

clearer collective

IMPACT REPORT • 2025

CLEARERCOLLECTIVE.COM



INCORPORATED AS CLEARER CORP.

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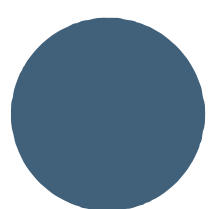
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STORYDOING, NOT STORYTELLING

As a values-driven B Corp, Clearer Collective is part of a global community of businesses committed to high standards of social and environmental impact.

While we're not perfect, we're committed to continuous improvement. To advance our mission, we also registered as a public benefit corporation with a clear purpose:

1. To positively impact our industry, helping companies transition to more sustainable business models.
2. To help companies create and communicate measurable impact through strategies, reporting, and stories.

In 2025, we delivered on that purpose not just by *storytelling*, but by *storydoing*. We collaborated with a diverse roster of clients and contractors—from helping to grow sustainable home brand GreenRow to supporting a book project with Creative Artists Agency, to impact reporting for Grove Collaborative, Once Upon a Farm, Balsam Hill, and Williams-Sonoma, Inc. among others.

Both the challenge and opportunity within our work is to move from the stories we tell to the impact we help create.

One example is our work with Balsam Hill. In 2025, we helped launch the company's first sustainability site and impact report. Together, we documented their transition toward recycled and plant-based polyethylene, while helping to shape longer-term goals around circular tree recycling programs. As our partnership continues, today's strategy work becomes tomorrow's impact story.

This work is rarely linear. It requires experimentation, listening, adaptation, and a willingness to evolve. Sustainability is not a finished story—it's an ongoing process of learning, refining, pivoting when required, and showing up with intention. We're grateful to our clients for walking the path with us.

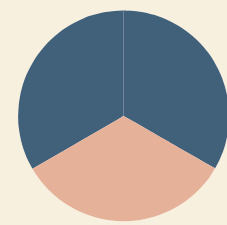
Sarah Coffey
FOUNDER, CLEARER COLLECTIVE



Clearer Collective's impact expands with purpose-driven projects. We collaborate with brands and small businesses to embed sustainability at every touchpoint—from setting up social and environmental goals and systems to telling the story of why it matters.

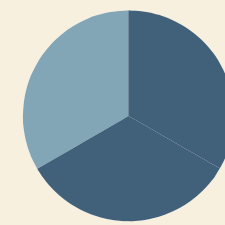
OUR MISSION & VALUES

We're a creative studio that practices sustainability and storydoing. We help companies create and communicate measurable impact through strategies, stories, and reporting.



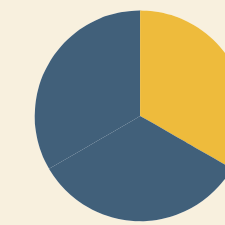
Environment

Treating resources responsibly leads to long-term viability—for our business, people and the planet.



Equity

We put people at the center of our business, striving for equity across projects and daily practices.



Ethics

We positively impact our industry, helping companies transition to more sustainable business models.



OUR STRUCTURE

We work closely with brands of all sizes to tell sustainability stories through websites, reports, videos, articles, books, social media, and more. Our small, service-minded team works with brands of all sizes from concept through execution.

We're organized as a Public Benefit Corporation owned and operated by Sarah Coffey, who maintains a collective of collaborators.

We're experts at helping responsible companies tell the story of what they're doing and why it matters. We've created award-winning reports for multiple brands, and we're experienced in GRI, SASB, and UN frameworks. The services we offer include:

- Sustainability strategy
- Impact reporting
- Branding, messaging, and voice
- Video production
- Editing and copywriting
- Web design and development

OUR CLIENTS

We work with long-term clients over many years and project-based clients over several months. Examples include:

- Impact reporting for Balsam Hill, Grove Collaborative, Once Upon a Farm, and Williams-Sonoma Inc.
- Sustainability strategy and consulting sessions for Balsam Brands and Williams-Sonoma, Inc.
- Copywriting and content creation for Creative Artists Agency and sustainable home brand GreenRow.

We collaborate with large public companies, legacy brands, and small businesses.

Our clients have appeared on Barron's 100 Most Sustainable U.S. Companies list, won the Reuters Responsible Business Award for Reporting and

Transparency, and appeared on Forbes' list for the Best American Employers for Women and Diversity. In 2025, we expanded impact reporting for clients and ventured into new services, including sustainable design consulting.

Across our work, we prioritize clients with proven positive impact.

