

UNITED STATES POSTAL SERVICE®

2021 Climate Action Plan



Statement from the Postmaster General and Chief Executive Officer

The U.S. Postal Service mission is one of service — providing postal services to bind the nation together. Our actions affect our employees and customers as well as the environment and communities we serve. Our goal is to make a positive impact and take a leadership role in paving the way toward a sustainable future. As indicated by our organizational roadmap released in March 2021, [Delivering for America: Our Vision and Ten-Year Plan to Achieve Financial Sustainability and Service Excellence](#), the Postal Service is continuously advancing our sustainability goals and environmentally focused solutions that reduce greenhouse gas emissions, energy use, fuel use and waste.

This strategy supports our twofold approach to climate risk, addressing both mitigation and adaptation. We have long been a leader in climate mitigation through greenhouse gas emission reductions related to our facilities, vehicles and other infrastructure and activities. To learn more about our mitigation efforts, see the Postal Service’s Annual Sustainability Report at usps.com/green. Climate adaptation is equally important to the Postal Service. Due to our presence in all communities nationwide, we have significant exposure to climate impacts over the coming decades. Implementing adaptation measures now to increase the resilience of our facilities and operations is essential to ensuring the continuity of our operations.

Our commitment to climate adaptation can be found in our voluntary submission of our Climate Action Plan. It focuses on adaptation as defined in the *Interim Instructions for Preparing Draft Climate Action Plans under Executive Order 14008* as an “adjustment in natural or human systems in anticipation of or response to a changing environment in a way that effectively uses beneficial opportunities or reduces negative effects.” We will use best-available climate science to reduce financial and operational risks to our facilities and supply chain. Our plan also formalizes our commitment to integrating considerations of a changing climate into our policies, initiatives and actions.

The 2021 Climate Action Plan is an integral component of our multiyear strategic efforts to ensure our organization will continue to provide affordable and universal mailing services to the American public today and for generations to come.



Louis DeJoy
Postmaster General and Chief Executive Officer

Introduction

The U.S. Postal Service continues to be a leader in federal environmental sustainability. We have voluntarily complied with previous executive orders related to climate risk, including EO 13514, *Federal Leadership in Environmental, Energy and Economic Performance*; EO 13653, *Preparing the United States for the Impacts of Climate Change*; and EO 13834, *Efficient Federal Operations*. Our actions include issuing policy statements, establishing a Climate Change Adaptation Steering Group and publishing a Climate Change Adaptation Plan.

The Postal Service is committing to voluntarily publishing this Climate Action Plan (CAP) in response to the recently issued EO 14008, *Tackling the Climate Crisis at Home and Abroad*. This CAP ensures we are transparent in our management approach as we adapt to climate risk. For the purposes of this CAP, the following definitions for adaptation and resilience are used (definitions from the *Interim Instructions for Preparing Draft Climate Action Plans under EO 14008*):

Adaptation: The action of adjusting natural or human systems in anticipation of or response to a changing environment in a way that effectively uses beneficial opportunities or reduces negative effects.

Resilience: The capacity to anticipate, prepare for and adapt to changing conditions and withstand, respond to and recover rapidly from disruptions.

Developing and implementing a CAP will be a multiyear process for the Postal Service. This CAP will serve as our initial framework that will be built on in the years to come. As we are currently in the middle of one of the largest reorganizations in our recent history, our approach ensures we will fulfill our commitment to voluntarily comply with EO 14008, provides us with the flexibility to build new capabilities and partnerships with key stakeholders, Congress, administration and American public, and drives change at all levels of our organization.

Leading the implementation of our CAP is the Senior Director, Environmental Affairs and Corporate Sustainability Jennifer Beiro-Réveillé. She is an architect and leads our sustainability and environmental initiatives. These responsibilities include allocating budget and resources for the development, strategic direction, implementation and assessment of environmental compliance policies, programs and management systems. She also serves as the USPS Chief Environmental Officer. Beiro-Réveillé leads a national team of specialists with expertise in environmental compliance and sustainability.

The Senior Director, Environmental Affairs and Corporate Sustainability will work closely with the USPS Board of Governors, Postmaster General, Deputy Postmaster General, Executive Leadership Team, National Preparedness Team, Enterprise Risk Management Team and Strategic Planning Team at every stage of the CAP process to ensure alignment with USPS national priorities.

