



TRUE

FACILITY CASE STUDY

GreenA Consultants Pte Ltd
Headquarter Office (Singapore)
Singapore city, Singapore

Headquarter Office In Singapore

GreenA Consultants Pte Ltd

Certification level: Silver

Diversion rate upon certification: 96.6%

Facility location: Singapore

Type of facility: Office

Facility operations: Administrative

Website: <https://www.greenaconsultants.com/>

Contact person and information:

Lena Toh

enquiry@greenaconsultants.com



Why zero waste?

- Being a Green Building Consultancy organization, it is imperative that we exemplify as bona fide green stalwarts ourselves where we walk the Green talk.
- Singapore only has one landfill known as Semakau Landfill. It receives more than 2,000 tons of Waste-to-Energy incineration ash and non- incinerable waste daily. At Singapore's present rate of waste growth, Semakau Landfill will run out of space by 2035.
- To reduce our incinerated waste which can reduce our carbon footprint to mitigate climate change

Biggest wins

- First project in Singapore to earn TRUE Certification.
- We have reduced unnecessary resources like additional waste bins within the office, resulting in a more organized and streamlined office layout.
- With the electronic waste receptacle, it encourages us to sort our waste and tidy our office better
- Procuring secondhand furniture strategically helps us manage our operational expenses more effectively

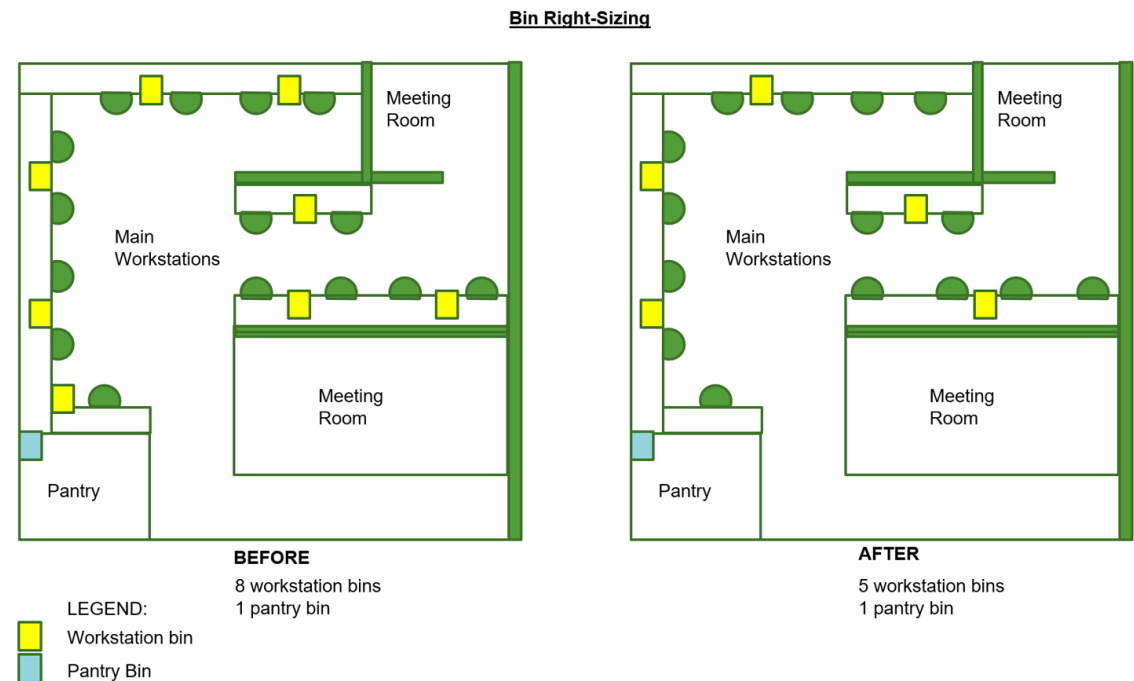
Credit category: Redesign

Before we embarked on TRUE Certification, we have 8 small bins in the workstations and 1 big bin in the Pantry. The bins were conveniently situated at the employees' desks for them to throw their general and unrecyclable waste.

The objective of this credit is to right-size the bins required for the estimated waste quantity.

We noticed that 8 workstation bins are too many for a small office of 100m².

We decided to lessen the number of bins from 8 to 5 bins as a green behavioural nudge to lessen the amount of waste generated from employees at their workstations.



Credit category: Redesign

Review all 9 points of Generation

- We have reviewed the entire office (100m²), and there are 2 main sources of waste: Desk Bins and Pantry Bin. Most of the waste are tissues and snack packets.
- To reduce snack packets, the company has adopted a goal to reduce single use unrecyclable plastic packaging by first getting snacks in recyclable packaging and second getting them in refillable snack stores.
- It has been implemented from 8 November 2022.
- And since waste is collected per bin each Friday, we will remove the recyclables wrongly placed in the bin to the recycling bin and inform the colleagues.

The strategies implemented are as follows:

- Coffee in bulk order, bigger packets instead of individual sachets
- Biscuits in reusable biscuit tins



Strategies in place: to slowly eradicate snacks in individual packaging and purchase in bulk refills.

Credit category: Reduce

Credit 3: Adopt a goal to reduce the overall size/amount of product packaging

Under our Zero Waste Goal in the policy, we aim to reduce the inbound and outbound packaging by first reducing the unrecyclable single-use plastic packaging that we generate from our food and beverages purchases. Refer to image where we switched out mixed packaging coffee satchet to recyclable glass bottle.

Strategies adopted:

- Reusable containers to store snacks which are bought from refilleries or bulk stores.
- For our coffee and other beverages, we will seek to buy them in metal containers or glass jars which are recyclable instead of single-use plastic sachets.

