



# 2023 ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) COMMITMENT

BUILDING A MORE SUSTAINABLE FUTURE THROUGH  
PRODUCT OFFERINGS AND CORPORATE RESPONSIBILITY

At Apollo,  
sustainability is  
part of our  
Mission.

We're committed to building a sustainable and equitable company that adheres to our core values. These initiatives represent our long-term commitments, and we've developed specific goals for 2023 in each area.

WE ARE BUILDING ON THREE  
SPECIFIC INITIATIVES

## 1 ENVIRONMENTAL

Putting processes in place to promote environmental stewardship and climate benefits during operations and at our facility

## 2 SOCIAL

Emulating our core values by creating a positive and equitable environment for our employees, and investing in the communities we serve

## 3 GOVERNANCE

Adhering to the highest standards of ethical operating and business standards

# ENVIRONMENTAL

## REDUCING EMISSIONS

Apollo has policies and protocols in place to reduce office-related emissions from energy usage, and to educate employees on emission reduction practices. This includes thermostat settings, energy-efficient lighting and motion detector retrofits within our facilities.

While we prioritize team carpooling and serving customers predominantly within a 2 hour radius of Denver, transportation remains our largest source of emissions. We've created a goal to reduce our transportation emissions by 5% by 2024 by implementing eco-driver trainings, evaluating route reductions, and decreasing repeat site-visits.

Apollo has also created internal policies to promote sustainable corporate travel, as well as encourage employees to reduce emissions when commuting to work.

## WASTE MANAGEMENT

Apollo has created protocols to educate employees on in-office recycling. We are also trialing an in-office composting program to reduce our food and paper product waste.

Several of Apollo's waste products have the potential to be retrofitted for use or reuse within the installation process, and Apollo has an initiative to review these products for the potential for waste diversion. Our goal is to reduce the amount of recycled aluminum, steel, and wire by 10%,

adjusted for increases in installation. Apollo also has policies to promote recycled or post-consumer materials when purchasing for in-office use, and in 2021 all paper and disposable office products were made of recycled material.

## SUPPLIER EVALUATION

Apollo reviews suppliers annually to ensure they adhere to our Supplier Code of Ethics. We prefer suppliers that have transparent and measurable ESG-related efforts, and consider the quality of the product alongside our environmental goals when selecting suppliers. Our current solar panel supplier has aggressive and transparent ESG goals and achievements.



# SOCIAL

## PAY EQUITY

Apollo performs pay equity assessments to ensure employees are paid equally for the same work regardless of gender, ethnicity, or race. We are planning to conduct a pay equity analysis by gender, race/ethnicity, and other demographic factors this year to evaluate our pay equity metrics.

Apollo evaluates the ratio between the highest paid full-time employee and the lowest paid employee and ensures an equitable ratio.

historically high turnover. We provide living wages to all our employees, as well as competitive salaries, health benefits, retirement benefits and paid time off. We also offer employees opportunities to direct the future of the business, including an employee-driven B-team which reviews and implements ideas that improve Apollo's B-Corp standing.

## DIVERSE WORKFORCE

At Apollo, we realize the diverse backgrounds of our workforce bring new perspectives and ideas to our sales, installation and operations teams. We aim to implement Diversity, Equity, and Inclusion trainings this year with an annual training

requirement going forward.

## SUSTAINABLE SUPPLIERS

Apollo has a Sustainable Purchasing Policy promoting supplier diversity, locality, and sustainability. We review suppliers and work with companies led by diverse individuals.

We have the following goals to adhere to our sustainable supplier policy:

- 70% of all materials sourced for solar installations are manufactured in North America.
- 70% of non-solar installation equipment and services are procured from local entities.
- 30% of suppliers are led by diverse individuals

## EMPLOYEE VALUE

Apollo provides green jobs and aims for low turnover in an industry with



# GOVERNANCE

## CODE OF ETHICS

All employees operate under our Code of Ethics outlined in the Apollo Employee Handbook. We expect all employees to conduct business operations at the highest level of ethical and moral standards.

Apollo has also established a Vendor Code of Ethics that is applicable to all suppliers, partners and representatives who seek to sell any goods or services to Apollo. This establishes integrity and quality standards for all vendors to ensure we are providing the most sustainable, ethical, and quality products possible.

## QUALITY OFFERINGS

Apollo strives to provide the best product to customers by offering high-quality solar products and trusted sales and installation services. Our values and the basics of our policies and procedures encourage employees to always act in an ethical manner when providing services to our clients.

Our solar panel vendor has undergone rigorous third-party product testing and certification. Our providers manufacturing facilities are also ISO 9001-2015 certified, which ensures quality operations and products.

## GHG PROTOCOL

Apollo is committed to reducing Scope 1 and Scope 2 greenhouse gas emissions from our operations from the policies outlined above. Our goal is to reduce or offset our carbon emissions by 5% by 2025, and achieve net zero emissions by 2035. This will be implemented through on-site renewable energy installations, a transition to electric powered vehicles, and the purchase of GHG offsets.

# ENVIRONMENTAL



GOAL	METRIC	IMPLEMENTATION
Reduce our transportation emissions	5% by 2024	Eco-driver trainings, evaluating route reductions, decreasing repeat site-visits.
Reduce the amount of recycled aluminum, steel, and wire	10% by 2025, adjusted for increases in installation	Improved recycling protocols and installation team reuse education
Reduce energy consumption at Apollo Energy office	5% by 2024	Adjusting smart thermostats, turning off warehouse lights
Waste reduction	100% by 2030	Implementing more robust recycling and composting programs; recycling, reusing, and donating material
Maintain environmental certification from at least one third party entity	Renew environmental certification in 2023	Become re-certified with the Colorado Green Business Network

# SOCIAL



GOAL	METRIC	IMPLEMENTATION
Conduct a pay equity analysis by gender, race/ethnicity, and other demographic factors	Ensure pay is equal based on demographic factors in 2023	Management to conduct a pay equity analysis by gender, race/ethnicity, and other demographic factors
Implement annual Diversity, Equity and Inclusion training	All employees undergo DEI training in 2023	Creation of DEI training course assigned to all employees
Implement protocols for an annual pay review of all employees	Document creation	Create year-end protocols around annual employee pay review
Increase materials sourced for solar installations from North American suppliers	70%	Review relevant suppliers for origination in North America
Increase the number of non-solar installation equipment and services procured from local suppliers	70%	Review relevant local suppliers for non-solar installation products
Increase the number of suppliers are led by diverse individuals	30%	Review relevant suppliers with diverse ownership

# GOVERNANCE



GOAL	METRIC	IMPLEMENTATION
Reduce carbon emissions	5% by 2025, adjusted for increases in installation	Environmental implementations noted above
Increase carbon emission offsets	10% by 2025, adjusted for increases in installation	Increase carbon emission offset purchases
Achieve net zero emissions	by 2035	Environmental implementations noted above, as well as electric vehicle purchases and renewable installations or purchases