



METER

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## SUSTAINABILITY OUTLINE

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### ABSTRACT

METER Environment is built on a foundation of sustainability. The very first sensors developed by scientists that would create METER Environment were designed to help ecologists, agronomists, and other researchers understand how much water is present in soil. This knowledge is key to water conservation. Since those first water content sensors our instrument development has been centered around the understanding of a few basic principles:

- Natural resources are finite
- Measuring natural resources is essential to preserving them
- The easier it is to get accurate measurements of the environment and finite natural resources the more likely it is for the measurements to be obtained and used for sustainability
- Only with accurate and easy measurements will improvement happen

For these reasons, our motto is “Simply Precise.” METER has naturally chosen to make sustainable choices even when they aren’t the easiest choice, but because they are the right choice.

METER has incorporated sustainable practices throughout our organization organically but has determined that within FY 2024 it is important to quantify those efforts and set measurable goals to continue to strive for as the company grows. To that end, METER will be conducting internal research and data collection to establish an environmental, social, and governance (ESG) review of our sustainability practices within this fiscal year to determine our strengths and weaknesses companywide.

The following report is an outline of our efforts thus far. This report includes a sampling of sustainability efforts already in place across the categories of environmental, social, and governance which have already been identified and a list of questions we must answer going forward to gather the data required for a complete sustainability report. This is not meant to be an exhaustive list, but a representation of our jumping off point in our journey to quantify and qualify our sustainability strengths and weaknesses.

To better understand the culture of sustainability we operate within, [this is a website detailing the environmental sustainability](#) of our parent company, Campbell Scientific.

## FACILITIES

- **Double-paned** windows for efficiency
- **Natural lighting** throughout the building for a healthy and inviting work environment
- Received a grant from Avista Utilities to **switch out lighting to LED lighting** in most of the building.

## OPERATIONS

- **We only run one shift**, allowing for time for systems such as lighting and heating/cooling to be reduced to a minimum for non-occupancy times.
- **Our in-house kitchen uses non-disposable plates and utensils** with a focus of working towards **near-zero waste**.
- **Recycling options** are present and visible throughout the building and utilized across all departments.
- Equipment (desks, chairs, books, and other supplies) that is no longer being used in one area is **offered up for use to the rest of the company**. This process facilitates the communal use of resources, limits waste and unnecessary spending due to silos.
- We utilize our soil moisture sensors on the company soccer field to ensure that **overwatering is not occurring**.
- To dispose of equipment that is no longer in use, **IT gives employees opportunities to purchase old equipment**. IT also participates in the [E-Cycle Washington](#) recycling program.
- **METER strives towards full RoHS compliance** with everything we produce. The Restriction of Hazardous Substances ([RoHS](#)) restricts the use of six hazardous materials found in electrical and electronic products.

## SUPPORT OF EMPLOYEE LIFE

- **The in-house kitchen also focuses on providing healthy, diverse options** from around the world. By providing ways to **tailor the meals for dietary restrictions** such as gluten-free, vegetarian, dairy-free, and more, this makes dining options and weekly lunch meetings more inclusive.
- **METER offers an enclosed bicycle storage facility** to encourage and facilitate healthy employee lifestyles.
- **We support flexibility in work environments** wherever possible, including options for remote work and hybrid work solutions in positions it is possible.
- **Extra food from the in-house kitchen** is offered as a secondary option in the ala carte section the next day or to employees to be brought home to avoid throwing food away.
- METER offers an **in-house exercise room with two instructors** who lead high-intensity workout programs for any employee interested in participating. The gym is open to employees outside of program hours for workouts on their schedules at their own pace.
- **METER partners with [Vitality](#)** to provide employees the opportunity to track fitness and healthy choices across all aspects of their life, join in friendly competitions with other employees throughout the year, and earn points that can be redeemed for prizes. This is all done in the spirit of improving employee experience and promoting healthy actions.

## PRODUCTION

- **We utilize recycling throughout the production process**, including machine shop scrap and some production materials.
- **Our quality control processes continually look for ways to improve efficiencies** and reduce waste in both materials and efforts/labor
- We use Statistical Process Control (SPC) to **identify problems in our production process** before they occur, so we incur less waste.

- **We have a robust process of salvaging parts and repairing equipment** that falls out of the production process.
- **We use [Lean](#) and 5S principles** to ensure that we are producing inventory on-demand, to reduce the amount of stock held.
- **We also ask that our vendors reduce the amount of packaging** that is used to deliver parts and goods to our facilities, encouraging a reduction in waste in every aspect of the production process.
- **We partner with a metal vendor** who takes all our steel, aluminum, milling ends, copper, and potted metals to be **recycled**.
- **METER partners with [Clean Harbors](#) who reclaims our solder paste** resulting in zero waste. They also **dispose of our hazardous materials** according to Washington State laws and regulations.
- **METER funds the purchasing of presents for local children** via a giving tree every holiday season.
- All METER employees who are eligible for paid leave are provided with 20 hours per year of **paid charitable volunteer leave** because we understand the importance of allowing employees to give back to their community in ways that are the most meaningful to them.
- We are committed to **furthering the development of scientific thought and research**. For that reason, since 2009 METER has offered the [Grant A. Harris Fellowship](#). This fellowship provides 6 college students with an instrumentation grant to progress their specific research project.
- In 2023 METER established the [Dr. Gaylon Campbell Fellowship](#). The fellowship currently funds four graduate students and aims to fund between **2 to 5 graduate students per year**. Graduate students will spend the two-to-four-year fellowship working on their projects within their school program during the school year. The summers will be spent at the Pullman, WA campus getting hands on experience working with our industry-leading research scientists.
- **Formed in 2018, the [METER Foundation](#) seeks to support non-profit organizations** by providing financial assistance and volunteers to fight the effects of poverty, promote education, and improve the quality of life in our local communities.

## SHIPPING

- **METER consistently addresses the need for environmentally friendly and sustainable packaging** to its suppliers and demands the reduction of unnecessary additional packaging materials.
- **We consolidate international shipments** to avoid multiple individual packages. Instead, we've established a regular cadence where packages ordered within a certain timeframe are packaged together and shipped at one time.
- **All weather station packaging is almost 100% sustainable and plastic-free**. The only exception is a small bag containing accessories and bolts.

## SOCIAL IMPACT ON THE COMMUNITY

- **We partner with [Vitalant](#) to offer employees the option to donate blood** every 3 months to support the blood needs of the community we live in.

## QUESTIONS WE NEED TO ASK OURSELVES

- What does the consumption of our general facilities entail outside of production and shipping? This includes electricity, water, natural gas, and other consumable goods. How does this compare to other comparable companies in our industry and area?
- What are the quantities of our waste outputs? How much garbage, wastewater, and emissions do we produce? How does this compare to other comparable companies in our industry and area?

- What is our recycling process? Where is it succeeding? Where could it be improved?
- What is the energy consumption of IT systems? Are there changes that can be made that would not reduce productivity or cause undue expenditure which would not justify the resulting savings?
- What are the exact quantities of our emissions and waste from our production process? Are there any additional reclamation efforts that could be put into place? Are we utilizing the most efficient and thorough recycling and disposal methods possible?
- What is the total amount of non-renewable packaging being used currently in our packaging and shipping process? What changes could be made in this process to make our shipping efforts more sustainable?
- Are there other opportunities for METER to have a positive impact on our community? Are there any situations where we are negatively impacting our community? If so, what steps can we take to mitigate negatives and potentially turn them into positives?