A select list of clients is included here. We collaborate with companies who meet one or more of the following social and environmental requirements:

1. Use or adopt a strategic framework for products and/or content with positive social and/or environmental impact
2. Report to reputable sustainability standards, such as ISSB, SASB, GRI, and/or the United Nations Sustainable Development Goals
3. Do not participate in controversial industries, as defined by the B Lab Industry and Practice-Specific Risk Standards

SELECT 2025 CLIENTS

BALSAM
BRANDS

CAA

Chairish

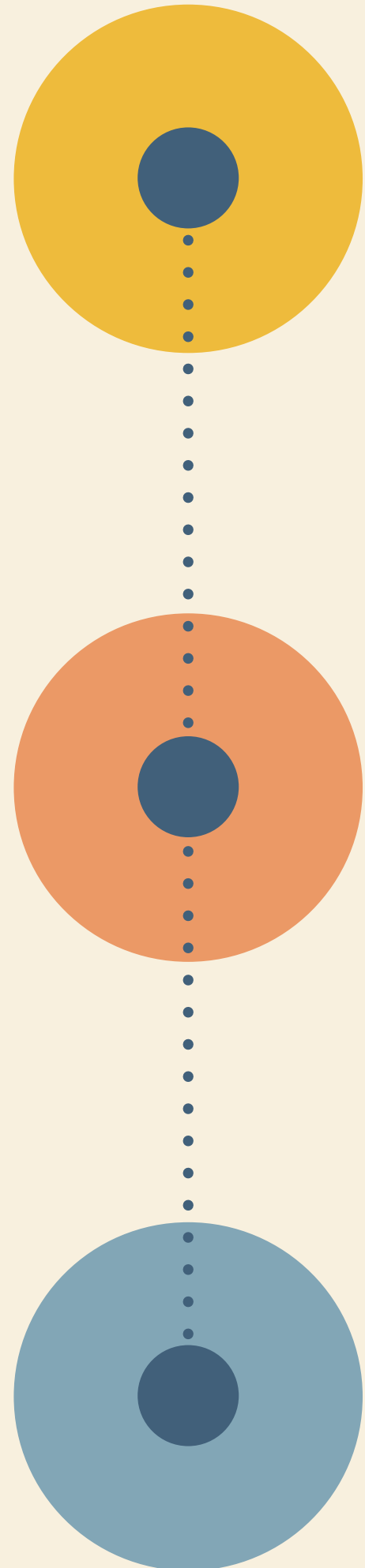
GreenRow

Grove[®]
COLLABORATIVE

ONCE UPON A FARM[™]

PAOLANTONIO CRAWFORD

WILLIAMS-SONOMA, INC.



Environment

- Virtual office stewardship
- Purchased goods and services
- Employee commuting and travel
- Waste and landfill diversion

Equity

- Equitable systems and living wages
- Client, contractor, and supplier diversity
- Underserved clients and climate justice
- Human rights, training, and compliance

Ethics

- Stakeholder engagement
- Code of conduct
- Ethical marketing
- Data privacy and cybersecurity

OUR FRAMEWORK

Since Clearer Collective's founding in 2015, we've seen how important it is to set and publish policies to hold ourselves accountable.

With clients, we help set and meet sustainable goals that are core to their business. In our own business, we track mission-based progress, evolving our goals every 5 years.

Using a 2020 baseline, we set targets for 2025—addressing the urgency of the climate crisis and the need to make progress now. Having met those goals, we're now revisiting and raising our targets for 2030 (page 11).

A micro-business with one full-time employee, we're using our own goals and reporting as a potential model for other small businesses.

Resources and methodologies we've used include the [B Impact Assessment](#), [Science Based Targets](#), and [SME Climate Commitment](#). We also support and rely on non-profit partners including [Kite's Nest](#), the [ReGen Compost Project](#), and [NATIFS](#) (North American Traditional Indigenous Food Systems).

IMPACT BY THE NUMBERS

In 2025, we celebrated five years of progress towards our environmental and social goals, including working with clients to create 30+ impact frameworks and reports.

As a micro-business, our greatest opportunity for impact exists in our work with clients and collaborators. We use our own operations as a place to strategize, test, and create change. In 2020, we created a baseline for setting targets, and in 2025 we met most of those goals while revisiting and raising our targets (pg. 11).

Looking back on the past five years, our incremental changes added up. Beyond the work we did with clients, we were able to make a significant dent in emissions, producing more than 5,000 kWh of energy from the on-site solar that powers our office, transitioning to an electric vehicle, and saving the equivalent of 100,000 gas miles driven. We saved 60 pounds of plastic, just from sourcing plastic-reducing cleaning products, and we're proud to have donated more than \$12,000 to youth and Indigenous organizations.

*Calculated using client records, impact reports, and frameworks produced 2020-2025.
**Calculated using donations to NATIFS & Kite's Nest 2020-2025.
***Calculated using SunRun solar energy impact data 2020-2025.
****Calculated using Grove Plastic Impact Tracker 2020-2025.

2020-2025 MILESTONES



Clients served around the world*



Impact frameworks & reports produced*



Donated to Youth & Indigenous groups**



kWh of energy from on-site solar since 2020***



Equivalent driving miles of GHG emissions reduced***



Lbs. of plastic saved from reduced sourcing****

STAKEHOLDER ENGAGEMENT

In 2025, we engaged our stakeholders in a Materiality Assessment, ensuring our sustainability framework and goals are aligned with the issues most material to our business.