USPS Climate Action Plan Framework

Due to our presence in all communities nationwide, the Postal Service has significant exposure to climate impacts over the coming decades. Implementing adaptation measures now to increase the resilience of our facilities and operations is essential to ensuring the continuity of our operations. We will achieve this through a strategic and coordinated organization-wide framework on climate adaptation and resilience.

The framework of the USPS CAP is based on EO 14008, *Tackling the Climate Crisis at Home and Abroad*. The CAP is structured around five priority actions which together will increase USPS resilience. These actions are:

1. **Enhance climate literacy in USPS management workforce.** To appropriately respond to climate risk, our management workforce must first understand climate risk and potential impacts on USPS and our operations.
2. **Identify key vulnerabilities within all USPS operations, facilities, systems and suppliers.** Before USPS can address our financial and operational climate risks, we need to understand what those risks are. A vulnerability assessment will provide our leadership with the knowledge needed to make informed decisions.
3. **Develop and implement climate-ready adaptations for key vulnerabilities at USPS facilities and sites.** The Postal Service has more than 34,000 owned and leased properties nationwide. As we evaluate and invest in our infrastructure, we must incorporate climate impacts into our considerations of acceptable risks and increase the resilience of our facilities and sites accordingly.
4. **Develop and implement climate-ready adaptations for key vulnerabilities within the USPS supply chain.** Supply chain planning can make all the difference in the continuity of our operations — making sure our internal business partners receive the supplies they need when they need them so that our customers receive the mail they expect each delivery day.
5. **Integrate climate action planning into USPS policies, initiatives and actions.** Climate action planning is not a one-time endeavor. It is a dynamic process we can leverage as we move into a future that will be characterized by changes in the climate. USPS must integrate climate action planning into all components of the organization to preserve our operations, financial solvency and reputation.

Partnerships

A core component of our framework is establishing a Technical Advisory Group (TAG) to provide direction and oversight of our five priority actions. The TAG will be led by the Senior Director, Environmental Affairs and Corporate Sustainability and include our key internal business partners from USPS departments such as the Office of the Postmaster General, Office of Strategic Planning, Facilities Infrastructure, Supply Management, Delivery and Retail, Logistics and Processing, Commerce and Business Solutions, Marketing, Government Relations, Corporate Communications, National Preparedness, Finance and others as needed. This diverse group of stakeholders represents the key operational teams needed to ensure our organizational goals and activities incorporate adaptation and resilience considerations.

The TAG will be responsible for strategic direction and oversight of the CAP process, with the goal of achieving a resilient Postal Service by 2030. The TAG will begin meeting quarterly starting in FY2022. TAG meetings will be structured into three phases that incorporate [U.S. Climate Resilience Toolkit](#) steps. Initial meetings will focus on exploring and assessing broad, primary climate impacts on USPS operations and facilities. The sessions will validate the need for integrating adaptation and resilience into USPS by providing members with an understanding of our organization-wide financial and operational risks. The second phase of TAG meetings will focus on establishing a vision for the ideal state of USPS resilience and setting goals to achieve it. TAG members will be encouraged to explore possible future scenarios and benefits of adaptation and resilience, and ultimately agree on a desirable future of resilience for USPS. The third phase of TAG meetings will focus on overseeing integration and implementation. TAG members will identify mechanisms and partners necessary to achieve the desirable outcomes and oversee implementation of adaptation and resilience-focused actions. The structure and manner of these meetings will be such that TAG members should feel engaged and inspired to lead the organization into a resilient future.

In addition to the TAG, key to the success of our efforts to implement this CAP will be engaging in partnerships with other agencies. The primary goal of these partnerships will be to gain an understanding of how other agencies have measured and managed climactic risks throughout their operations. Their lessons learned and recommendations will help guide our conversations during TAG meetings and with internal partners on identifying our climactic risks, defining acceptable levels of risk and identifying adaptation measures to increase our resilience. Based on our existing relationships and their implementation of climate-ready considerations throughout their organizations, we intend to approach the General Services Administration, Department of Defense and Department of Energy to discuss partnership opportunities.

Priority Actions

The table below provides a high-level overview of the five CAP priority actions and plans for achieving them. The following sections elaborate on the objectives, descriptions, agency involvement, risks and opportunities, scale, timeframes and measures of success for each of the actions.

