



Climate Action Plan

Our Climate Commitment

iScaleHR is committed to supporting the global ambition to limit global warming to 1.5°C as established by the Paris Agreement. As a people strategy consultancy headquartered in Houston, Texas, we recognize that the health of our planet is inseparable from the wellbeing of the people and communities we serve.

This Climate Action Plan outlines our specific commitments, measurable targets, and approach to responsible climate action through 2028.

Our Environmental Footprint

iScaleHR is a solo remote-first consultancy with a naturally minimal carbon footprint. Our primary environmental impacts are:

- Home office energy consumption as our primary place of business
- Digital tools and cloud-based platforms used for service delivery
- Business travel for client engagements
- Purchasing decisions for office supplies, software, and professional services

We commit to managing each of these impact areas intentionally and improving our practices over time.

As a Houston-based business, our climate priorities are informed by local conditions, including rising extreme heat and persistent air quality challenges in our region. This local context directly shapes our emphasis on reducing unnecessary travel and maintaining a low-footprint, remote-first operating model.

SMART Targets Through 2028

Target 1: Maintain a remote-first business model as the primary mode of service delivery Measurement: At least 60% of client engagements delivered virtually, tracked annually Timeline: Ongoing through December 31, 2028



Target 2: Reduce business travel for non-Texas clients by 50% by prioritizing virtual meetings Measurement: Number of non-Texas client trips per year compared to current fiscal year baseline Timeline: Annually through December 31, 2028

Target 3: Integrate environmental screening into 100% of new organizational client assessments Measurement: Number of Client Impact Assessments completed with environmental screening section, tracked annually Timeline: Immediately through December 31, 2028

Resource Allocation

As a solo consultancy, iScaleHR allocates the following resources directly toward implementing the three SMART targets above:

Human Resources — iScaleHR's Principal & People Strategy Consultant is solely responsible for implementing, tracking, and reporting on all three targets, including monitoring the percentage of virtual engagements (Target 1), reviewing non-Texas travel against baseline (Target 2), and confirming environmental screening completion on every new Client Impact Assessment (Target 3).

Technical Resources — Virtual meeting platforms and cloud-based collaboration tools directly support Targets 1 and 2 by enabling remote service delivery in place of travel. The Client Impact Assessment Form, maintained digitally, supports Target 3 by standardizing environmental screening across all new engagements.

Material Resources — No significant additional resources, material or financial, are required given iScaleHR's remote-first operations. Implementation of all three targets is embedded into existing business operations at no additional cost. Office supply and equipment purchases will prioritize energy-efficient and sustainably sourced options where available, and any future investment in carbon offsets or sustainability tools will be considered as iScaleHR grows.

Stakeholder Engagement

Clients — Environmental screening is embedded in iScaleHR's Client Impact Assessment Form, ensuring every organizational client relationship begins with an



awareness of environmental alignment. This creates an ongoing touchpoint for environmental values in every client engagement, and directly supports Target 3.

Candidates — iScaleHR encourages environmentally conscious workplace practices as part of our Organizational Development and HR Infrastructure services, helping client organizations build cultures that are aware of their environmental responsibilities.

Community Partners — iScaleHR is building a direct relationship with Air Alliance Houston, a local environmental organization whose work on local air quality and heat resilience informs our understanding of the environmental conditions in the communities we operate in. This relationship includes regular check-ins with Air Alliance Houston staff, formally logged, and attendance at select programming and events as availability allows, with attended sessions formally tracked. Learnings from this relationship are incorporated into the periodic establishment and reevaluation of iScaleHR's SMART targets.

B Corp Community — As a B Corp certified business, iScaleHR participates in the broader B Corp community's collective commitment to using business as a force for good, including environmental stewardship.

iScaleHR shares this Climate Action Plan publicly on its website, making these commitments transparent and accessible to all stakeholders.

Governance and Approval

This Climate Action Plan has been reviewed and approved by KenNesha D. Hart, Principal and highest governing authority of iScaleHR, as of August 31, 2026.

Plan Review and Updates

In accordance with B Corp CA2.1 requirements, iScaleHR commits to reviewing and updating this Climate Action Plan every 36 months. The next scheduled review is 2029. Updates will reflect:

- Progress against SMART targets from the prior period
- Changes in iScaleHR's business operations, size, or environmental footprint
- Evolving best practices in climate action for professional services businesses



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- Feedback from stakeholders, including Air Alliance Houston and the broader B Corp community

A handwritten signature in black ink that reads "K. Hart". The signature is fluid and cursive, with the first letter of each word being capitalized.

KenNesha D. Hart

Aug 20, 2026