

## ONAKI – Net Zero Plan 2025 (Update)

Date : 25 March 2025

### **1. Context and Commitment**

ONAKI is an Indigenous-owned company with two co-owners and three employees. Despite its small size, the organization recognizes the importance of contributing to climate action. In 2023, ONAKI voluntarily joined Canada's Net Zero Challenge and submitted a preliminary plan. This document represents our 2025 update and continued commitment.

### **2. Emissions Assessment and Current Practices**

ONAKI's greenhouse gas (GHG) emissions are primarily related to:

- Use of computers and electronic equipment (electricity);
- Heating/cooling of the workplace;
- Commuting and work-related travel by team members.

Since 2023, ONAKI has maintained a hybrid work model, minimizing travel. Virtual meetings are prioritized (Teams/Zoom), and energy use remains low thanks to efficient equipment. There is no use of natural gas or industrial activity.

### **3. Objectives for 2025**

For the year 2025, ONAKI sets the following goals:

- Maintain a 50% reduction in work-related travel compared to 2019;
- Reduce electricity consumption by 10% compared to 2023;
- Maintain or improve remote work levels to at least 60% of the work week;
- Encourage active or public transportation for employees.

### **4. Reduction Strategies**

ONAKI will implement the following measures:

- Continue to prioritize virtual meetings;
- Replace aging IT equipment with ENERGY STAR-certified models;
- Promote energy-saving behaviors among staff;
- Monitor electricity use and revise practices as needed.

## **5. Monitoring and Communication**

ONAKI will document its actions and update its results annually. The 2025 report will serve as a basis to adjust future efforts and demonstrate progress toward our environmental goals.