Climate Action Plan Priority Actions	Priority Action 1	Priority Action 2	Priority Action 3	Priority Action 4	Priority Action 5
	Enhance climate literacy in the USPS management workforce	Identify key vulnerabilities within all operations, facilities, systems and suppliers	Develop and implement climate-ready adaptations for key vulnerabilities at USPS facilities and sites	Develop and implement climate-ready adaptations for key vulnerabilities within the USPS supply chain	Integrate climate action planning into USPS policies, initiatives and actions
Objective	Increase understanding of climate risk and potential impacts on the Postal Service	Increase understanding of USPS-specific climate vulnerabilities and risks	Increase the resilience of USPS-owned and leased facilities	Increase the resilience of the USPS supply chain	Increase the resilience of the Postal Service across all operations
Description of action	Develop and implement a communications strategy to target the Executive Leadership Team and general employee population	Conduct a climate vulnerability assessment focused on our highest-priority facilities	Apply the results of the climate vulnerability assessment to identify and implement adaptation measures for our highest-priority facilities with an unacceptable level of climactic risk	Identify and implement enhancements to existing supply chain emergency response resources and tools	Integrate climate action planning processes, best practices and operational procedures into corporate strategic planning processes
Agency lead	Co-leaders: Environmental Affairs and Corporate Sustainability, Corporate Communications	Co-leaders: Environmental Affairs and Corporate Sustainability, Finance, with significant oversight from the TAG	Co-leaders: Environmental Affairs and Corporate Sustainability, Office of Strategic Planning, Finance	Co-leaders: Environmental Affairs and Corporate Sustainability, Supply Management, Emergency Preparedness	Co-leaders: Environmental Affairs and Corporate Sustainability, Office of Strategic Planning
Risk and opportunity	A climate illiterate workforce cannot move towards climate	Our management cannot make informed decisions about future	Our vast network includes locations with climate risk;	Our vast supply chain includes locations and operations with climate	Climate action planning must be holistic to be effective; integrating it

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	resilience; improving climate literacy is key to climate action	investments and operations without understanding our risks; a vulnerability assessment will provide the information needed to help minimize climate risk where possible	implementing adaptation measures at our highest-priority facilities will help ensure continuity of operations	risk; improving our supply chain emergency response resources and tools will help ensure continuity of operations	into our policies, initiatives, and actions ensures we are prepared as an organization to respond to the climate crisis.
Scale	Focus on Executive Leadership Team and management workforce	Focus on highest-priority facilities	Focus on highest-priority facilities	Focus on existing emergency resources and tools	Universal focus
Timeframe	FY2021–FY2030				
Implementation and Performance	See Priority Action sections below.				
Intergovernmental Coordination	Coordination with other agencies for lessons learned and best practices as well as assistance in implementation is expected for all priority actions, with a primary focus on GSA, DOD and DOE				
Resource Implications	Agency resources are required to implement the strategy; the extent of resources required has not yet been determined				
Challenges/ Considerations	This action will require increased employee communications and the time and resources for employees to meaningfully engage with the content	This action will require contractor support	USPS recently released a 10-year strategic plan that integrates climate mitigation initiatives, but not climate adaptation and resilience		
Accomplishments to Date	Not applicable; new actions				

Priority Action 1. Enhance climate literacy in USPS management workforce.

Objective. Increase our management workforce’s understanding of climate risk and potential impacts on USPS.

Description of action. To enhance the climate literacy of our management workforce, we have developed the following communications strategy to target two primary employee groups: Executive Leadership Team (ELT) and general employee population. We are targeting the ELT as the key decision-makers for our organization; familiarity with the risks and impacts of a changing climate will help them make informed decisions about the future of the Postal Service. However, it is equally important that our entire workforce understands our climate risk so that our managers are making informed decisions, our customer-facing employees are accurately answering questions and communicating our activities to our customers, and our field employees are prepared as they face the impacts of the changing climate firsthand.