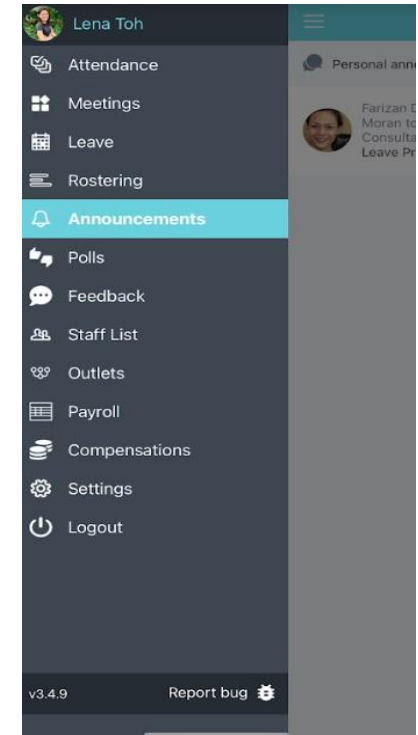
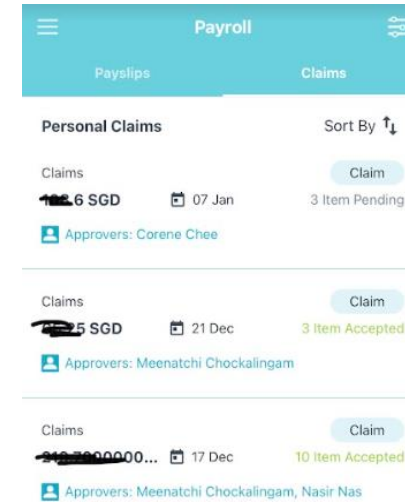


Credit category: Reduce

Reduce Credit 4: Go Paperless for at least 1 Major Office Function

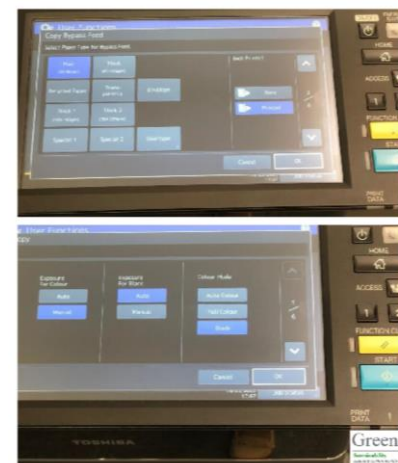
Currently we do not print any of our invoices and send them to the client via mail directly through a software system called Xero. Also, for e-invoices that we receive from our vendors we mail it directly to Xero to capture the expense and do not print a physical copy of the expense.

We have another app for Human Resource, Carbonate for staff to upload receipts for claims; as well as for the HR to give out payroll via an online statement within the app. Our Employee Handbook is in there too.



Reduce Credit 5: Setting all Printers to Duplex Print

We only have 1 Toshiba print-scan-copy printer in our 100m² office to serve our employees. Ever since we embarked on TRUE certification, we have set our printer printing default setting as double-side printing.



Credit category: Reuse

Develop systems that emphasize reuse

We have set up a corner to collect Unwanted Goods that are still in good condition. These items will be given away through an app called Olio to the nearby community, or within the office colleagues who want the items. Here is a photo of the Unwanted Goods bin and photo of some items that have been collected within colleagues.

Establish program to reuse office supplies and materials

In the office, there is a corner to collect both single-sided paper / wrongly printed paper for reuse, as well as a bin to collect unwanted items that are still in good condition from employees. For spoiled electronic equipment, we also sent it for repair. When our CPU was spoiled, instead of disposing we sent it for repair, thereby diverting waste from our landfill.



Credit category: Reuse

Use reusable/durable food service ware

In our office, we practise as much eco-friendly habits as much as possible.

We practise eating out during lunch instead of buying food in, and when food is being purchased via online platforms, we request "no cutlery" as we have reusable cutlery on site.

In our pantry, we have a corner of reusable containers and cups in case anyone would like to pack food in, and also cutlery for use.



Credit category: Recycle

Recycle Credit 2: Determine end markets for recycled commodities

The 800 Super Waste Management Pte Ltd (800 Super) is our premise's waste collector and recycling vendor.

As with all Public Waste Collector Schemes, they follow the same structured process as stated under National Environment Agency (NEA)'s waste and recycling collection guidelines.

In our office, we have set up a recyclables collection point in our pantry and set up clear instructions on What can be recycled.



Recycling Guide on what not to put in the Recycling Bin



Credit category: Zero Waste Reporting

Zero Waste Reporting Credit 1: Document diversion by commodity or waste

There is weekly practice in GAC to weigh both general waste and recyclables, and weigh log is updated accordingly.

Waste	Feb 2023			
	Week 1 (30/01- 03/02)	Week 2 (06/02 - 10/02)	Week 3 (13/02-17/02)	Week 4 (20/02-24/02)
General Waste (kg)	0.655	1.235	3.8	1.655
Recycle (kg)	0.665	10	1.125	1.085
Nescafe (Recycled)				
CPU (Reuse)				
Reduce (kg)				
Diversion Rate	50.37878788	89.00756564	22.84263959	39.59854015
total waste:	7.345			
total recycled:	12.875			
total generated:	20.22			



Credit category: Zero Waste Reporting

Credit 2: Track financial data for diversion and waste disposal

GreenA Consultants Refuse Fees are under SP Group's Water Services Bill, where the Refuse Removal is paid to 800 Super Waste Mgt P/L
We do not get any revenue from Recyclables.

	Feb-22	Mar-22	Apr-22	May-22	Jun-22	Jul-22	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23
Refuse Fees	\$ 8.00	\$ 8.00	\$ 8.00	\$ 8.00	\$ 8.00	\$ 8.00	\$ 8.00	\$ 8.00	\$ 8.00	\$ 8.55	\$ 9.00	\$ 9.00	\$ 9.00	\$ 9.00	\$ 9.00
Recycling	We do not get any revenue back from recyclables														



GREENA CONSULTANTS PTE LTD
1 PEMIMPIN DR
#08-01
SINGAPORE 576151



663-006481-00226-2183

April 2022 Bill
Account No. 8925236237

Total Amount Payable: **\$10.60**
Payment Due: 04 May 2022

This is your tax invoice for
1 PEMIMPIN DR #08-01 SINGAPORE 576151

Billing Period	Bill Date	Account Type	Deposit
18 Mar 2022 - 17 Apr 2022	18 Apr 2022	Non Domestic	\$10.00

Current Charges	Consumption Trend	Total
<p>Water Services by Public Utilities Board Usage: 0.7 Cu M</p>	<p>*Estimated month</p>	\$1.91

Refuse Removal by 800 Super Waste Mgt P/L	\$8.00
GST	\$0.69
Current Charges:	\$10.60

Credit 4: Benchmark Zero Waste Performance

GAC is now registered on ARC platform.

