

2017

Inova Sustainability and Wellness Report

Connecting your environment and
your health.



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Wellness at Inova

Goals and Progress



INOVA WELL MISSION STATEMENT

Inova Well's mission is to create a sustained culture of wellness by leveraging our clinical expertise to provide evidence based solutions for healthy people, healthy community and healthy planet.

KEY WELLNESS PRINCIPLES

- 1** To improve employee health and well-being through our six dimensions of health.
- 2** Invest in our employees with health education and lifestyle skills that enable them to achieve optimal health and wellness.
- 3** Positively affect employee morale and job productivity.

INOVA'S CULTURE JOURNEY

Wellness intersects with Inova's cultural beliefs in a number of key ways, including:

Stronger Together

Inova Well collaborates with all other Inova entities in order to provide personalized, sustainable and evidence based wellness initiatives and activities that inspire and activate each individuals personal wellness success and journey.

Patient Always

Inova Well's mission is to create a sustained culture of wellness by leverage our clinical expertise to provide evidence based solutions for healthy people, healthy community and a healthy planet.

2017 Wellness Accomplishments

- Launched a new wellness portal for Inova employees and external clients.
- On-boarded an Account Executive to promote Inova Well externally.
- Facilitated over 5,000 bio-metric screenings, had over 10,000 Life Support participants, gave over 17,000 immunizations, and had over 7,000 respiratory fit testings for Inova Health System.
- Served over 32,000 participants within the community through our childbirth, life support, immunizations, screenings, education, and fitness programs.

2018 Wellness Opportunities

- Work collaboratively with other Inova service lines to build more partnerships,
- Enhance and grow all Inova Well programs to provide better comprehensive and evidence-based services.
- Shift the Inova culture of health and wellness to help create a healthier work environment.
- Continue to capitalize on the functions of the wellness portal to enhance health and wellness internally and externally.



The Inova Well program is focused on supporting whole health through our six dimensions of health.

What We Believe



Health Coaching

Health Coaching offers online support or support with a personal health coach who is as committed to your health goals as you are.



Be Aware

Knowing and understanding information on your health profile is the important first step in managing your unique wellness needs.



Eat Well

Good nutrition and healthy eating habits provide a foundation for being healthy and can help reduce the risk of chronic diseases.



Get Active

Physical fitness can produce long-term health benefits and help prevent chronic diseases.



Healthy Mind

Living life to the fullest is centered on having a healthy mind.



Live Green

A commitment to contributing to an environment that is safe and healthy for employees and community creates a healthier environment for now and for the future.

What We Do

Health Coaching

- Multiple online health coaching program; WellBaby, Personal Back/Quit/Weight Coaches, Fit and Fit Coach and more
- In person 1:1 health coaching to help develop individual wellness goals, create a plan and help with each step along the way
- Dedicated health coaches to support developing a culture of wellness throughout Inova

Be Aware

- Biometric Health Screening for ALL Inova employees
- Health Screening (including bloodwork) for ALL Inova employees
- Online health assessment to ALL Inova employees
- Variety of health check-ins with our Health Coaches

Eat Well

- Enhancing healthy choice offerings in the cafeterias
- Reducing offerings of sugar sweetened beverages
- Registered Dietitian on staff to answer any nutrition related questions and guide employees to other helpful resources

Get Active

- Ability to track participation in a variety of activities including walking, water activity, sports, skiing and everything in between
- On-site fitness walks
- On-site fitness classes
- On-going team-based challenges

Healthy Mind

- Engaging in altruism through volunteer activities
- Developing a culture of wellness through the posting of helpful and healthy comments on the internal social media platform
- Offering classes and programming with a focus on stress reduction including Virtual Reality and Mindful Gardening

Live Green

- Both on-site and virtual seminars and workshops
- Sessions about recycling, resource conservation, antibiotic resistance, transportation and more
- Creates a better understanding of what is needed for a healthier and more sustainable environment