Our communication strategy will build on our existing communications efforts for our mitigation-focused sustainability resources. Our existing distribution channels include the following:

Channel	Description	Frequency of Sustainability Messaging
Link articles	Internal news source updated daily available to all employees	Intermittent articles
Sustainability newsletter	Environmental Affairs and Corporate Sustainability internal newsletter available to all employees	Quarterly
Postal Bulletin	News source released biweekly available to all employees	Intermittent articles and annual Earth Day edition
Stand-up talks	One-page talking points available to all managers to present to all employees	Always available on internal sustainability webpage

We will continue using these channels and others identified by the ELT to regularly distribute climate mitigation, adaptation and resilience focused messaging. Our communications will help our employees understand climate risk and how we can increase our resilience. We will also include surveys in each communication for employees to provide feedback and ask questions. Messaging will include:

- Definitions and examples of key words, such as climate change, mitigation, adaptation and resilience.
- Information on specific projects in progress at our facilities to ensure our employees at those sites and beyond understand the justification for and impact of the projects.
- Highlights of adaptation and resilience success stories to recognize the actions of our employees and inspire others to act.
- Details and instructions on activities that any employee can take at work and at home to help reduce climate risk, emphasizing concise and actionable items.

Agency lead. Environmental Affairs and Corporate Sustainability and Corporate Communications will co-lead this effort. Environmental Affairs and Corporate Sustainability will contribute the sustainability messaging and Corporate Communications will review and approve communications before they are released to ensure consistent and strategic messaging.

Risks and opportunities. Climate literacy is key to climate action. A climate illiterate workforce does not have the knowledge or insight to ensure our organization is moving towards climate resilience. In addition, educating our workforce is an opportunity to gather the knowledge of our many stakeholders as we work towards resilience together.

Scale. USPS has over 640,000 employees. Our climate literacy approach focuses on educating our leaders (ELT) to ensure they have the knowledge needed to make informed decisions and so that they can contribute their expertise to our climate literacy efforts for the general employee audience. Our aim is to develop and make materials accessible to every USPS employee.

Timeframe and milestones. We have already started the climate literacy process as preparing this CAP required educating key stakeholders that will be involved in implementing climate literacy concepts and strategies. Quarterly activities are provided in the table below through FY2022. Activities will extend beyond FY2022 through FY2030 to ensure our efforts are long-lasting.

Activity	FY21	FY22				FY23	FY24
		Q1	Q2	Q3	Q4		
Begin educating key stakeholders as part of the CAP process	X						
Prepare and deliver climate literacy introduction presentation for ELT		X					
Prepare and deliver climate literacy follow-up presentations for ELT			X	X	X	X	X
Roll out climate adaptation communications materials to general employee audience		X	X	X	X	X	X

Priority Action 2. Identify key vulnerabilities within all operations, facilities, systems and suppliers.

Objective. Increase our management team’s understanding of USPS climate vulnerabilities and risks.

Description of action. Before USPS can address our financial and operational climate risks, it is imperative we understand what those risks are. By conducting a vulnerability assessment, we can provide our management team with the knowledge they need to make informed decisions about the future of our organization.

To focus our initial resources and efforts, the TAG will identify our highest-priority facilities during goal-setting meetings. These facilities could include processing and distribution centers, regional distribution centers, information technology data centers and key customer service and retail locations, among others.

Conducting a vulnerability assessment will allow us to determine which of our highest-priority facilities are vulnerable to climate impacts and to what degree. We conducted a pilot vulnerability assessment in 2014; however, the assessment did not provide the level of detail or scientific understanding of USPS-specific impacts to inform adaptation planning. In addition, better science and recent reports, such as the Fourth National Climate Assessment and Intergovernmental Panel on Climate Change, as well as more robust vulnerability assessment tools have since become available, so conducting a new assessment will enable us to move forward with our adaptation planning process.

While we will begin our effort focused solely on our highest-priority facilities, we intend for our analysis to ultimately expand to our operations, systems and suppliers (e.g., vehicle parts suppliers or large mailing partners) to provide an agency-wide assessment of our climate vulnerabilities.

Agency lead. Environmental Affairs and Corporate Sustainability will co-lead this effort with the Finance team and with significant oversight from the TAG. Environmental Affairs and Corporate Sustainability will manage all components of the consultancy. The Finance team will contribute their expertise in organizational risk assessment. The TAG will oversee the process to define the scope of the assessment.