Credit category: Diversion (Min. 90%)

Diversion Credit 1 and Credit 2 are being fulfilled

Year:	2022	2022	2022	2022	2022	2022	2022	2022	2022	2023	2023	2023	2023	
Month:	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr		
Materials or items	Weights												Total	
Recycle														
Mixed Recyclables (paper, metals, plastic)	1.310	1.535	1.335	4.315	6.140	1.700	3.040	8.110	4.955	12.875	7.160	4.915		57.4
Nescafe Capsules Recycling											1.015	0.595		1.6
														0.0
														0.0
														0.0
Total recycle	1.31	1.54	1.34	4.32	6.14	1.70	3.04	8.11	4.96	12.88	8.18	5.51		59.0
Organics diversion: food, soiled paper, and/or yard waste (specify diversion method in notes column)														
Month:	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr		
Reused Coffee Grounds as Body Scrub						0.6								0.6
														0.0
														0.0
Total organics diversion	0.0	0.0	0.0	0.0	0.0	0.6	0.0	0.0	0.0	0.0	0.0	0.0		0.6
Reuse														
Month:	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr		
Refurbished Chairs	105.8	105.8	105.8	105.8	105.8	105.8	105.8	105.8	105.8	105.8	105.8	105.8		1269.1
Repairing CPU Chip											12.0	12.0		24.0
Rescued 3 Pedestals										60.0	60.0	60.0		180.0
Rescued 4 Training Chairs										32.6	32.6	32.6		
Reuse 3 Laptops								6.0	6.0	6.0	6.0	6.0		
Reuse 4 Laptops											8.0	8.0		16.0
Total reuse	105.8	105.8	105.8	105.8	105.8	105.8	105.8	111.8	111.8	204.3	224.3	224.3		1616.8
Non-diversion (landfill, waste to energy, waste to fuel, incineration, rejected recyclables or contamination)														
Month:	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr		
Landfill Waste	5.595	6.770	4.130	6.253	6.330	3.620	4.250	5.385	3.755	7.345	4.410	1.240		59.1
														0.0
														0.0
														0.0
														0.0
Total non-diversion	5.6	6.8	4.1	6.3	6.3	3.6	4.3	5.4	3.8	7.3	4.4	1.2		59.1

Total diversion:	1683.6
Total non-diversion:	59.1
Grand total weight:	1742.6
Diversion rate:	96.6%

Credit category: Zero Waste Purchasing

Zero Waste Purchasing Credits 2 to 4:

In our Zero Waste Policy, under Section "Adoption of an Environmentally Preferred Purchasing (EPP) Guideline" is available. This Zero Waste Policy and EPP is shared with everyone, from Upper Management to Procurement and Employees, including Interns.

In the Policy, our green procurement practices such as preference in durable goods for events, preference for sustainably produced paper products that are FSC-certified or contains post-consumer recycled content, and preference for refurbished items from laptops to furniture.

The leaf symbol shown in the EPP helps to identify the preferred brands or products that fulfils either one or more the preferences mentioned above.

Through these preferences in the EPP, we continue to be mindful about our purchases, while looking out for more solutions to increase the diversion where possible.

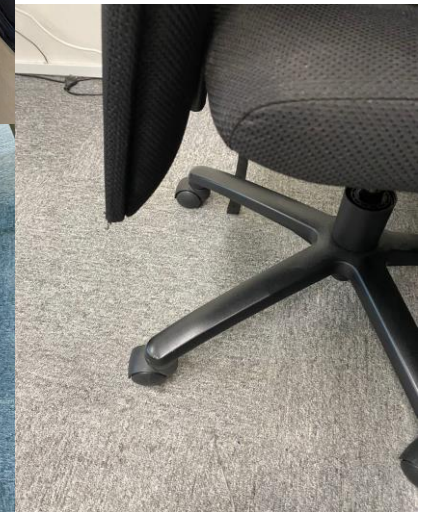
Credit category: Zero Waste Purchasing

Purchasing Credit 6: Give preference to used, refurbished, and/or remanufactured goods

- We prioritize laptop repairs before disposal, and embracing refurbished models prior to brand-new acquisitions. This applies to office furniture as well.
- For purchasing of pantry consumables such as snacks, we prioritize local brands to elevate the local economy
- Preference will also be given to shops that allow refill, hence reducing packaging involved
- Whenever possible we bring empty tin cans and glad containers to buy packaging-free snacks from local provision-stores



Purchasing of snacks from local shops that allows refill



Credit category: Zero Waste Purchasing

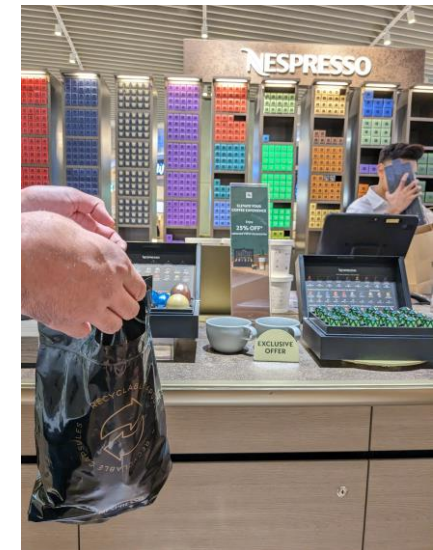
Zero Waste Purchasing Credit 7.1 to 7.3: Any additional EPP practice(s)

Credit 7.1: Under the EPP section, section 7 states "Preference to Shop Local, Packaging-Free Stores". This refers to preference to buy snacks from local brands that are selling snacks by weight, allowing refills and hence reducing packaging waste. This helps to boost the local economy and also reduces overall packaging waste. Here is photo of our pantry snacks that was refilled.