Success Stories

1. *"I've known for a long time that I needed to drop the extra weight I had on. More importantly, I knew that if I wanted to be a part of my daughter's active life I needed to change how I was living my own life. Back in February, we started a challenge in the office, and at that time I also started the process with my health coach and weighed in at 235. I was very overweight and being 31 years old and 5'7" I just always felt sluggish and needed to make a change. This is what caused me to inquire about a wellness coach. The knowledge and experience my health coach has is unbelievable, and I've learned so much from him! From the diet plan, what foods to not eat, and what exercises to do to build muscle and help me along the way. Whatever your goal is, the Inova Well program will do everything possible to help you reach it. My body and diet has completely transformed under the guidance of the program, and as of today I lost 35 pounds and weigh in at 200 with muscle as well. I'm getting closer and closer to my ultimate goal and will carry all the knowledge I learned from the program for the rest of my life. It's no longer a temporary way of life; it's now a form of living and living healthy."*
2. *"Meeting with a health coach was a necessary step for me to move forward in my decision to improve my health. I needed both encouragement and information. My coach helped me to identify barriers that were preventing me from recognizing the impact of a healthier lifestyle...I am more conscious now of my nutrition and exercise plans. I am so motivated to improve my health now. Thanks Inova Well!"*
3. *"The Health Coaching program has helped/guided me in putting into place a healthier lifestyle. I am more aware of the importance of proper nutrition, along with regular exercise and good sleep. I have enjoyed my time with my health coach as he is straight forward, easy going and always encourages me to keep moving forward!"*





Sustainability at Inova

Goals and Progress



SUSTAINABILITY MISSION STATEMENT

Inova is committed to establishing an environment that is safer and healthier for our patients, employees and community.

KEY SUSTAINABILITY PRINCIPLES

- 1 "Do No Harm", because you can't have healthy people on a sick planet.
- 2 Sustainability provides both short-term and long-term ROIs.
- 3 Sustainability is in direct alignment with Inova's cultural beliefs.

INOVA'S CULTURE JOURNEY

Sustainability intersects with Inova's cultural beliefs in a number of key ways, including:

Patient Always

Providing a total healing atmosphere for patients, which includes an optimal (green) built environment; using green cleaning materials which reduce or eliminate exposure to harsh compounds; and providing nourishing, organic and healthy foods to speed up recovery.*

Value People

Employees are engaged when they know their employer cares about their well-being. A healing environment provides benefits to employees through improved productivity, less absenteeism and overall job satisfaction. In addition, sustainability programming offers engagement opportunities which foster employee retention.

2017 Sustainability Accomplishments

Sustainability outcomes in 2017 tie directly to our key principles and cultural beliefs. These include:

- Waste diversion and recycling (2.02 million lbs.), 2020 system energy goal achieved, and pursuit of LEED certification on multiple projects (ICPH & IFMC).
- Financial savings of more than \$1.6 million through elimination of transportation consulting services, negotiated waste refunds and waste diversion, and purchase of reprocessed surgical devices.
- Engagement of 3,000 Inova employees through targeted transportation initiatives, tree giveaways, medical donation events and waste projects.
- First ever achievement of 20% non-single occupancy vehicle mode split at IFMC.

2018 Sustainability Opportunities

- Integration of sustainability responsibilities and related performance measures across all relevant functions.
- Convert to "no antibiotic ever" chicken and related sustainable food procurement (all sites) in support of **Patient Always and Value People** cultural values.
- Continue focus on waste segregation and recycling at all IHS sites. Review contractual changes and new strategies - food composting, blue wrap recycling and Styrofoam ban.
- Reaffirm support and pursue LEED Silver certification for all relevant projects. Incorporation LEED elements in all smaller projects.
- Build on progress with employee mode split and related transportation demand efforts - new bus routes, marketing, telework and related strategies.
- Roll out new employee engagement effort tying sustainability to Inova's cultural beliefs.