Risks and opportunities. USPS has a universal service obligation that reaches every community in the United States. Our more than 34,000 facilities and our vast supply chain

Example Vulnerability Assessment Output

A large Post Office that serves many customers undergoes a vulnerability assessment to determine the specific impacts the changing climate may have on the facility, such as increased storm surges or flooding. These impacts translate to costs to repair and maintain the facility over time. The Postal Service’s analysis would include comparing the cost of maintaining the building over time to the cost of taking measures to decrease the building’s vulnerability such as adding additional building infrastructure or moving to a nearby location.

require a network that includes communities with climate risk. While we acknowledge that we cannot eliminate climate risk to every office and part of our operation while meeting our obligation to provide universal service, understanding our vulnerabilities and risk is necessary before we can work to minimize it.

Scale. We plan to evaluate a subset of our facilities initially, focusing the vulnerability assessment on our highest-priority facilities. As funding allows, we will continually expand our scope to include additional facilities and operations. We also anticipate continually updating our initial assessment as new data become available to ensure our decision-makers have the most up-to-date information available to inform their decisions.

Timeframe and milestones. Our initial vulnerability assessment on our highest-priority facilities will be completed in FY2022. Quarterly activities are provided in the table below through FY2022. Activities will extend beyond FY2022 through FY2030 to ensure our efforts are long-lasting.

Activity	FY21	FY22				FY23	FY24
		Q1	Q2	Q3	Q4		
Select a tool to conduct the vulnerability assessment and implement contract actions to obtain access to the tool	X						
TAG meeting to determine boundaries and scope of the vulnerability assessment, including selection of highest priority facilities		X					
Data collection on highest priority facilities for input into tool		X					
Conduct vulnerability analysis			X				
Present vulnerability analysis results to the TAG			X				
Updates to and/or expansion of initial vulnerability analysis				X	X	X	X

Priority Action 3. Develop and implement climate-ready adaptations for key vulnerabilities as identified at USPS facilities and sites.

Objective. Increase the resilience of USPS-owned and leased facilities.

Description of action. To achieve this objective, USPS must ensure that our facilities are climate-ready. During the second set of TAG meetings focused on establishing a vision and setting goals, the TAG, along with additional internal business partners, will define what a climate-ready facility means to USPS. This definition will describe the process for ensuring a facility is climate-ready and establish an acceptable level of financial risk for a facility due to climate impacts.

Using the vulnerability assessment conducted under Priority Action 2, we will quantify in financial terms the highest-priority facilities' climactic risks. The results of these assessments, along with a designation of acceptable or unacceptable risk based on our established definition of climate-ready, will be presented to the TAG.

For the highest-priority facilities with an unacceptable level of climactic risk, our focus will be on either relocating the facilities if that is a viable option or implementing adaptation measures to decrease the facility's risk to an acceptable level. While we intend to focus primarily on our highest-priority facilities, we will provide resources to encourage our employees to increase resilience at all USPS facilities. For the other facilities (i.e., highest-priority facilities with an acceptable level of risk and lower-priority facilities) our focus will be on identifying low- or no-cost actions or processes that can be easily implemented across all facilities by local employees to increase resilience.

Agency lead. Environmental Affairs and Corporate Sustainability, Office of Strategic Planning and Finance will co-lead this effort. Environmental Affairs and Corporate Sustainability will contribute results from the vulnerability assessment and expertise on facility-level climate adaptation and resilience strategies. USPS will use the information to make decisions on facility siting and upgrades with the goal to ensure all highest-priority facilities have an acceptable level of risk.

Risks and opportunities. USPS owns or leases more than 34,000 facilities including Contract Postal Units (CPU). As these facilities are located nationwide and our universal service obligation requires us to have a presence in every community, our exposure to climate impacts

Climate-Ready Facilities

For an example of a climate-ready facility, a highest-priority processing facility in a flood zone would undergo a vulnerability assessment to determine the specific financial impacts from climate risk due to increased storm surges or flooding. Following the vulnerability assessment, if the climate risk to the facility is considered unacceptable, the facility would implement climate adaptation measures. These measures would reduce the facility's risk and help ensure the facility is able to continue to provide service to our customers if an impact, such as coastal flooding, occurred. Once the measures are in place, the facility would be considered climate-ready.

is significant. As these impacts increase and intensify, it is imperative that USPS implements adaptation measures to ensure continuity of operations despite climate risk.