Credit 7.2: GAC also has a photocopier machine leasing agreement with Ethoz Capital Ltd, where we pay 60 x S\$101.65 monthly installments to the company for 1 unit of Toshiba E-Studio 2010 AC Copier machine. The period is for 5 years and it is still ongoing.

Credit 7.3: GAC prefers and purchases coffee pods from Nescafe as they have a take-back programme which other coffee brands in Singapore do not have. What their take-back programme does it that they collect back used coffee pods and bring them to recycle, which helps to divert waste away from landfill. And in exchange for the used coffee pods, they give a free plant.

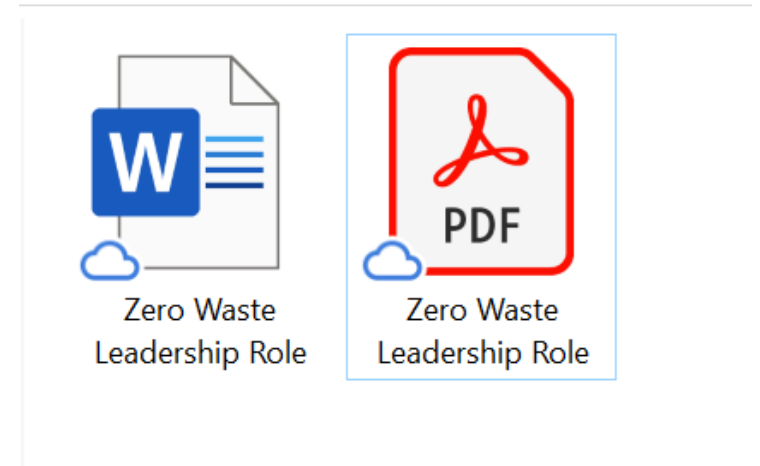


Credit category: Training

Dedicate at least one person for zero waste leadership role

The employee looking at Zero Waste Programmes and Trainings is Lena Toh, who is also a TRUE Advisor. She provides Zero Waste Training once every 3-4 months, she sets up and maintains the Recycling Corners within the offices (E-waste bin), consolidates documentation for TRUE certification.

She has one colleague, Jing Kai, who measures the weekly waste which is recorded. Kindly find attached Zero Waste Leadership Role pdf.



Provision of zero waste goal/policy to all employees

It is placed in the Onboarding Folder.

G:\Shared drives\Others\Onboarding Folder 2023 --> click GreenA Consultants Zero Waste Policy

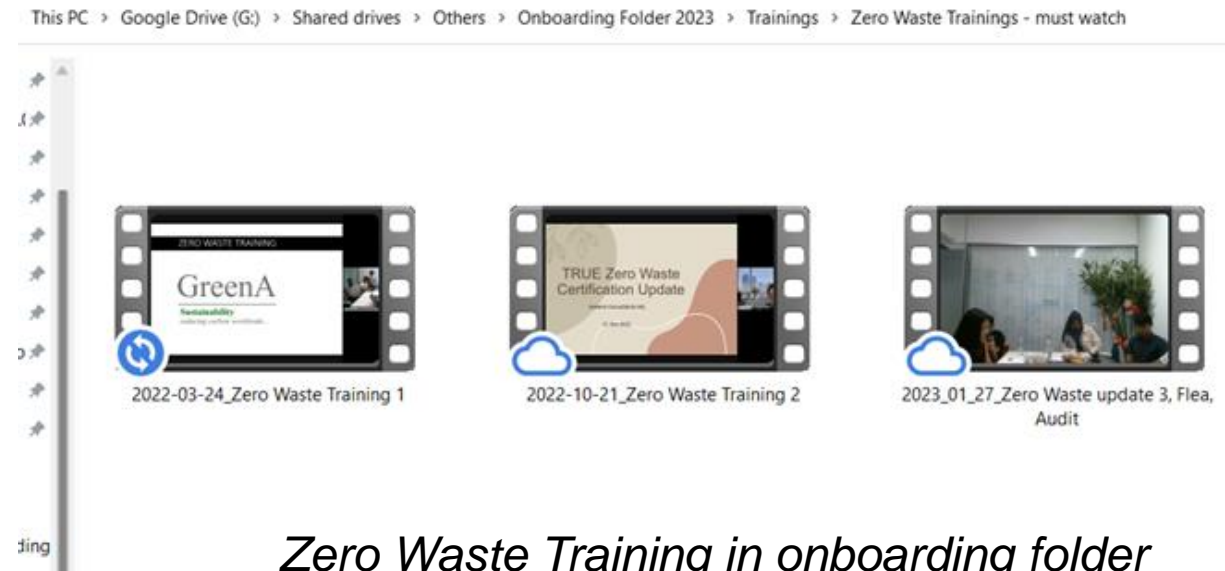
In their first week of work, all new colleagues must read this.

Name	Date modified	Type	Size
About the Company	3/1/2023 2:11 PM	File folder	
Administrative	3/1/2023 2:11 PM	File folder	
Logos	9/1/2023 11:50 AM	File folder	
Newsletters	3/2/2023 3:27 PM	File folder	
Trainings	11/4/2023 9:39 AM	File folder	
GreenA Consultants Zero Waste Policy	27/1/2023 1:47 PM	Adobe Acrobat D...	942 KB

Credit category: Training

Training Credit 2: Incorporate zero waste into employee orientation

During Orientation, the TRUE Advisor, Lena, will bring them on a office tour (which is also described in Training Credit 7), which will showcase the Main Waste Bin, Recyclables bin and E-waste Bin. During Orientation, all newbies have access to this folder called "Onboarding", which contains training videos of other topics like Green Mark and TRUE Waste. "Shared Drives > Others > Onboarding Folder > Trainings > Zero Waste Trainings-must watch"



Zero Waste Training in onboarding folder

Credit category: Training

Clear Labelling of All Collection Receptacles

In Singapore, waste collectors has a Recyclables Truck for recyclables. This truck collect all recyclable materials and segregate them within their Material Recovery Facility Compound.

