



## Climate Action Plan

### Purpose

All In One Management & Services, Inc. recognizes that climate change is one of the defining environmental and social challenges of our time. We acknowledge the global scientific consensus that limiting the increase in average global temperature to 1.5°C above pre-industrial levels is critical to reducing the risks of climate change for people, communities, ecosystems, and economies.

As a commercial laundry and linen service provider, we recognize that our operations consume energy, water, chemicals, and other natural resources. While our direct environmental footprint is modest compared with many industries, we believe that every business has a responsibility to contribute to climate solutions through continuous improvement, responsible resource management, and thoughtful business decisions.

Accordingly, All In One is committed to supporting the global ambition to limit warming to **1.5°C** by improving the efficiency of our operations, reducing our environmental impacts where feasible, engaging our employees, and integrating climate considerations into our decision-making and procurement practices.

This Climate Action Plan establishes measurable objectives, assigns accountability, and provides a framework for monitoring and continually improving our climate performance.

## Scope

This Plan applies to:

- Company facilities and laundry operations
- Electricity and fuel consumption
- Water use
- Procurement of equipment, chemicals, and major operational supplies
- Waste generation and recycling
- Company-controlled transportation activities
- Employee engagement and operational practices

## Climate Governance

Leadership is responsible for implementing this Plan and ensuring climate considerations are integrated into business planning.

Leadership will:

- Review climate performance quarterly.
- Review progress toward SMART goals annually.
- Consider climate-related risks and opportunities during strategic planning and capital investment decisions.
- Allocate resources for efficiency improvements where practical.

## Measuring Our Climate Performance

Beginning with the 2026 reporting year, All In One will establish a baseline using available operational data, including:

- Annual electricity consumption (kWh and gigajoules)
- Annual fuel consumption (where applicable)
- Annual water consumption (gallons and cubic meters)
- Pounds of commercial laundry processed annually (trackable laundry to start)
- Energy intensity (kWh per pound of laundry processed)
- Water intensity (gallons/cubic meters per pound of laundry processed)

These indicators will be reviewed regularly to identify trends and prioritize improvement opportunities.

## **SMART Climate Goals**

### **Goal 1 – Reduce Energy Intensity**

**Specific:** Improve the energy efficiency of laundry operations.

**Measurable:** Track annual electricity consumption (kWh) and electricity use per pound of laundry processed that we are able to track. At the moment, we are able to track wash & fold and our account with Dept. of Human Services. Our goal (with our anticipated expansion) would include opportunities for additional tracking of total laundry weight.

**Achievable:** Improve operational practices and replace equipment with higher-efficiency models as replacement cycles occur.

**Relevant:** Energy consumption is one of the Company's most significant operational climate impacts.

**Time-Bound:** Reduce electricity intensity by **12% by December 31, 2030**, compared with the 2026 baseline.

#### **Key Actions**

- Monitor electricity consumption monthly.
- Continue preventive maintenance of laundry equipment.
- Replace lighting with LED technology as fixtures reach end of life.
- Reduce unnecessary equipment idle time.
- Evaluate energy efficiency when purchasing new equipment.

### **Goal 2 – Reduce Water Intensity**

**Specific:** Improve water efficiency throughout laundry operations.

**Measurable:** Track gallons of water used and gallons per pound of laundry processed that we are able to track. At the moment, we are able to track wash & fold and our account with Dept. of Human Services. Our goal (with our anticipated expansion) would include opportunities for additional tracking of total laundry weight.

**Achievable:** Improve maintenance, monitor leaks, and optimize wash processes.

**Relevant:** Water conservation reduces both environmental impact and the energy associated with heating and treating water.

**Time-Bound:** Reduce water intensity by **15% by December 31, 2030**, compared with the 2026 baseline.

### **Key Actions**

- Review monthly water bills.
- Repair leaks promptly.
- Optimize wash formulas and load sizing.
- Evaluate water-efficient equipment during replacement.

## **Goal 3 – Climate-Conscious Procurement**

**Specific:** Integrate climate considerations into purchasing decisions.

**Measurable:** Percentage of major equipment purchases evaluated using environmental criteria.

**Achievable:** Update procurement procedures to include documented environmental considerations.

**Relevant:** Purchasing decisions influence the Company's long-term energy and water use.

**Time-Bound:** Beginning in **2027**, evaluate **100% of major equipment purchases** using criteria that include:

- Energy efficiency
- Water efficiency
- Expected service life
- Repairability
- Supplier environmental practices

## **Goal 4 – Reduce Operational Waste**

**Specific:** Reduce waste generated by Company operations.

**Measurable:** Number of waste reduction initiatives implemented.

**Achievable:** Focus on practical improvements within existing operations.

**Relevant:** Waste reduction supports efficient resource use and reduces environmental impacts.

**Time-Bound:** Implement **at least three documented waste reduction initiatives by December 31, 2029.**

Potential initiatives include:

- Expanded cardboard recycling
- Expanded Plastic recycling
- Responsible recycling of retired equipment

## **Goal 5 – Build Employee Climate Engagement**

**Specific:** Increase employee participation in climate action.

**Measurable:** Training completion rates and implemented employee improvement ideas.

**Achievable:** Integrate environmental awareness into annual training.

**Relevant:** Employees are essential partners in improving operational efficiency.

**Time-Bound:** Beginning in **2027:**

- Provide annual climate and environmental awareness training to **100% of employees.**
- Review employee sustainability suggestions annually.
- Implement **at least one employee-generated environmental improvement each year**, where feasible.

## **Climate Risks and Opportunities**

Leadership will review climate-related risks and opportunities annually, including:

- Rising utility costs
- Water availability
- Extreme weather events
- Supply chain resilience
- Changing customer expectations
- Evolving environmental regulations
- Opportunities for improved operational efficiency and innovation

The results of this review will inform operational planning and future climate objectives.

## **Monitoring, Reporting, and Review**

Progress toward this Plan will be reviewed quarterly through utility bills, operational data, and procurement records.

An annual management review will evaluate:

- Progress toward SMART goals
- Changes in energy and water intensity
- Progress on procurement and waste initiatives
- Employee participation
- New opportunities to reduce environmental impacts

This Plan will be reviewed annually and updated every 36 months to reflect operational changes, stakeholder input, emerging best practices, and evolving climate science.

## Commitment to Continuous Improvement

All In One Management & Services, Inc. recognizes that meaningful climate action requires ongoing effort and collaboration. We are committed to continually improving our environmental performance, making informed operational and procurement decisions, engaging our employees and stakeholders, and supporting the global transition to a low-carbon, climate-resilient economy consistent with the ambition of limiting global warming to 1.5°C.

This statement has been developed to support compliance with the requirements of the B Lab Standards Version 2.2 and to advance the Company's commitment to sustainable business practices. The statement should be interpreted and implemented in a manner consistent with applicable B Lab Standards requirements and any future updates adopted by B Lab.



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Pamela Frazier, Founder & CEO

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Date