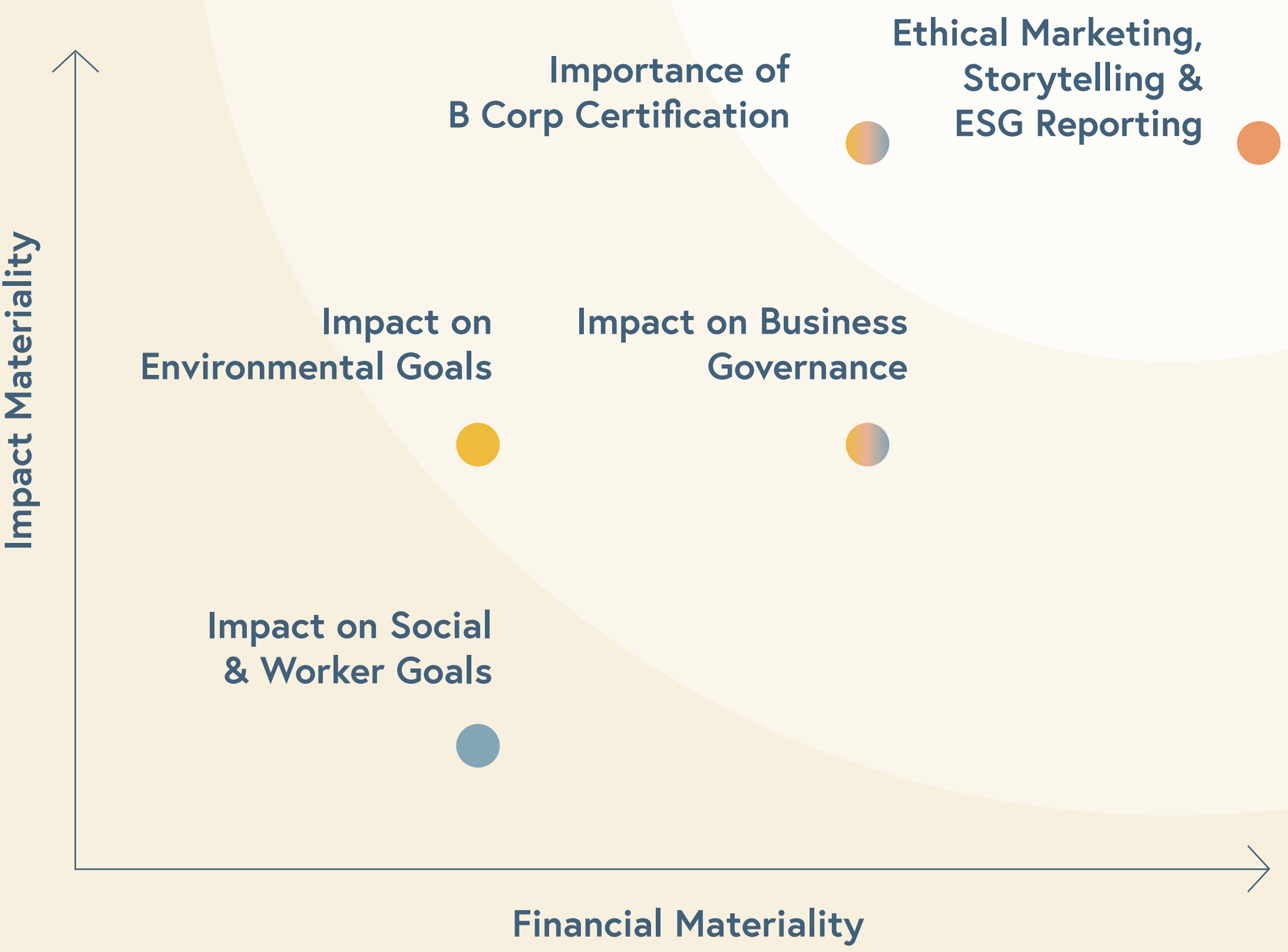
We reached out via email with a stakeholder survey, asking participants to rank our performance across environmental, social, and governance categories, as well as our impact on their business and goals. Stakeholders surveyed included:

- Clients
- Contractors
- Suppliers

Across the board, what mattered most to stakeholders was our ability to impact ethical marketing, storytelling, and ESG reporting, and our certification as a B Corp was similarly important. Although our direct impact on ESG goals ranked lower, feedback indicated that this work is important and supports our broader impact.

MATERIALITY MATRIX

Ethical marketing, storytelling, and ESG reporting are the topics most material to our business.



Key Topics ● Environment ● Equity ● Ethics

OUR 2030 GOALS

Using the material topics identified through our stakeholder engagement process alongside our company’s B Impact Assessment, we set targets for the next five years.

FRAMEWORK	GOAL	YE 2025	NEXT STEPS
ENVIRONMENT & CLIMATE	Set & meet a Science-Based Target	Registered with SBTi	Set Science-Based Target in 2026
	Transition to 100% renewable energy	On-site solar electric	Source 100% renewables for Scope 1 & 2 by 2030
	Move toward zero waste by 2030	Published waste policy	Start Ridwell for hard-to-recycle plastics in 2026
EQUITY & INCLUSION	Work with BIPOC-Owned* clients & contractors	7% contractors	Maintain BIPOC-Owned* clients & contractors
	Work with Woman-Owned* clients & contractors	100% contractors	Maintain Woman-Owned* clients & contractors
	Make recurring donations to BIPOC organizations	Kite's Nest / NATIFS	Continue monthly recurring donations
ETHICS & INNOVATION	Share sustainability stories & thought leadership	Launched Substack	Share regular stories, continue press/publications
	Maintain and improve annual impact reporting	Published since 2021	Expand reporting using B Impact Framework
	Renew third-party certification (B Corp)	Resubmitting in 2026	Renew third-party certification in 2026/27

*In the case of public companies, woman-led or BIPOC-led is used in place of ownership.