As such, within our office, we have one consolidated bin in the Pantry and one Recyclables bin in the Pantry. Both are situated within the small office pantry (~2.25m2 big).

Above the Waste Bin, there is a very Clear Poster on what can or cannot be recycled. Please find attached photo. Whenever there is a Newbie that join the company, the Zero Waste Leader will give a tour of the office, and inform the newbie on the recycling bin and waste bin.



Credit category: Training

Provide all employees access to zero waste training

There is a Zero Waste Training provided by the TRUE advisor, Lena, every 3-4 months and what can or cannot be recycled is constantly being revised. The training videos and sessions are being furnished in Training Credit 8. A clear Recycling poster that she has done is also placed clearly in the Pantry.

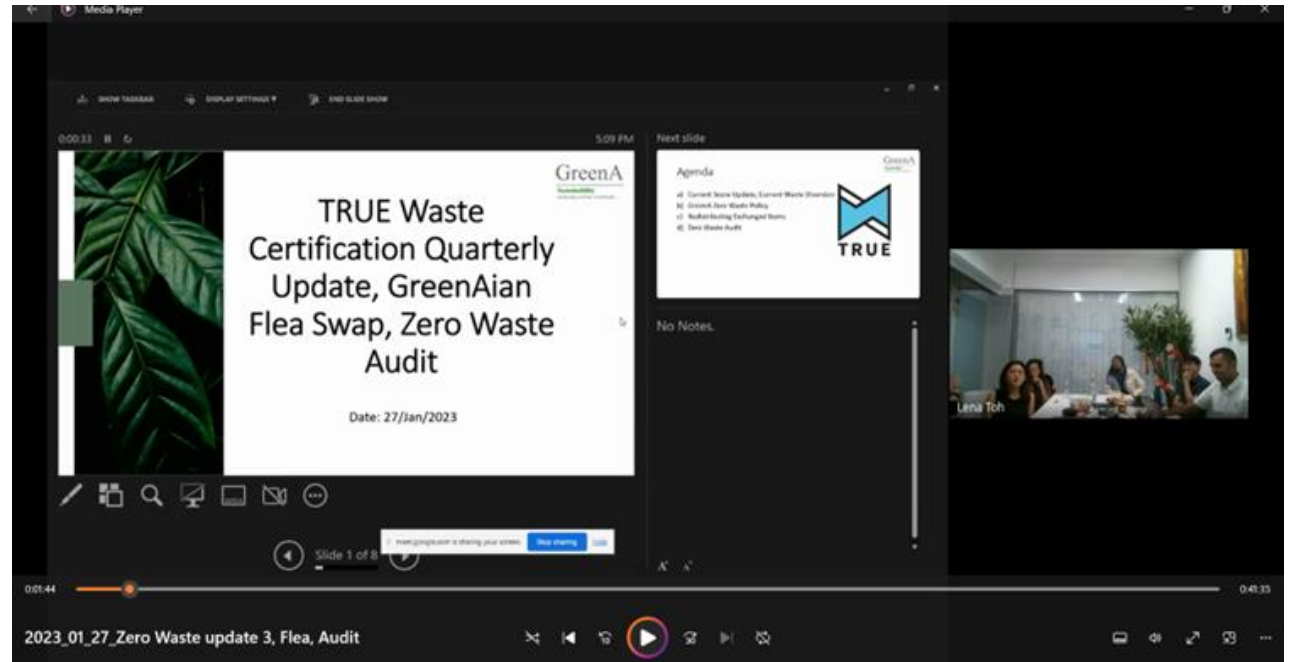


Credit category: Training

Communicate with employees about Zero Waste activities quarterly

Every quarterly, the TRUE Advisor shares all things waste related to the office Zero Waste TRUE Certification journey in the office meeting room.

As we always have some colleagues who are working remotely, this session is also done on Google Meet and recorded for those who are not present to listen, or for future newbies joining the company.



Credit category: Leadership

The TRUE advisor of the firm also serves on the Management team at GreenA Consultants. At least once a year, one of the upper management will attend a community event to talk about Zero Waste activity.

In April 2023 (earth week/month) the TRUE Advisor spoke at 4 different events on approaching Zero Waste and the impact of Waste on Climate Change. This was done in tandem with another ongoing project (Waste and Climate Change Education with TERRA 2236), but it impacted at least 3,500 students and teachers who were listening to the talks.

One of the April events was at Woodgrove Recycling Day, where another Upper Management, Omar, participated in it. In December 2022, the company also participated in an Upcycling booth showcasing and demonstrating upcycled keyboard buttons into earrings.



Credit category: Zero Waste Analysis

Analyze results of annual waste audit and implement recommendations

In January 2023, the TRUE Advisor conducted an audit of the office's pantry (which is the main waste bin) bin in the office space in front of the staff (conducted for both online and physical attendees).

The audit showed a huge amount of packaging waste such as coffee sachets as well as snack sachets. This has brought attention to the amount of packaging waste that can be reduced. As such, we have put in place strategies such as packaging-free snacks to minimise packaging waste.

