Girl Scout National Properties are the physical sites that make this movement possible, from our New Jersey Distribution Center (NJDC), which collects and ships out our merchandise, to our Edith Macy Center (EMC) and Juliette Gordon Low Birthplace (JGLB) sites, which serve as critical gathering and learning spaces for our girls and leaders. In conjunction with the Girl Scout Merchandise community, the Girl Scout Properties community developed the following sustainability strategy to align our operations with the United Nations Sustainable Development Goals (SDGs).

Girl Scouts of the USA Supports the Sustainable Development Goals

By 2024, Girl Scouts of the USA will increase awareness about climate change among its employees, Girl Scout councils, and Girl Scout troops by integrating sustainability across our departments, considering climate impacts in business decision-making, and engaging in conversation with councils and troops. Phenom by Girl Scouts, the experience for girls at the 2023 National Girl Scout Convention, will feature environmental sustainability as a core focus.

By 2023, Girl Scouts of the USA will reduce plastic and paper waste in the life cycle of merchandise packaging by using 25% (plastic) and 75% (paper) post-consumer recycled materials. We will also encourage cookie consumers to recycle through improved messaging. We are working with our bakers to achieve maximum recyclability for cookie packaging and renewable electricity at their facilities. Moreover, our 2021 sustainable and socially responsible product assortment included upcycled or climate-neutral products, products made with recycled materials and organic cotton, and products with Forest Stewardship Council®, OEKO-TEX®, and bluesign® certifications. We increasingly work to offer durable products that supplant the need for single-use or short-term use products. .

Girl Scouts of the USA is working to maximize energy efficiency, and we plan to achieve 100% renewable electricity by 2026 at our Distribution Center, Edith Macy Center, and Juliette Gordon Low Birthplace sites.

By 2021, Girl Scouts of the USA launched a collection of sustainable and socially responsible product. We intentionally sourced these products from businesses owned by women entrepreneurs or Girl Scout alumni, Certified B Corporations®, and companies with high ethical standards. This assortment also included fair-trade products, made by workers under the safest working conditions, who earned a premium for their labor. As always, Girl Scouts prohibits the use of chlorofluorocarbons (CFCs), never sells products made using child labor or forced labor, and requires all partners to certify nondiscriminatory employment practices. We plan to continue sourcing as many products as possible using the highest standards of social and environmental responsibility.

Goal 7, Affordable and Clean Energy, is most relevant to the Girl Scout Properties team, as we seek to decrease our carbon footprint through energy efficiency and renewable energy at our three major owned locations. Below you will find more information about the sustainability projects underway at each of these properties.

1. DISTRIBUTION CENTER

Background: The Girl Scout Distribution Center in Randolph, New Jersey, contributes significantly to our operations by moving all non-cookie-related merchandise. We wanted to learn more about how our operations aligned with energy-efficiency best practices, so we enlisted the MIT Sustainable Business Lab ("S-Lab") in the Spring of 2020 to do a deep dive into our energy consumption. We chose to focus on energy consumption because it is a major driver of climate change. According to the Center for Climate and Energy Solutions, energy from buildings accounts for 29% of U.S. carbon emissions, making large sites such as warehouses critical to decreasing nationwide energy consumption.

Achievements: After partnering with MIT, we developed a strategy to implement our energy goals. We aimed to achieve best-in-class energy use by reducing our energy consumption 36% to earn the EPA's ENERGY STAR certification. As part of this goal, we have already:
• Replaced the property's HVAC equipment with the highest-efficiency, lowest-energy options on the market.
• Installed a tankless water heater, which will allow us to easily access warm water on an as-needed basis rather than keeping tanks warm.
• Developed an operational checklist to ensure energy-conserving practices at the start and close of each business day.

• Installed smart thermostats for office HVAC, which will manage our usage more efficiently.
• We are exploring ways to source our electricity from clean sources.

We know that sustainability is a process and road bumps occur. As we implement our strategy, we plan to monitor our energy use, conduct on-site monitoring, and collaborate with vendors and nonprofit partners to make additional improvements.