ENVIRONMENT

From 2020-2025, we installed on-site renewable energy. In 2025, we worked with the SME Climate Hub to create a revised baseline GHG inventory and a climate action plan.

2025-2030 ROADMAP

- 1 2025
Write and publish a climate action plan.
- 2 2026
Identify key climate risks.
- 3 2026
Develop plans for extreme weather events.
- 4 2026
Build climate opportunities into business plans.
- 5 2027
Support local biodiversity with on-site garden.
- 6 2027
Conduct an energy audit.
- 7 2026
Conduct a waste audit.
- 8 2028
Complete engagement review of top suppliers.
- 9 2029
Reach 100% renewables for Scope 1 & 2 energy.
- 10 2030
Reach medium-term Science-Based Targets.

CLIMATE ACTION PLAN

In 2025, working with [SME Climate Hub](#), we created a roadmap for the next 5 years as we work toward setting ambitious Science-Based Targets.

Analyzing our footprint, SME identified high-impact opportunities to accelerate decarbonization while implementing programs that aren't only good for the planet—they're good for our business, too.

The roadmap outlines 10 specific steps, timelines, and responsibilities for reducing environmental impact. The plan focuses on risk and opportunity assessments, energy and waste audits, supplier engagement, and ways to support local biodiversity.

We see opportunity to build climate action into our business plan, providing services that help clients successfully navigate the shift to a low-carbon economy.

Whether strategizing and launching circular economy initiatives or creating standards and guidelines for sustainable design, we're focused on helping our clients transition to more sustainable business models.

GHG EMISSIONS: SCOPES 1, 2 & 3

In 2025, we worked with the [SME Climate Hub](#) to create a baseline GHG inventory, which we are using to set Science-Based Targets, including a 50% reduction in Scope 1 & 2 emissions by 2030.

Scope	Category	2025 EMISSIONS	2030 TARGET
1	Total: Facilities (Solar & Natural Gas), Electric Vehicle	0.63 tco2e	0.30 tco2e
2	Total: Purchased Electricity & EV Charging (Non-Facility)	0.96 tco2e	0.50 tco2e
SCOPE 1 & 2 TOTAL		1.59 tco2e	0.80 tco2e
3	Purchased goods and services	4.20 tco2e	2.00 tco2e
3	Capital Goods	1.48 tco2e	1.00 tco2e
3	Upstream transportation & distribution	0.10 tco2e	0.10 tco2e
3	Waste generated in operations	0.05 tco2e	0.05 tco2e
3	Business Travel	2.08 tco2e	2.00 tco2e
3	Employee commuting	1.30 tco2e	1.00 tco2e
SCOPE 3 TOTAL		9.25 tco2e	5.25 tco2e

METHODOLOGY Scope 1 & 2 emissions calculated using 2025 data from National Grid, SunRun, and adjusted using [SME Climate Hub’s GHG emissions report](#). All calculations assume 10% of residential square footage dedicated to business use. 1) Calculated using 2025 Scope 3 GHG emissions estimates calculated using [SME Climate Hub’s GHG emissions report](#) based on expenses and income statements. The following Scope 3 GHG Protocol categories were excluded due to lack of material relevance to the business: fuel & energy-related activities, upstream leased assets, downstream transportation and distribution, processing of sold products, use of sold products, end-of-life treatment of sold products, downstream leased assets, franchises, and investments.

ADDITIONAL METRICS

Since installing solar panels in 2019 and transitioning to an electric vehicle in 2022, our systems have avoided greenhouse gas emissions equivalent to 103,300 miles driven (according to calculations by solar power provider SunRun). Our on-site solar power generation also helps to lower the strain on the grid during peak demand.

Scope	Category	2025	2030 TARGET
1	On-Site Solar Production	858 kWh	100% renewable on-site electricity
1	On-Site Natural Gas Use	106 therms	100% renewable on-site heating
2	Purchased Electricity Use	1419 kWh	100% renewable purchased electricity
3	Landfill	130 lbs	70% landfill diversion
3	Recycling	130 lbs	70% landfill diversion
3	Compost	26 gal	70% landfill diversion
1-3	Carbon Intensity	.036	.01 or lower

METHODOLOGIES All calculations assume 10% of residential square footage and milage dedicated to business use. On-site solar production calculated using 2025 data from SunRun. Natural gas and purchased electricity calculated using 2025 data from National Grid. Landfill and recycling calculated based on weekly pickups from Welsh Sanitation Services. Compost calculated estimating 10% of 5-gallon compost over 52 weeks. Carbon intensity calculated using total annual emissions divided by \$100 of annual revenue.

