

ESPN, Inc. **Sustainability Initiative Highlights**

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Primary Business: Sports television, radio, web production

Environmental objectives or summary of sustainability mission statement:

ESPN strives to create and sustain an environmentally friendly workplace through global policies focusing on sustainability, reducing use of finite resources and minimizing its impact on the environment at offices and remote events. Employees are empowered and encouraged to suggest and implement ideas to achieve the company's goals.

Sustainability Initiative:

Reduce solid waste and improve waste diversion rate. Reduce direct and indirect greenhouse gas emissions. Inspire our employees and fans to reduce waste.

Major Goals:

- To constantly improve our waste diversion rate by focusing on individual waste streams and inspire employees/fans/partners to do the same
- To construct all new buildings to LEED Silver standards and encourage conservation

Major Accomplishments:

- Our waste diversion rate is 69%
- We compost all of our food waste and all of our food packaging is biodegradable. We also stress the use of china in our cafeteria.
- Provide reusable water bottles and eliminate water bottles during catering.
- Use of Enmotion paper towel dispensers to reduce paper waste, and we compost our paper towels in our restrooms.
- Reuse-a-mug program eliminated disposable cups and saves \$6,000/month.
- Duplex printing.
- We have educated our employee base and recycle over 11,000 pounds of electronics during electronics recycling drives.
- Reuse-a-shoe drives turn old shoes into playgrounds.
- Energy conservation through the use of motion sensors, visual reminders, lighting design changes.
- Newest building 13 was designed to LEED Silver standards and incorporated daylight harvesting, waterless urinals, premium efficiency motors, etc.
- New childcare center is also designed to LEED Silver standards and has a 30 kw solar PV system, water efficiency landscaping, heat recovery system, among others.

Lesson(s) Learned:

- Employee involvement and engagement is the key to success.
- Creative education and outreach are the most effective tools.
- Competition spurs participation.
- Giveaways and contests go a long way.