2. EDITH MACY CENTER

Background: With nearly a century of use as a Girl Scout property, the 405-acre Edith Macy Center (EMC) in Briarcliff Manor, New York, serves as a hub for events and retreats across the Girl Scouts Movement. It includes a conference center complex, lakeside cabins, dense woods, and open areas—all of which provide opportunities for high-impact sustainability projects. This opportunity for impact, along with the geographic and architectural complexity of the property, made EMC an excellent site for a Spring 2021 MIT S-Lab project similar to our Spring 2020 engagement at the NJDC. The student team assessed EMC for opportunities in energy efficiency beyond what has already been implemented, as well as electrification of other energy sources and renewable electricity sourcing. Our EMC team looks forward to implementing many of their recommendations and continues to conduct operations with sustainability as a top priority.

Achievements: Whenever possible, equipment and products used at EMC are purchased with energy efficiency and low resource consumption in mind. Over the past several years, we have also:
• Swapped most property lighting to LED bulbs, with a plan to switch entirely over to LEDs property-wide.
• Replaced HVAC system in The Cave with a dual fuel heat pump, which heats and cools the building using electricity most of the year with a condensed gas furnace capability if temperatures drop significantly. This system is more environmentally friendly as it uses electricity over 80% of the time rather than heating with a gas furnace year-round.
• Replaced our two electric boilers in the Conference and Event Center with 97% efficient high pressure, gas-fired boilers, significantly reducing carbon emissions.
• Changed to variable-speed pumps.
• Upgraded the HVAC systems across the property—including to energy-efficient HVAC units in our Gathering Place building and to a multi-zone HVAC system in 46 guest rooms—to save energy and maximize the comfort of our guests.
• Replaced miscellaneous equipment with high-efficiency upgrades, such as our commercial dryers and water pumps.
• Installed water coolers in shared spaces to reduce the use of plastic water bottles.
• Reduced the use of disposable straws to instances made on request.
• Switched to compostable plastic ware and bamboo plates for outdoor catered events.
• Sourced bathroom paper products from companies certified by the Forest Stewardship Council and/or ensured that products contain high levels of post-consumer recycled content.

Moving forward, we plan to:
• Identify a viable source for 100% renewable electricity, including assessing options for joining a community solar operation.
• Continue replacing HVAC units with the highest-efficiency options available.
• Compost our food waste for use as fertilizer in our property gardens.

As an important gathering center for the Girl Scout Movement, the Edith Macy Center will undergo continued improvements to reflect the value that we and our girls place on sustainability.

3. JULIETTE GORDON LOW BIRTHPLACE

Background: The Juliette Gordon Low Birthplace (JGLB) is a historic site built in 1821 in Savannah, Georgia. As the birthplace of Girl Scouts founder Juliette Gordon Low, the property receives 40,000 visitors annually (2019). Our JGLB team tackles the challenges of integrating sustainability into this

unique property, ensuring the integrity of historical features in the house, two outbuildings, and the garden, while prioritizing environmental performance and comfort, accessibility, and inclusion for all visitors. And in 2022, we once again partnered with MIT S-Lab to assess opportunities for energy efficiency and renewable electricity sources at JGLB.

Achievements: Whenever possible, property upgrades and replacements are conducted with sustainability and durability in mind to minimize our resource consumption and maximize accessibility. To date, we have:

- Conducted extensive renovations in 2012 and 2014, with all repairs made to last at least 50 years. For instance, instead of replacing the original windows with new ones, our team repaired and reinstalled the originals to prevent waste.
- Replaced all property lighting with LEDs.
- Installed energy-efficient mini-split AC systems to enable cooling control for individual rooms.
- Installed touchless faucets to decrease water use and limit the spread of COVID-19 and other viruses.
- Redesigned our garden pavement to slow storm water runoff.
- Planted pollinator beds to support pollinating insects, as well as indigenous plants, which require less irrigation and are already adapted to the local climate.
- Sourced gift shop products from local vendors and women entrepreneurs, including a line of local honey and products made from beeswax.
- Spearheaded a comprehensive redesign of the property to increase accessibility, inclusion, and comfort for all visitors. Thanks to a grant from the Institute of Museum and Library Services, we engaged the Institute for Human Centered Design to improve the design of our facility for people with disabilities. This included the installation of an elevator and the construction of connecting structures to link three previously disconnected buildings.
- With the help of MIT S-Lab, identified high-impact energy efficiency projects for 2023 and 2024.

As an iconic site for the Girl Scout Movement, the Juliette Gordon Low Birthplace will endeavor to reduce its environmental footprint, and to modify its buildings and property to maximize accessibility and inclusion for all.