LOCAL SUSTAINABILITY

SUSTAINABLE DESIGN

Clearer Collective is based in a small home studio in Hudson, New York. To design our office, we used lower-impact sourcing guidelines, which we published on our website, making our sourcing process transparent, clear, and reproducible.

We also try to work with local clients whenever possible. Collaborating locally reduces travel, strengthens relationships through in-person connection, and creates ripple effects within our immediate community.

In 2025, we completed our first design consulting project—applying our sustainable design sourcing guidelines to a woman-owned law office in Hudson, New York.

Although sustainable design projects represent less than 10% of our revenue, we see opportunity to open-source our design process, helping to support designers in applying these methodologies to their own projects.

RENEWABLE ENERGY

In 2019, we installed solar panels to power our home and office. Currently, we use solar power and natural gas for heating and cooling. In 2022, we upgraded electric systems, transitioned to an electric vehicle, and installed a charging station. In 2025, we continued those efforts by publishing a climate action plan and raising our 2030 renewable energy targets (pg. 14).

WASTE REDUCTION

In our hometown of Hudson, we support the ReGen Compost Project, a teen-run monthly subscription service that converts our food waste to compost. Composting contributes to our goal to reach 70% landfill diversion by 2030.

PLASTIC REDUCTION

Working with Grove Collaborative—a client with a focus on plastic reduction—we’ve learned a lot about the challenges of transitioning from plastic to reusable, recyclable, and compostable alternatives. Since 2020, sourcing through Grove, we’ve saved 69.5 lbs. of plastic, equivalent to 2,294 water bottles.



100% of the items used in our office renovation were sustainably sourced.



We source plants and flowers from local stores and farms.

SOURCING GUIDELINES

Purchased goods and services represent nearly half of our emissions—our largest lever in reduction. Reducing this number requires a shift from disposable consumption to conscientious sourcing, including:

- Working with low-emitting, small business contractors.
- Buying used or refurbished whenever possible.
- Buying plastic-free whenever possible.
- Buying reusable items whenever possible.
- Buying recycled/recyclable products whenever possible.
- Using third-party certified products ([see company policies](#)).

We also apply a sustainable sourcing lens to energy and emissions. Our office is powered by on-site solar panels, we've installed electric heat pumps to reduce reliance on natural gas, and we use an electric vehicle with on-site charging. Other strategies for reducing energy use include:

- Buying Energy Star Certified electronics when possible.
- Buying refurbished electronics whenever possible.
- Using LED bulbs for lighting.
- Using energy-saving smart power strips for electronics.
- Using natural light as much as possible.
- Turning off lights when not in use.
- Using preferred vendors included in our [company policies](#).

EQUITY

We put people first—maintaining diverse projects and teams in which differences are valued and appreciated.

SUPPORTING EQUITABLE SYSTEMS

We put people at the center of our daily practices, working towards equity across projects. Our independent contractors work on time-bound projects, split their time with work for other clients, and are paid above a living wage ([see company policies](#)).

When we engage with diverse clients and contractors, we expand our business' circle of expertise, innovation, and inclusion.

BIPOC & WOMAN-OWNED BUSINESSES

We maintain BIPOC and woman-owned clients and contractors, and we source from BIPOC and woman-owned businesses when possible. We rely on publicly self-reported demographics (such as brands who publicly identify as BIPOC-owned); therefore these statistics are potentially under-reported or under-representative. In the case of public companies, NGOs, or union-owned companies, we use woman-led or BIPOC-led metrics in

place of ownership. We define leadership as an individual (CEO, Founder, etc.) having long-term control and management of the business, equity stake, and an active role in both strategic and day-to-day decision-making.

COMMUNITY CLIMATE JUSTICE

We recognize that local climate crises are best addressed by the communities closest to them, and we honor the knowledge and approaches of grassroots organizations. In our community, we directly support Kite's Nest and the ReGen Compost Project as they “bring about healing, personal transformation, social connection, and systemic change” through capacity-building youth programs.

INDIGENOUS CLIMATE JUSTICE

Climate justice is inextricably bound to Indigenous rights. We directly support NATIFS (North American Traditional Indigenous Food Systems) in their dedication to “addressing the economic and health crises affecting Native communities by re-establishing Native foodways.” We have further work to do, and we recognize our responsibility to learn, explore, and better support equitable systems across our business.



We sourced many BIPOC and woman-owned products for our office.



In 2025, we worked with local, woman-owned law firm Paolantonio Crawford—specialists in legal services for families and survivors—to redesign their Hudson offices using our sustainable sourcing guidelines.

70% of the design budget went to women-led or women-owned goods and services.

CLIENTS & CONTRACTS

We aim to support equity in our industry by working with BIPOC- and woman-owned* clients and contractors. We do not base job decisions—including hiring, firing, promotions, training, wages, or benefits—on race/color, age, sexual or gender identity, national origin, disability, or genetics/medical history.

We are a woman-owned micro-business with a small number of clients and collaborators. We maintain diverse teams throughout our work, respecting and appreciating differences.