To reduce packaging waste from snacks and coffee packets, we have reduced purchasing coffee in individual packets and purchased the ones in glass containers instead which comes in bigger quantities. We also purchased snacks in bigger quantities as compared to getting them in small individual packets and stored them in bigger containers for employees



We purchased the coffee in glass containers instead which comes in bigger quantities. We also purchased snacks in bigger quantities as compared to getting them in small individual packets

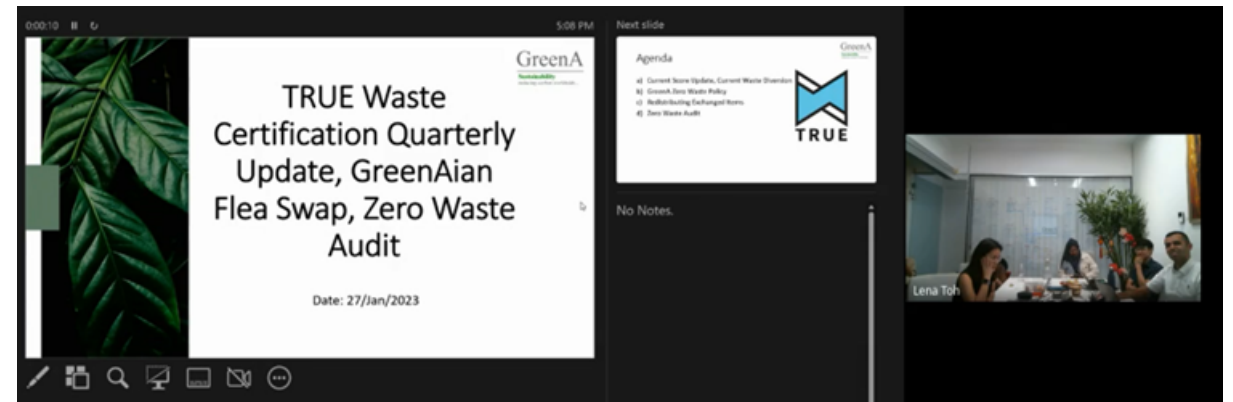
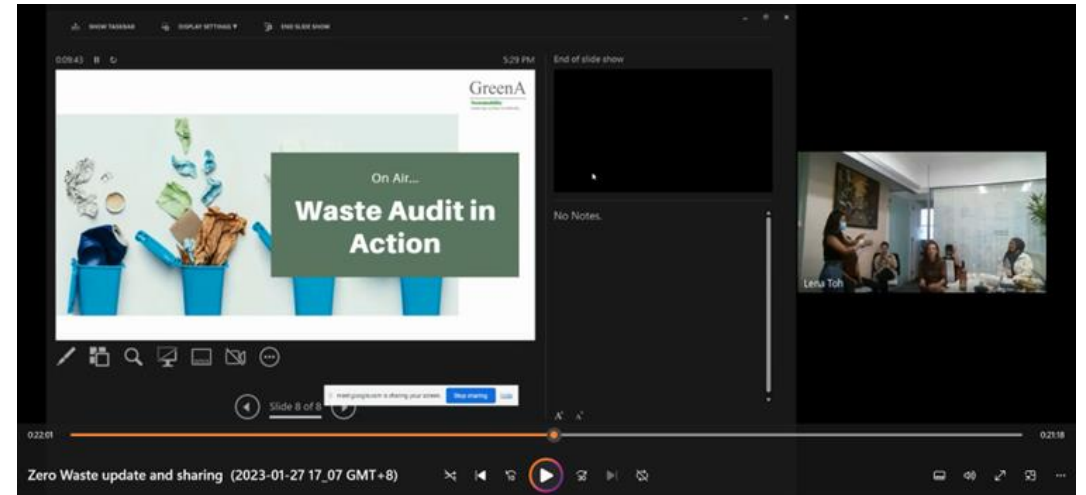
Credit category: Zero Waste Analysis

Engage employees in waste audit and/or analysis

Held on 21st January 2023, a Waste Audit was held in the office, it was also recorded in an online video format for our remote employees.

Altogether, there were 8 physical employees and 3 online employees listening to the Waste Audit. This session acts as a Quarterly Update, a GreenA "Flea Swap" where we exchanged things that we did not want anymore but that was in good condition, as well as an informal Zero Waste Audit of the Pantry Bin and our Recyclables Bin.

The Waste Audit consisted of going through the bin, and highlighting things that were not supposed to be there, as well as things that should not be in the Recyclables bin. The Waste Audit also involved employees in looking for / identifying the recycling triangles that were accepted for recycling in Singapore.



This session acts as a Quarterly Update, a GreenA "Flea Swap" where we exchanged things that we did not want anymore but that was in good condition

Credit category: Hazardous Waste Prevention

Credit 3: Reuse or recycling of universal waste

There is a bin to collect universal waste generated such as E-waste (wires, bulbs, portable charges, spoiled electronics) as well as batteries. When it is full, the TRUE Advisor will clear it in the public E-Waste Bins.

The TRUE Advisor will collect it and recycle it in the E-waste bin nearest to her home. Throughout the whole course of TRUE Certification, 2.07kg of Ewaste has been collected and recycled.



total e waste



PXL_20230516_091328827



old computer parts



fan



other electronics, adaptors, thermometer



PXL_20230516_092418557.MP



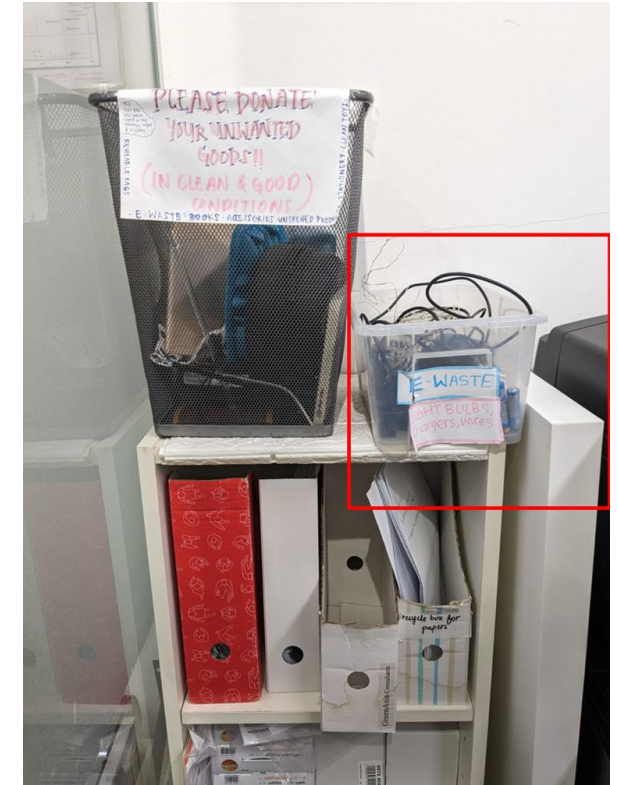
mouse



batteries

Credit 5: Collection of universal wastes from employees and/or customers

There is a box dedicated for E-waste and universal waste to collect personal E-waste / universal waste from colleagues, and placed on a shelf in the corner of the office. This box collects items like old wireless headphones, USB wires, batteries, old gadgets that has electrical components that does not work anymore.



