

Environmental



Awarded **Gold** by EcoVadis for sustainability and responsible business practices.

44% reduction of clients paying with paper checks.

40% reduction in printing paper usage in 2025 compared to 2024.

Maintained 0% Scope 1 and 2 emissions for Greenhouse Gas Reduction. Reduced Scope 3 emissions by .05%.

26% of procurement spend with partners following sustainability credentials.



Labor, Human Rights, & Ethics

The Entrepreneurial Operating System (EOS) helps leadership teams achieve Vision, Traction, and Health through proven concepts and tools.

78

out of 100

EOS SCORE

We value work/life integration and encourage team members to "work smarter, not longer."

40.38

AVERAGE WEEKLY HOURS WORKED FOR FULL-TIME EMPLOYEES

Our team is continually learning about advances in our industry as well as what is happening in other verticals.

62

OF SEPARATE TRAININGS COMPLETED

We partner with suppliers who share our values and meet our standards.

73%

PERCENTAGE OF SUPPLIER COMPLIANCE WITH OUR CODE OF CONDUCT

Community Investment



We maintain a multi-year partnership with Brooklyn Book Bodega, with biannual team volunteer engagement.



Since 2020, we have conducted an annual pro bono survey of ~2,400 residents at Clinton Hill Co-ops, amplifying resident voices to inform community priorities and decision-making.

Through our annual holiday client boxes, we intentionally source from small, diverse-owned businesses—directing \$1,666.21 in spending over 2024–2025 to support these vendors.

\$200 donated through SPI's annual end-of-year giving, supporting nonprofits we care about.

As A Diverse Business Ourselves, We Prioritize Our Spend With Other Minority- And Women-Owned Companies.

34.6%

TOTAL DIVERSE SPEND

15.5%

TOTAL CERTIFIED DIVERSE (DEI) SPEND