We foster a diverse roster of colleagues. While the percentage of BIPOC and woman-owned clients and contractors varies year-over-year, our goal is to put people first—maintaining inclusive projects and teams in which differences are valued. Through our payroll and compliance provider Gusto, we offer courses designed to help team members recognize, report, and prevent human rights abuses at work, such as:

- Harassment and Discrimination Prevention
- Global Diversity, Equity & Inclusion
- Unconscious Bias in the Workplace

*In the case of public companies, we use woman-led or BIPOC-led metrics in place of ownership.

GIVING & MEMBERSHIPS

SELECT 2025 GIVING
& MEMBERSHIPS

kite's nest
regen teens

NATIFS

Clean Creatives



INTERNATIONAL SOCIETY OF
SUSTAINABILITY
PROFESSIONALS

GIVING & DONATIONS

We give a minimum of 1% of our net operating income to community causes, making recurring donations for sustained impact.

With a focus on local and national climate causes, we give monthly donations to:

- Kite's Nest, a local Hudson-based nonprofit, "builds the collective capacity of young people" with programs in regenerative systems.
- The Regen Compost Project is a teen-run program at Kite's Nest's Garden in Hudson.
- NATIFS (North American Traditional Indigenous Food Systems) is a nonprofit that "promotes indigenous foodways education and facilitates indigenous food access."

MEMBERSHIPS

We maintain membership in global and local sustainability organizations, and we're engaged with collective climate movements.

Committed to continuous improvement, we network with and learn from non-profit partners, including the following organizations:

- Clean Creatives is a movement of advertisers, PR professionals, and their clients who pledge not to work with fossil fuel companies and polluters.
- ISSP (International Society of Sustainability Professionals) is "the world's leading professional association of sustainability practitioners," with a focus on collaboration and capacity-building. ISSP members "actively drive sustainability in organizations and communities around the globe."

ETHICS

We are a certified B Corp and Public Benefit Corporation whose purpose is to help companies create and communicate measurable impact through strategies, reporting, and stories.

UPHOLDING ETHICS IN BUSINESS

We aim to positively impact our industry, helping companies transition to more sustainable business models through strategy, reporting, and storytelling.

We put users and audiences first—with a focus on sustainability and value—and we create content that aligns with our mission.

ANNUAL IMPACT REPORTING

We annually share social and environmental performance scorecards with specific, quantifiable indicators. In this report, we set public targets and share progress to our goals—allowing year-over-year comparison while reporting to comprehensive third-party standards, including the SASB Professional & Commercial Services Sustainability Accounting Standard and the United Nations’ Sustainable Development Goals.

THIRD-PARTY CERTIFICATIONS

We are a certified B Corporation. By certifying, we align with a framework for continuous improvement—undertaking the assessment and verification process every three years or as required.

ETHICAL MARKETING

We uphold high standards of honesty, transparency, and professionalism for our clients, complying with state and federal marketing laws and regulations. We comply with the California Consumer Privacy Act (CCPA), and we do not sell or otherwise disclose information collected by our site to third parties in the ordinary course of business.

NON-LOBBYING STATEMENT

We do not engage in lobbying activities and do not make financial contributions to political parties or lobbying organizations. We may participate in industry groups, educational initiatives, and public conversations related to sustainability and responsible business practices as part of our mission to advance positive environmental and social impact.





As a certified B Corp, Clearer Collective engages in a journey to continually improve, as we meet rising standards for social and environmental performance.

B CORP CERTIFICATION IMPACT AREAS



- Purpose & Stakeholder Governance
- Justice, Equity, Diversity & Inclusion (JEDI)
- Human Rights
- Climate Action
- Environmental Stewardship & Circularity
- Government Affairs & Collective Action

MULTI-STAKEHOLDER COLLABORATION

As a public benefit corporation, we have a clear purpose to positively impact our industry, helping companies transition to more sustainable business models. We help companies create and communicate measurable impact through strategies, reporting, and stories. Examples of multi-stakeholder client collaborations that advance social or environmental impacts include:

- **ANNUAL IMPACT REPORTING** for clients including Balsam Hill, Grove Collaborative, Once Upon a Farm, and Williams-Sonoma Inc.
- **SUSTAINABILITY STRATEGY SESSIONS** for clients including Balsam Brands and Williams-Sonoma, Inc.
- **SUSTAINABLE CONTENT CREATION** for clients like Creative Artists Agency and sustainable home brand GreenRow.

We have produced more than 30 sustainability and impact frameworks or reports since 2020, with results that have been publicly recognized through the Reuters Responsible Business Award for Reporting and Transparency, among other awards and accolades.

OUR CODE

We’re committed to transparent and honest representation of our business practices, and we follow the ISSP code of ethics, listed here.

As a member of the International Society of Sustainability Professionals, we abide by their code of ethics.

We’re constantly learning from others in our field, and we strive for continuous improvement across our projects and practices.