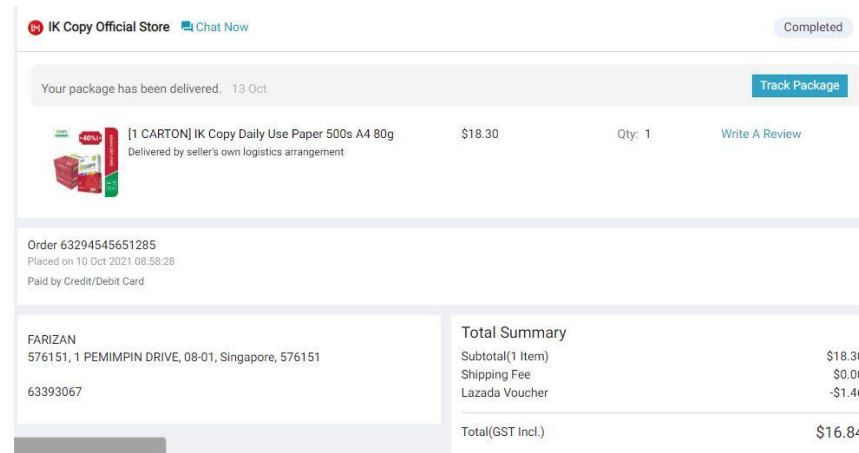
There is a bin to collect universal waste generated such as E-waste (wires, bulbs, portable charges, spoiled electronics) as well as batteries.

Credit category: Closed Loop System

A minimum of 30% post-consumer recycled content for office paper


To purchase paper with minimum 30% post-consumer recycled content for office paper, we would have to import it from the United States, which is not genuinely sustainable for us to do in order to fulfil this credit.

Currently, all the paper we purchase is already PEFC - Certified (Programme for the Endorsement of Forest Certification) which means that they meet the PEFC Sustainability Benchmark requirements or contain wood from controlled sources. These papers have recycled content but does not state how much.



IK Copy Official Store Chat Now Completed

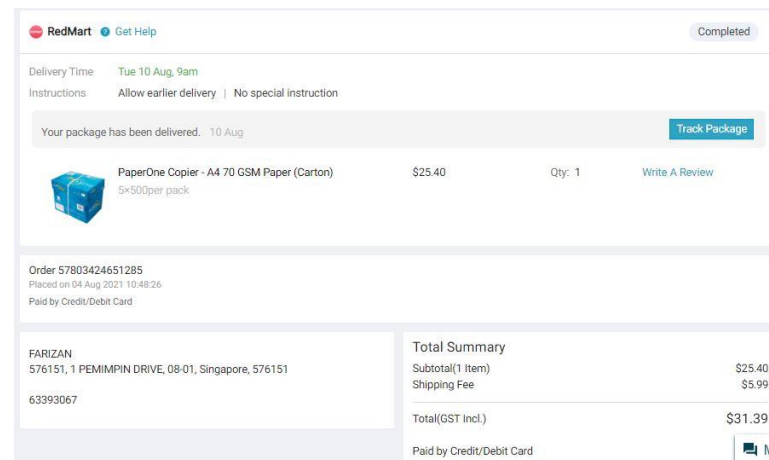
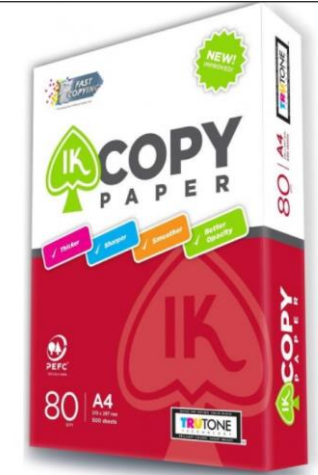
Your package has been delivered. 13 Oct [Track Package](#)

 [1 CARTON] IK Copy Daily Use Paper 500s A4 80g \$18.30 Qty: 1 [Write A Review](#)
Delivered by seller's own logistics arrangement

Order 63294545651285
Placed on 10 Oct 2021 08:58:28
Paid by Credit/Debit Card

FARIZAN
576151, 1 PEMIMPIN DRIVE, 08-01, Singapore, 576151
63393067


Total Summary	
Subtotal(1 Item)	\$18.30
Shipping Fee	\$0.00
Lazada Voucher	-\$1.46
Total(GST Incl.)	\$16.84



RedMart Get Help Completed

Delivery Time Tue 10 Aug, 9am
Instructions Allow earlier delivery | No special instruction

Your package has been delivered. 10 Aug [Track Package](#)

 PaperOne Copier - A4 70 GSM Paper (Carton) \$25.40 Qty: 1 [Write A Review](#)
5x500per pack

Order 57803424651285
Placed on 08 Aug 2021 10:48:26
Paid by Credit/Debit Card

FARIZAN
576151, 1 PEMIMPIN DRIVE, 08-01, Singapore, 576151
63393067

Total Summary	
Subtotal(1 Item)	\$25.40
Shipping Fee	\$5.99
Total(GST Incl.)	\$31.39