Inova Health System

Sustainability Stoplight Report



			SYSTEM DATA	NATIONAL AVERAGE	NAT'L 90TH PERCENTILE
LESS WASTE		Recycling as % of total waste	11%	28%	51%
		RMW as % of total waste	12%	6.1%	2.4%
		Solid Waste as % of total waste	76%	-	-
		Hazardous as % of total waste	<1%	-	-
GREENING THE OR		Compliance rate of collected vs. purchased reprocessed devices	40%	-	-
		Total savings from reprocessing medical devices	\$642,090	-	-
		% of cleaning chemical spend on green general purpose, bath, glass, carpet, and floor cleaners	56%	70%	100%
HEALTHY FOOD		% spend on sustainable foods	26%	9%	36%
		% spend on local foods	21%	10%	38%
		% meat raised without ABX	10.6%	35%	70%
		% spend on healthier beverages	34%	55%	85%
		% food waste reduction	0%	19%	39%
CLEANER ENERGY		Energy use intensity (EUI)	274.9	226	136
		% change in EUI from baseline	-20.7%	-9%	-32%
		ENERGY STAR score	-	54	89
		% offsite renewable energy	0%	9.9%	24.7%
		% onsite renewable energy	0%	1.8%	13.5%
WATER		Gallons per square foot	56 gal/sq.ft.	46 gal/sq.ft.	23 gal/sq.ft.
BUILDING		Building projects pursuing LEED	5	-	-
TRANSPORTATION		Alternative transportation mode split	20% - IFMC 9% - IMVH	-	-



Environmental Focus Areas

- 1. Waste Management**
- 2. Environmentally-Preferable Purchasing**
- 3. Sustainable Foods**
- 4. Water and Energy Management**
- 5. Alternative Transportation**
- 6. Green Buildings**
- 7. Employee Engagement & Climate Health**

Waste Management

Minimizing regulated medical waste (RMW), hazardous waste, and solid waste, while increasing reuse and recycling is crucial to reducing Inova's environmental impact and operational costs.

Waste Management Progress

- In 2017, all sites across the system experienced some level of contamination in their waste streams.
- In 2017, the Office of Sustainability initiated cross-functional waste overhaul to determine causes of contamination and implement solutions.
- These efforts have resulted in consistent progress towards "clean" recycling at all OUs.
- In addition to the cost savings associated with a successful recycling program, the Office of Sustainability negotiated a series of rebates for contamination fees.
- Operational and contract management parties must be fully vested in Inova's recycling programs in order to reduce waste and increase progress in 2018.

Waste Management by the Numbers

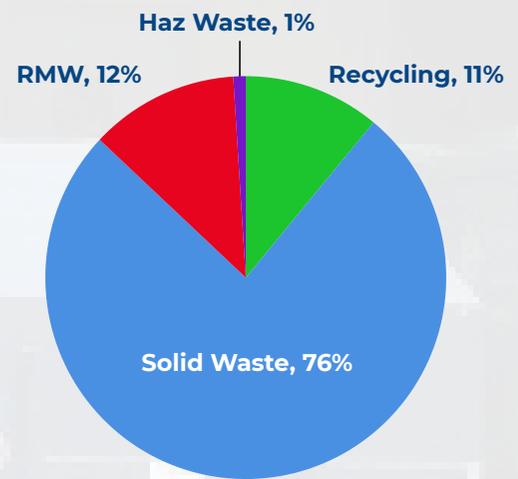
Industry benchmarks for hospitals' waste stream tonnage as a percentage of total are as follows:

- Recycling: 25-30%
- Solid Waste: 60-65%
- Regulated Medical Waste: <10%
- Hazardous Waste: <1%

Compare the above industry benchmarks to Inova's actual 2017 waste stream breakdown, at right. RMW is 12% and Solid Waste is 76%, while Recycling is 11% of total--14% below the industry benchmark. The total waste tonnage for Inova:

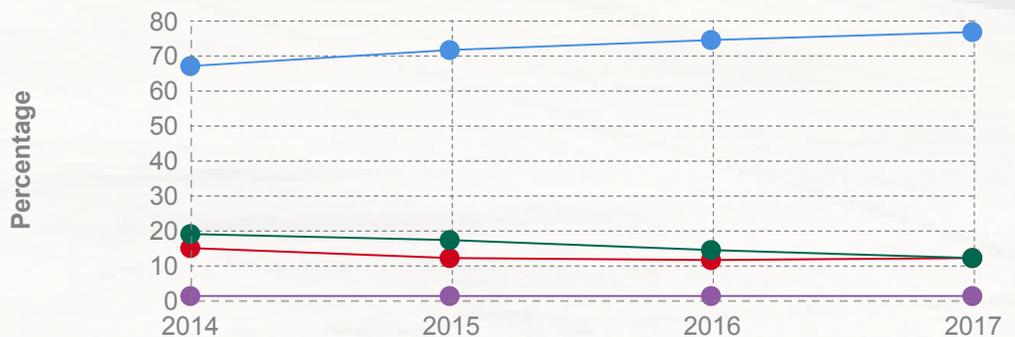
- Recycling: 1,011.9 tons
- Solid Waste: 6,731.4 tons
- Regulated Medical Waste: 1,018.9 tons
- Hazardous Waste: 62.04 tons

2017 Inova Waste Streams



The chart below shows a year over year breakdown of Inova's waste stream percentage trends. Inova's greatest opportunities are in reducing RMW and Municipal Solid Waste, while increasing recycling.

Inova Health System Year Over Year Waste Trends





Environmentally-Preferable Purchasing (EPP)

Hospital supply chain teams have an opportunity to help shift the healthcare marketplace by using their organizations' purchasing power to demand safer, healthier, more environmentally preferable products from their supplier partners.

Environmentally-Preferable Purchasing Progress

- Inova's approach to environmentally preferable purchasing includes making progress in key impact areas including Greening the Supply Chain and Greening the OR.
- Inova continues work in environmentally-preferable purchasing by regularly convening both vendors and supply chain staff that touch these areas.
- The goal in 2018 is to develop a road map and framework that aligns all supply chain functions and duties with sustainability requirements.

EPP by the Numbers

The greatest cost savings for Inova resulting from our EPP program has come from our medical device reprocessing efforts. In 2017, Inova saved **\$642,090** in reprocessing program savings alone. Inova realized an additional **\$20,597.75** cost savings from diverting **90,341 pounds** of medical waste from area landfills through reprocessing.

2017 Inova Reprocessing Data

	Reprocessing Savings	Waste Diversion (lbs.)	Waste Savings
IAH	\$5,477	12,424	\$2,832.67
IFMC	\$229,279	35,341	\$8,057.75
IFOH	\$152,034	23,270	\$5,305.56
ILH	\$161,936	15,598	\$3,431.56
IMVH	\$93,364	3,708	\$845.42
Total	\$642,090	90,341	\$20,597.75

In 2016, IHS achieved a 27% green spend rate. In 2017, that investment increased to 56% percent. Industry benchmarks for green spend on cleaning products suggests a 90% spend on green products compared to total, signaling opportunity for expansion in this program area for 2018.

2017 IHS Green Spend on Cleaning Products

Green Spend	Conventional Spend	Percentage Green Spend
\$102,307	\$81,543	56%



Sustainable Foods

Inova is committed to procuring and serving nutritious, sustainable foods to improve the health and wellness of both the planet and our patients.

Sustainable Foods by the Numbers

In 2016 and 2017 we experienced a transition period where Inova adopted more rigorous standards around food procurement—particularly regarding antibiotic free meat and poultry. The Office of Sustainability has been working with Morrison, U.S. Foods and the Office of Supply Chain to implement these new requirements.

Sustainable Foods Progress

- In an effort to capitalize on the healing potential of food, the Office of Sustainability works diligently to ensure the foods Inova serves positively contribute to every patient's journey to wellness.
- In 2017, a new financial model was implemented and big effort was spent educating vendors on requirements.
- Moving into 2018, we are committed to achieving sustainably and locally-sourced food goals including rBGH free dairy products.
- Given the estimated annual \$20 billion in excess direct health care costs stemming from antibiotic resistance in the United States, we are also dedicated to serving antibiotic-free meat and poultry to our patients and in our cafeterias.