ETHICS	PRACTICE
BE INNOVATIVE	Endeavor to be an innovative, systems thinker in the pursuit of long-term environmental, social & economic sustainability.
BE OBJECTIVE	Support and promote sustainable actions and challenge unsustainable actions, based upon facts, figures, reasonable judgment and professional expertise.
	Pursue Continuous Learning: Pursue, develop and maintain standards of professional competence and knowledge through a combination of training, learning and practical experience and through the support of others.
BE HONEST & FAIR	Uphold standards of professionalism. Be honest in all professional interactions. Strive to report practicing sustainability professionals deficient in character or competence, or engaging in fraud or deception, to appropriate entities.
	To ensure that professional judgment is not influenced by a conflict of interest and, where such a conflict may exist, proactively reveal to all relevant parties.
BE RESPONSIBLE	To exercise impartiality, diligence, and objectivity in my professional work; promoting and striving for high standards and best practices in sustainability.
	To understand and accept the consequences of my actions, and in giving advice, make the relevant person(s) aware of potential consequences of actions.
	Consider the environmental, social, and economic implications of determinations and recommendations.
BE RESPECTFUL	Treat others as I would wish to be treated.
BE FORTHRIGHT	Acknowledge my limitations of competence and do not undertake work that I know is beyond my professional capabilities and honestly represent the scope of the certification that I have been granted.

REPORTING STANDARDS

We maintain active and up-to-date knowledge of sustainability accounting standards and third-party certifications.

We are members of the IFRS® Sustainability Alliance, engaged with the IFRS® Foundation's Integrated Reporting Framework. We report to:

- The United Nations Sustainable Development Goals (The UN SDGs)*
- The International Financial Reporting Standards (IFRS) S1 and S2 (training in progress)**
- The Sustainability Accounting Standards Board (SASB) Standards*
- Global Reporting Initiative (GRI) Standards

*We use UN SDGs and SASB Standards for our own reporting, as well as that of clients.

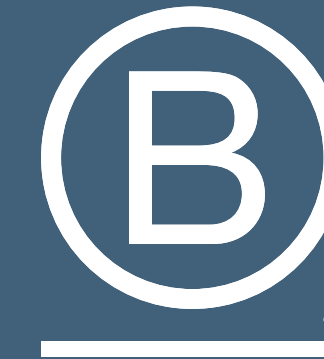
**We use GRI and IFRS S1 and S2 standards for international clients and companies.

In our own measurement and reporting, we prioritize established methodologies and third-party certified resources including:

- The B Impact Assessment, a digital tool for measuring, managing, and improving positive impact performance
- The SME Climate Hub's Small Business Carbon Calculator, a tool for measuring Scope 1, 2, and 3 emissions data
- We have registered with the Science Based Targets Initiative (SBTi) and are exploring setting a Science Based Target

We use these tools to annually measure and report on social and environmental performance across specific, quantifiable indicators, with year-over-year comparison.

SELECT 2025 REPORTING STANDARDS



This company meets high standards of social and environmental impact.

**SUSTAINABLE
DEVELOPMENT GOALS**



STANDARDS



IFRS Sustainability
Alliance



**SASB
STANDARDS**

Now part of IFRS Foundation

DISCLOSURES

In addition to the qualitative and quantitative data in this report, we disclose to SASB Standards and the U.N. Sustainable Development Goals.

DISCLOSURES

SASB Professional & Commercial Services Sustainability Accounting Standard

Table 1. Data Security

Topic	Accounting Metric	2025 Disclosure	SASB Code	Reference
Data Security	Description of approach to identifying and addressing data security risks	We take care to safeguard data, including the use of secure socket layers (SSL). No method of transmission over the Internet is 100% secure, but we follow industry best practices and take reasonable precautions. We use Squarespace to host our site; see their Privacy Policy for more info.	SV-PS-230a.1	clearercollective.com/terms-privacy squarespace.com/privacy
	Description of policies and practices relating to collection, usage, and retention of customer information	Our site automatically receives a computer's internet protocol (IP) address, which tells us about the visitor's browser, network and device. We use the data to run our website, but it's de-personalized, meaning we don't know, sell or otherwise disclose or use personal info in the ordinary course of business. We comply with the California Consumer Privacy Act (CCPA).	SV-PS-230a.2	clearercollective.com/terms-privacy
	(1) Number of data breaches, (2) percentage involving customers' confidential business information (CBI) or personally identifiable information (PII), (3) number of customers affected	(1) 0 (2) 0% (3) 0	SV-PS-230a.3	

DISCLOSURES

SASB Professional & Commercial Services Sustainability Accounting Standard

Table 1. Workforce Diversity & Engagement

Topic	Accounting Metric	2025 Disclosure	SASB Code	Reference
Workforce Diversity & Engagement	Percentage of gender and racial/ethnic group representation for (1) executive management and (2) all other employees	We're organized as a Public Benefit Corporation owned and operated by Sarah Coffey, who is the sole full-time employee of the organization. For policies and programs for fostering equitable employee representation, see Our 2030 Goals (Page 11) and Supporting Equitable Systems (Page 19). (1) Executive Management: 100% woman-owned, 0% BIPOC (2) All Other Employees (Contractors Only): 100% woman-owned, 7% BIPOC-owned in 2025	SV-PS-330a.1	Pgs. 19-20: Supporting Equitable Systems, Clients & Contracts
	(1) Voluntary and (2) involuntary turnover rate for employees	1) 0% 2) 0%	SV-PS-330a.2	
	Employee engagement as a percentage	Based on a 5-question engagement survey, we have an employee engagement rate of 90%. This survey is currently administered to full-time employees only. We solicit feedback from contractors informally and through stakeholder surveys.	SV-PS-230a.3	

