percent are current with their training. Out of the total 1550 employees 64 are new hires in the last 6 months of 2011. Seventeen percent of those hired in the second half of 2011 have taken Ethics training since their appointment.

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Economic Impact (EC)

In this section:

- Diversity

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Diversity

GRI

EC 7

"*Diversity within a management team and the inclusion of members from the local area can enhance human capital, the economic benefit to the local community, and the organization's ability to understand local needs*." GRI Guidelines

Ecology has a diversity policy and program with the following mission: "To foster an internal culture that recognizes, values, and is strengthened by the diversity of all employees and to help build a workforce that better reflects Washington's diverse communities."

"Ecology does not have a hiring policy of preference for local residents." Hiring practices are governed by the principle of Equal Employment Opportunity: that everyone should have the same access to opportunities. The core of diversity and affirmative action policies and practices is for equal access to full participation.

Equal employment opportunity means to provide equal access and opportunity to anyone who qualifies, regardless of sex, race, age, color, religion, mental or physical disability, national origin, sexual orientation, gender identity and expression, and/or military status. Covered groups cannot be excluded from participation of employment opportunities.

Conclusion

The passage of the Department of Ecology's first Global Reporting Initiative Plan in 2011 represents a crucial step forward in our work. Real progress can only be realized when the creativity, commitment, and participation of the entire agency is put to work to implement our vision.

The GRI Report serves as an accountability tool to track our progress towards improving the economic, social, and environmental sustainability of the state that we work and live in. By providing both quantitative and qualitative measures of our efforts, this report allow us to check in, renew our commitment, and celebrate our successes together as an agency.