2017 Sustainable Purchases

	Total Program \$	Total Non-Program \$	% Sust. Spend
Cage Free Shell Eggs (HFAC)	\$44,264	\$138,759	24%
Coffee	\$60,911	\$216,187	22%
rBGH Milk	\$187,928	\$54,350	78%
rBGH Yogurt	\$72,540	\$38,980	65%
ABX-Free Chicken	\$148,991	\$577,003	21%
ABX-Free Turkey	\$74,635	\$194,952	28%
Sustainable Seafood	\$31,353	\$134,452	19%
Cert. Humane/ABX-Free Beef	\$45,891	\$386,132	11%
Cert. Humane/ABX-Free Pork	\$5,484	\$176,318	3%
Total	\$671,997	\$1,917,133	26%

The greatest opportunities and areas of focus for 2018 in our Sustainable Foods program include increasing our percentage of local food purchases compared to total spend, and exclusively purchasing poultry raised without routine use of antibiotics.

2017 Local Food Purchases

Local Spend	Total Spend	Pounds of Local Food Purchased
\$743,369	\$2,589,131	-



Water Management & Energy Efficiency

In maintaining 24-hour operations, healthcare facilities consume large quantities of energy and water. Conserving these resources, and utilizing them more efficiently, is key to Inova's sustainability efforts.

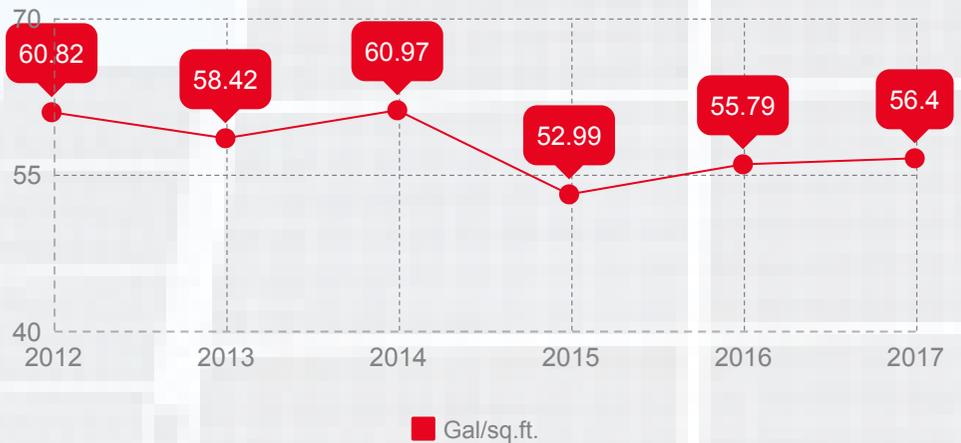
Water Management Progress

- Sustainability, Facilities Management, and Engineering work together to implement water conservation practices and efficient equipment.
- As Inova continues to expand, water-efficient technologies will be crucial to sustained water management strategies.

Water Management by the Numbers

Water management is an essential component of Inova's sustainability program, and we strive to make our water consumption as efficient and sustainable as possible.

Inova Year Over Year Water Consumption (Gal/sq.ft.)



Energy Efficiency Progress

- In 2017, Inova **exceeded** the 2020 goal of a 20% Site EUI reduction compared to 2012 baseline.
- Initiatives in 2017 included focus on operational remedies, LED lighting and green building projects.
- Moving forward, in order to maintain and exceed this goal, continual investigation of energy efficient measures should be explored in new building projects taking place at Inova.

Energy Efficiency by the Numbers

Inova employs a combination of energy reduction and energy efficiency strategies to reduce our system-wide energy footprint by 20% by year 2020, from a 2012 baseline.

IHS Year Over Year Site EUI (Energy Use Intensity) Reductions





Alternative Transportation & Green Buildings

Alternative transportation reduces Inova's carbon footprint and positively contributes to better air quality and climate mitigation in our communities. Healthy buildings result in healthier occupants, and we are committed to greening our buildings for patients, visitors, and staff.

Alternative Transportation by the Numbers

In 2017, the Office of Sustainability assumed oversight of all transportation initiatives across the system including County mandates for Transportation Demand Management. The office was able to hire a new transportation lead who will work with staff at all hospitals to develop programming that results in more alternative transportation trips. Specific efforts included:

- Employee-focused transportation program offerings that include employee shuttles, pre-tax transit benefits (WageWorks), preferred parking for carpoolers and telework options for eligible staff.
- Employee Commuter Fairs in partnership with the Office of Safety and Security, Human Resources and Fairfax County's Department of Transportation.
- Initiation of the "Car-Free Challenge" at specific operating units, resulting in 455 car-free trips taken by IFMC employees to and from work.