DISCLOSURES

SASB Professional & Commercial Services Sustainability Accounting Standard

Table 1. Professional Integrity

Topic	Accounting Metric	2025 Disclosure	SASB Code	Reference
Profes- sional Integrity	Description of approach to ensuring professional integrity	As a member of the International Society of Sustainability Professionals, we abide by their code of ethics, published on page 25. We are a certified B Corp, and we also uphold high standards of honesty, transparency and professionalism for our clients, complying with state and federal laws and regulations.	SV-PS-510a.1	Pgs. 23-26: Ethics, Multi-Stakeholder Collaboration, Code of Conduct & Reporting Standards
	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	\$0	SV-PS-510a.2	

DISCLOSURES

SASB Professional & Commercial Services Sustainability Accounting Standard

Table 2. Activity Metrics

Topic	Accounting Metric	2025 Disclosure	SASB Code	Reference
Activity metrics	Number of employees by: (1) full-time and part-time, (2) temporary, and (3) contract	(1) 1 (2) 0 (3) 6 Contractors (Significant Suppliers)	SV-PS-000.A	Pg. 20: Clients & Contracts
	Employee hours worked, percentage billable	Full-time employee hours worked: 2,080 Percentage billable full-time hours: 90% Contractor employee hours worked: 125 Percentage billable contractor hours: 100%	SV-PS-000.B	

DISCLOSURES

United Nations Sustainable Development Goals

To address the urgency of the current polycrisis, we've aligned our initiatives with the relevant United Nations' Sustainable Development Goals (SDGs), a global framework for achieving a better future for all.

Goal	Target	2025 Disclosure	Reference
	2.3) By 2030, double the agricultural productivity and incomes of small-scale food producers, in particular women, indigenous peoples, family farmers, pastoralists and fishers, including through secure and equal access to land, other productive resources and inputs, knowledge, financial services, markets and opportunities for value addition and non-farm employment.	We provide recurring monthly donations to NATIFS (North American Traditional Indigenous Food Systems), a nonprofit that "promotes indigenous foodways education and facilitates indigenous food access."	Pg. 21 Giving & Memberships natifs.org
	4.7) By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development.	We provide recurring monthly donations to Kite's Nest, a local Hudson-based nonprofit that "nurtures the collective education of young people" with programs in regenerative gardening, composting, mutual aid and more.	Pg. 21 Giving & Memberships kitesnest.org

DISCLOSURES

United Nations Sustainable Development Goals

Goal	Target	2025 Disclosure	Reference
	5.1) End all forms of discrimination against all women and girls everywhere. 5.5) Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.	As a woman-owned micro business, we strive to support equity in our industry. We also maintain 50%+ Woman-Owned clients and contractors.	Pg. 20 Clients & Contracts
	7.2) By 2030, increase substantially the share of renewable energy in the global energy mix. 7.3) By 2030, double the global rate of improvement in energy efficiency.	Solar panels generate our electricity, and we use natural gas for heating. We aim to increase efficiencies and transition out of natural gas when possible. In 2022-23, we transitioned to an electric vehicle.	Pgs. 13-17 Environment
	11.3) By 2030, enhance inclusive and sustainable urbanization and capacity for participatory, integrated and sustainable human settlement planning and management in all countries.	In our hometown of Hudson, NY, we support the teen-run <u>ReGen Compost Project</u> . We're also members of <u>Partners for Climate Action Hudson Valley</u> , a community of "grassroots and nonprofit organizers, educators, policymakers and businesses" addressing the climate crisis.	Pg. 20 Giving & Memberships

DISCLOSURES

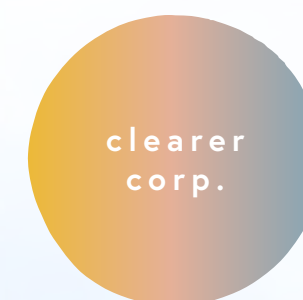
United Nations Sustainable Development Goals

Goal	Target	2025 Disclosure	Reference
	12.5) By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse. 12.6) Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.	From large public companies to small brands, we work with businesses to embed sustainability at every touchpoint—from setting up social and environmental goals and systems to annual reporting.	Pgs. 3-11 Mission, Values, Structure, Clients, Framework & Goals
	13.3) Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.	Our mission includes the imperative to "positively impact our industry, helping companies transition to more sustainable business models." We do this through internal education and external reporting.	Pgs. 3-11 Mission, Values, Structure, Clients, Framework & Goals
	14.1) By 2025, prevent and significantly reduce marine pollution of all kinds, in particular from land-based activities, including marine debris and nutrient pollution.	Working with Grove Collaborative—a client focused on plastic reduction—we've learned about the impact of ocean plastic. Since 2020, sourcing through Grove, we've saved 69.5 lbs. of plastic, equivalent to 2,294 water bottles.	Pg. 16-17 Sustainability & Sourcing Guidelines

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