



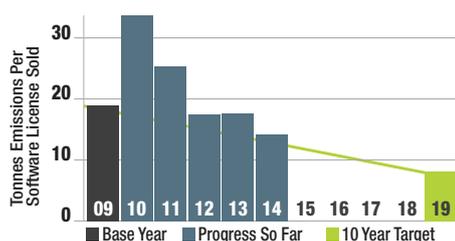
- **Gold Pledging Partner**
- **Sector: Software Solutions**
- **Reduction Target: 60% reduction from 2009**
- **GHG Emissions in Base Year: 20.97**
- **Reductions to Date: 16.56 tonnes (per Licenses sold)**
- **Full-Time Employees: 27**

About

Athena Software is a dynamic and innovative global company, providing leading-edge client information management (CMS/ MIS) software solution services to health and human service organizations, with over 15,000 users across 15 countries on five continents. Penelope, the case management software system, can easily handle a wide range of service modalities and treatment types, while embedding global best practices into its design and features, reports, security and overall concepts.

Sustainable Journey

Athena Software first joined the Regional Carbon Initiative (RCI) in 2008 as a Bronze Pledging Partner, with an internal commitment to reducing greenhouse gas (GHG) by 20 per cent over five years. Through hard work and using Sustainable Waterloo Region's (SWR) online carbon reporting tool to track staff commuting, business travel, electrical energy consumption, waste and other areas of the company's operations Athena was able to achieve this goal. They then decided to take on a more ambitious goal, increasing their commitment to reduce their GHG emissions by 60 per cent by 2019 and becoming a Gold pledging partner.



By the Numbers

Athena saw global sales increase significantly since 2009. This has caused both the increase in staff, as well as a jump in business travel emissions. A few strategies have been adopted to maintain control of emissions. Athena has found local representation to serve clients more efficiently, expanded its on-line resources and use of technological tools that facilitate remote installation, training and support and at times, have purchased carbon offsets.

Quotes

"The support of the SWR RCI team has been invaluable in helping us evaluate the impact of our carbon reduction strategies and creating a realistic but effective path forward."

"Starting with small commitments (irrelevant of the impact) goes a long way to get engagement and awareness"

Green Team

Athena's commitment to sustainable development and reducing their carbon footprint is increasingly becoming part of their corporate culture. Although small, Athena's staff becomes more determined each day at achieving their goal of a 60% GHG reduction by 2019. Athena Software is proof that with a little creativity and awareness, it is possible for companies to grow and thrive without increasing their carbon footprint.

Key Projects

Flexitime

To reduce the number of personnel who commute to work each day Athena allows employees to have 'flexitime' which permits them to work from home or telecommute one day a week.

Result: Staff have been enthusiastic to take part.

Client Service Partnerships

To reduce commercial travel by employees Athena began developing partnerships with other organizations around the globe.

Result: By creating partnerships in Australia and New Zealand Athena has not only been successful at reducing employee travel but enhancing their capacity to provide 'local' services to support international clients.

Carpool Program

Athena launched a reimbursement benefit in June 2013 to encourage carpooling amongst staff. Also enacted are policies which require employees to travel together if two (or more) people are involved and only travel when meeting two (or more) clients in the same day.

Result: The number of employees who carpoled to work each day increased significantly.



Sustainable Waterloo Region (SWR) is a not-for-profit that advances the environmental sustainability of organizations across Waterloo Region through collaboration. SWR's flagship program is the Regional Carbon Initiative (RCI), which facilitates voluntary target-setting and reductions of greenhouse gas emissions by local organizations. For a full list of SWR's programs, please visit www.sustainablewaterlooregion.ca/programs.



The Regional Carbon Initiative (RCI) is Sustainable Waterloo Region's flagship program that helps local organizations advance the sustainability of their operations through greenhouse gas (GHG) emission reductions. RCI membership enables organizations to make GHG reduction commitments, collaborate with area leaders in environmental sustainability, and learn how to implement cost-effective reduction projects.