Green Building Opportunities

Inova continued to make progress in green building efforts across the system. Specific projects included:

- IFMC Operating Room (OR) renovation that is pursuing LEED certification, IFMC Professional Services Building (PSB) that includes a number of LEED elements.
- ILH Tower that is incorporating a variety of green elements.
- ICPH has multiple projects that are looking at LEED certifications, including LEED Gold, along with the WELL building standard.
- Inova plans to build on these efforts in 2018 through a new green building standard that will ensure all projects, large and small, are designed and built to support our mission of healing.

Alt. Transportation Progress

- Emissions from transportation are responsible for 27% of the United States' total greenhouse gas emissions profile.
- This environmental burden translates directly to poor public health outcomes—particularly for Inova's service area. Washington, D.C. received failing grade for smog in the American Lung Association's 2017 State of the Air Report. As a result, the Office of Sustainability is committed to reducing miles on the road.
- Inova's transportation program maintains compliance with Fairfax County Department of Transportation proffers for Transportation Demand Management (TDM), and works to reduce single-occupancy vehicles coming onto our campuses.

Green Building Progress

- The manner in which a building is constructed, operated and maintained can have a significant impact on both the environment and people that interact within that space.

Employee Engagement & Climate Health

Employee engagement has a direct impact on staff retention and well-being. A high percentage of workers, especially Millennials, look for opportunities to help their company become more sustainable (Inc. Magazine). A changing climate has the potential to impact delivery of service through storm-related damage and an increase in climate and health related admissions.

Employee Engagement Progress

- 86% of workers believe it is important that their employer is responsible to society and the environment. (55%) feeling that it is “very important”. (Project ROI)
- 75% of workers would recommend their company if they feel it is environmentally responsible vs. 43% if it is not. (Project ROI)
- Sustainability engagement events across Inova are a great way to support these beliefs and enhance staff retention, recruitment and well-being.

Climate Health Progress

- Weather disasters in 2017 amounted to an estimated \$306 billion in damage. (NOAA's National Centers For Environmental Information)
- Spread of infectious diseases, more heat-related hospital admissions and higher rates of cardiovascular illness are all scenarios in a warming climate.
- Inova will continue to lead on this issue to ensure that patients continue to receive exceptional care.

Employee Engagement

Employee engagement at Inova continued to be a significant focus in 2017, resulting in a series of events and activities across the campus. A summary of those activities is listed below.

- Transportation Events - Participated in multiple events throughout the year, engaging close to 2,300 employees through various surveys, lunch tables and Bike to Work Day events.
- Car-Free Challenge - Organized and recruited teams at IFMC to participate in an employee car-free challenge to get staff out of their cars. The challenge resulted in 455 car-free commutes during the month of October, fostering friendly competition among departments.
- Earth Day Tree Giveaway - Continued partnership with local non-profit that provides tree seedlings for employers in the region. Staff gave away 500 seedlings to Inova employees along with information about environmental and wellness programming.
- Employee Committees/Project Support - Helped develop and support a cross-functional stakeholder group that was tasked with addressing a major waste contamination issue at IFMC. Initiatives led by the group helped reduce contamination to almost zero, saving IFMC thousands of dollars in waste fees. Other projects included expansion of recycling within various departments.

Climate Health

The nexus between climate health and public health is becoming more intertwined with Inova clinicians seeing the impact on patients first-hand. These experiences, coupled with an inherent belief To Do No Harm, led a number of Inova clinicians to take action on this issue. They formed a group called, Virginia Clinicians for Climate Action (VCCA). VCCA held an inaugural education event at the IFMC in April of 2017, educating participants about how the changing climate influences the health of Virginians.

The Sustainability Office also produced a series of climate and health brochures that educate various patient groups about the impact of a changing climate on their health. These brochures are available for distribution on our website or in print form.