Paid by Credit/Debit Card

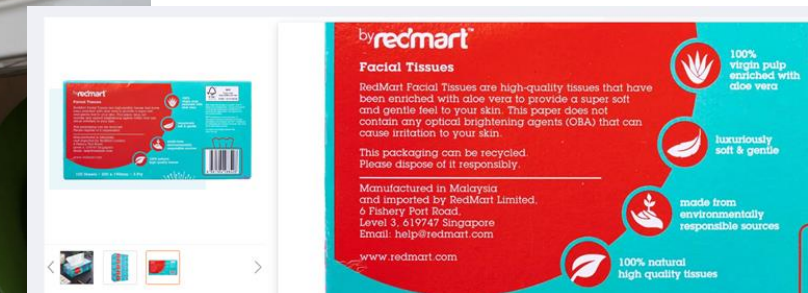
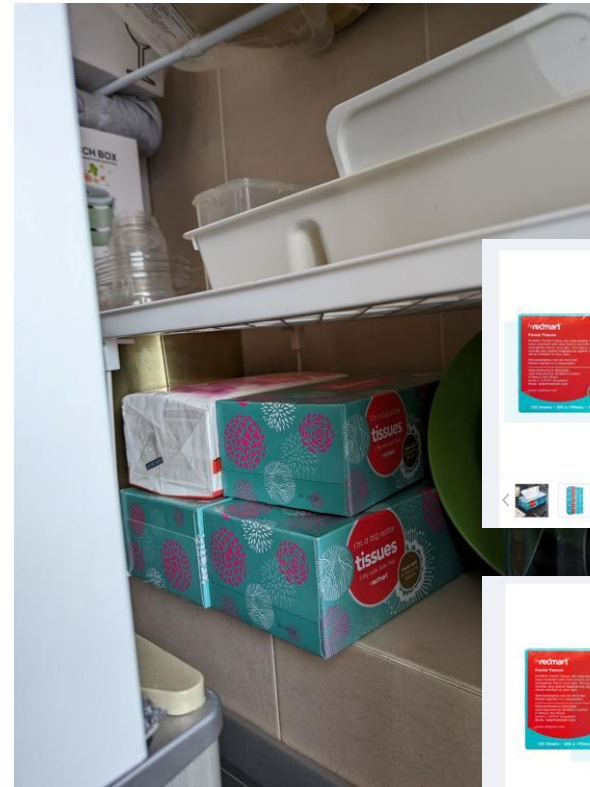


Credit category: Closed Loop System

A minimum of 20% post-consumer recycled content for office paper

To purchase janitorial paper with minimum 20% post-consumer recycled content, we would have to import it from the United States, which is not genuinely sustainable for us to do in order to fulfil this credit.

Currently, all the janitorial paper we buy are imported from Malaysia and they are FSC-certified (i.e. Paper from Responsible Sources). They do have recycled content but does not state how much. Kindly find attached photos of the tissue used in our pantry and also the specifications.



Credit category: Innovation

Participation in upcycling programs

The intent of this credit is to upcycle at least one material that is difficult to recycle. One of the things identified is our roller chairs used in our office meeting room as well as working stations.

The material identified: Mesh and Foam used for Chair Back Rest, Seat Foams and White PVC, as well as Hydraulic Gas pumps made of metal and plastic used in the chairs itself. We also replaced some of the faulty wheels but maintained the leg structure. Instead of throwing the chairs away, we sent them for upcycling so that the main chair structure can still be used, thereby retaining the value of the chair.

YOKE 玉办公室配备
YOKE OFFICE EQUIPMENT

1049 Eunos Ave 6 #01-138, Singapore 409628
Tel: 6570 9590 Fax: 6570 9591 Email: yokeyoe@gmail.com
Website: www.yoke.sg

Delivery / Service Tel: 6742 9771
CO. REG. NO.: 52844308M / GST REG. No.: M9-0006817-R

TAX INVOICE NO. IV.21-42372

DATE	27/10/2021
TERMS	COD
PO NO.	QO.21-13145
DELIVERY DATE	28 Oct 2021 (Thurs)

BILL TO:
Greena Consultants Pte Ltd
One Pemimpin Drive
#08-01 One Pemimin Building
Tel: 9138 5662/9637 0543Attn: Farizan

DELIVER TO:
One Pemimpin Drive
#08-01 One Pemimin Building
Tel: 9138 5662/9637 0543Attn: Farizan

ITEM	DESCRIPTION	QTY	UNIT PRICE	AMOUNT
1	Re-Uphostery of Chair YOE 7 -Replace Backrest Mesh and Foam (White Mesh) -Replace Seats Foam and PVC White Material	12	60.00	720.00
2	Transport Charges	2	35.00	70.00
3	Hydraulic Gas Pump	7	25.00	175.00
4	Mechanism	1	35.00	35.00
5	Castor Wheels - 5pcs /Set	12	25.00	300.00
6	Chair Base	1	25.00	25.00

The purpose of upcycling is to retain the value of the item or even better, extend the lifespan.

This is considered upcycling because chairs are difficult to recycle due to a variety of un-homogenous parts: PVC, foam, mesh, plastic composite, metal parts in pumps. The easier way is to dispose them, but the main structure was still working well.

As such, just by simply replacing some of the faulty parts such as the wheels, discoloured and broken mesh, and the seating foam which have become floppy, the lifespan of the chair structure has been extended and be used again like new. Receipt of the upcycling of the chairs is as attached.

Credit category: Innovation

Credit 3: Implementation of Innovative Waste Reduction Activity

To minimise the packaging from snacks in individual satchets, we buy in bulk from packaging-free stores that allows people to bring their own containers and refills from the local mama shops.

Here are photos of the purchase of buying snacks from packaging-free, local stores and eliminating packaging by bringing our own containers.



Credit category: Pilot Credits

One of our colleagues in the company, Lena Toh, has earned the recognition of the TRUE Advisor in 2021.

Within the company, she heads the TRUE Certification of GreenA HQ Office as well as Zero waste strategies to be implemented in the office.

She has written the Zero Waste Policy covering a green procurement plan customised for the office's use, as well as set up a strict recycling habit within the office where she conducts quarterly review of the TRUE Certification. She has also done up a flyer and placed it in the Office pantry for colleagues to follow.



2

“When advocating for a purpose you may be distanced by those who do not believe, but you will also attract those who have the same vision as you. Stay TRUE to your core.”

Lena Toh, Business Sustainability Analyst, TRUE Advisor

Zero waste is our mission
true.gbci.org