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Carbon Reduction Master Plan

April 2026



SECTION 1

Introduction



Hand-held 3D Scanning + Mapping



Expedia Group Headquarters

Carbon reduction is essential to achieving meaningful sustainability outcomes in our industry. Every decision to reduce emissions—no matter how small—contributes to collective progress and helps drive broader, systemic change.

For GLY and our clients, carbon reduction is a clear priority. It is formalized through our **Carbon Reduction Master Plan**, which reflects our responsibility as a General Contractor to lead with purpose, accountability, and measurable action.

Our commitment is grounded in three core principles:

- 1 People**
Advancing social equity through clean air, clean water, and economic opportunity.
- 2 Process**
Leveraging Building Information Modeling [BIM] and smart planning to reduce rework, waste, and carbon while safeguarding project budgets.
- 3 Planet**
Diverting at least 75% of jobsite waste through recycling, reuse, and material recovery.

Together, these principles define how we operate and who we strive to be as a company. Each is directly tied to a single, unifying focus: carbon reduction. As we assess our long-term sustainability efforts, we have chosen to concentrate our actions here for one clear reason—**we cannot afford to wait.**

SECTION 2

Where We Are Today



EV Truck



Diesel-Powered Portable Light Tower

Contractor's Commitment

As a signatory to the **Contractor's Commitment**—a comprehensive sustainability pledge—GLY has taken meaningful action to reduce carbon emissions. Since first participating in 2021 with a rating of *Good*, GLY has progressed to *Best* in the 2025 reporting year.

The policies and actions below support GLY's current standing within the Contractor's Commitment reporting framework.

Company-Wide Reduction Efforts

1. Implement an anti-idling plan.
2. Track all fuel and utility usage for corporate operations, including fuel for owned, leased, or rented equipment and vehicles, as well as electric, steam, and heating utilities for company-controlled facilities.
3. Track emissions from waste processing for both landfilled and recycled waste.
4. Track emissions associated with all company-purchased cloud computing.
5. Track refrigerant leakage for corporate-controlled facilities.
6. Track emissions from corporate travel and company-reimbursed fuel used in personal vehicles.
7. Report findings internally on an annual basis.
8. Offset all emissions from corporate operations.

Project Level Integration

1. Track all fuel and utility usage for contractor jobsite operations, including fuel for owned, leased, or rented equipment and vehicles, and electric, steam, and heating utilities used for onsite contractor operations only.
2. Report results annually to the **Sustainable Construction Leaders [SCL]** peer network. Project-level results are anonymized and are not shared or published outside of the SCL network.

The **Contractor's Commitment** is a framework that guides sustainable construction practices, created collaboratively by contractors across the United States. For more information, go to:

<https://www.contractorscommitment.org>

Electric Tool Use

GLY is actively transitioning from combustion-powered equipment to electric tools. Our centralized Equipment Yard supports this effort by coordinating tool distribution across jobsites and providing a controlled environment to test new electric options before deploying them at scale.

Concrete cutting is a clear example of this shift. Gasoline-powered saws have been fully replaced with electric alternatives, eliminating localized emissions and improving air quality for our crews.

With additional tools currently under evaluation, this initiative continues to reduce GLY's operational carbon footprint while also improving worker health by limiting exposure to harmful emissions.

Anti-Idling Policy

In 2019, GLY implemented one of the first anti-idling policies adopted by a local General Contractor, immediately reducing unnecessary idling across all jobsites. Since its introduction, the policy has lowered fuel costs, reduced maintenance demands, and improved localized jobsite air quality.

To date, we estimate this policy has prevented more than 20,475 gallons of diesel and gasoline from being unnecessarily burned on GLY jobsites.*

****Estimate is based on EPA idle fuel burn rate assumptions. EPA light-duty vehicle anti-idling guidance was conservatively scaled to represent heavy-duty truck idling on active construction jobsites.***

For calculation purposes, we assumed an average of four heavy-duty trucks idling approximately two hours per day on a major jobsite, resulting in an estimated 7.5 gallons of diesel consumed daily through unnecessary idling.

From a revenue perspective, GLY is assumed to have operated the equivalent of 1.5 major projects per year since 2019. Applying 260 working days per year over seven years yields the following estimate:

7.5 gallons/day × 1.5 projects × 260 days/year × 7 years = 20,475 gallons of diesel avoided

This figure represents an estimated reduction in fuel consumption attributable to GLY's anti-idling policy.

Source: [Analyzing the Data](#)



SECTION 3

Long-Term Vision



CLT Installation



Electric Forklift Testing

Looking Ahead

To guide and accelerate progress toward reducing GLY's carbon footprint, we have established clear, time-bound targets. These milestones create measurable checkpoints while allowing flexibility as priorities and technologies evolve.

By the end of 2028

- Develop a plan to electrify all vehicles and equipment, where available, as existing assets are phased out.

By the end of 2030

■ Achieve net-positive operational carbon by:

- Sponsoring and coordinating volunteer efforts to plant and maintain trees in our region.
- Purchasing verified, third-party-certified carbon offsets.

- Measure and report all *Scope 3* project emissions.

- Utilize R-99 diesel in all GLY-owned and operated diesel vehicles.

R-99 is a renewable diesel produced from used oils and feedstocks and engineered to meet ASTM standards for conventional diesel. It is fully compatible with existing diesel engines, can be blended with standard diesel, and requires no equipment modifications. While availability at regional fueling stations is still limited, R-99 can be sourced through most commercial fuel providers.

- In addition, GLY will reduce operational carbon through the installation of a solar array at our Equipment Yard.

SECTION 4

Plan of Action



Roadmap to Measurable Impact

Internally, GLY reviews sustainability targets annually on a fiscal-year basis [October–September]. These goals guide both individual and collective efforts through the company's Sustainability Advocacy Group [SAG], now comprising 12 members.

The SAG is focused on advancing the following targets:

2026

- Continue company-wide emissions tracking for employee commuting at both corporate facilities and jobsites.
- Expand employee training on the EC3 embodied carbon assessment tool to increase awareness and enable broader participation in project-level sustainability efforts.
- Pilot fleet electrification through deployment of two EV trucks for GLY Superintendent use.
- Offset 100% of tracked *Scope 1* and *Scope 2* emissions, as well as emissions from corporate travel and reimbursed employee vehicle use.

2027

- Increase R-99 diesel use as supply availability allows.
- Measure and report all *Scope 3* project emissions using spend-based analysis.

2028

- Perform feasibility study of installing a solar array at GLY Equipment Yard.
- Develop internal incentive program to encourage employee carpooling and lower-carbon travel options.

2029

- Perform feasibility study of building off-grid trailers for jobsite use.
- Review progress toward sustainability goals and reassess opportunities driven by emerging technologies.



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