Scale. Highest-priority USPS-owned and leased facilities will be the primary focus of this activity. Highest-priority facilities may include, but not be limited to, processing and distribution centers, regional distribution centers, information technology data centers, and key customer service and retail locations. Apart from these highest-priority facilities, all USPS facilities will have access to information on how to increase resiliency using low- or no-cost activities or processes.

Timeframe and milestones. All highest-priority facilities will be at an acceptable level of climate risk by 2030. Quarterly activities are provided in the table below through FY2022. Activities will extend beyond FY2022 through FY2030 to ensure our efforts are long-lasting.

Activity	FY21	FY22				FY23	FY24
		Q1	Q2	Q3	Q4		
Highest-Priority Facilities							
Define climate-ready facility and determine acceptable level of risk	X						
Identify highest-priority facilities	X						
Assess risk level (vulnerability assessment)	X						
Determine if facilities with an unacceptable level of risk can be relocated		X					
Identify and prioritize adaptation measures (including relocation) for facilities with an unacceptable level of risk			X	X	X		
Implement adaptation measures						X	X
Lower-Priority Facilities							
Develop list of low- or no-cost adaptation actions or processes for increasing resilience at all facilities	X	X					
Disseminate list of adaptation actions or processes			X				
Update to include additional actions or processes						X	X

Priority Action 4. Develop and implement climate-ready adaptations for key vulnerabilities as identified within the USPS supply chain.

Objective. Increase USPS supply chain resilience.

Description of action. To achieve this objective, USPS must ensure that our supply chain is climate-ready. During the second set of TAG meetings focused on establishing a vision and setting goals, the TAG, along with any additional internal business partners, will decide on a definition for a climate-ready supply chain.

Given the Postal Service's national footprint, weather issues frequently require significant emergency and continuity of operations responses from our supply chain. As such, USPS has developed several procurement resources for use in all emergencies.

- **Emergency notification system:** Uses data feeds about weather hazards, hurricanes and rainfall amounts, and public announcements from the National Oceanic and Atmospheric Administration, Federal Emergency Management Agency and National Weather Service, to issue customized warning messages to our Supply Management team and other USPS managers. These managers use the warnings to contact suppliers and assemble a plan of action. The system also keeps track of actions taken so USPS has a record of best practices and lessons learned.
- **Supply Management emergency response team tool:** Enables the purchase of many common emergency supplies and services, such as tents, water and remediation.
- **Emergency preparedness response and recovery services contracts:** Provide a broad array of emergency and non-emergency support services.
- **Critical reserve stockpile:** A limited supply of water and meals ready-to-eat to augment local commodities and commodities purchased for emergency response during larger scale events.
- **COVID supply chain visibility tool and command center:** Tool used during the coronavirus pandemic to identify the amount of COVID-related supplies on hand at every USPS site, including over 32,000 retail locations, and to determine the amount of supplies needed based on number of employees. Field managers and employees working at the command center used the data in the visibility tool to manage COVID supplies and redistribute them to locations where needed. The tool is flexible and continues to be modified and used to manage COVID supplies.

In order to achieve our definition of a climate-resilient supply chain, we intend to collaborate with our internal business partners to identify and implement enhancements to these resources. To identify enhancements, we will conduct cases studies on our existing resources, using insights from our vulnerability assessment conducted under Priority Action 2, to address questions such as:

- What are our current top five critical supplies and services at risk due to both acute and chronic events, and do we expect this list to change in the coming decades, considering projected climate risks?

- Where have we most frequently activated our supply chain emergency resources, and do we expect this to change in the coming decades?
- Where are opportunities to further increase the resiliency of our supply chain?

Based on the information gathered from these case studies, the TAG will collaborate with the supply chain management teams to identify, prioritize and implement advancements to ensure achieve a climate-resilience supply chain by 2030.

Agency lead. Environmental Affairs and Corporate Sustainability, Supply Management, and Emergency Preparedness will co-lead this effort. Environmental Affairs and Corporate Sustainability will contribute results from the vulnerability assessment and expertise on supply chain climate adaptation and resilience strategies, as well as manage the development of the case studies of our existing resources. Supply Management and Emergency Preparedness will use the information provided by Environmental Affairs and Corporate Sustainability to suggest and implement advancements to our existing resources with the goal to ensure our supply chain is climate-ready by 2030.

Risks and opportunities. USPS has an extensive supply chain network that enables us to deliver mail to every community every delivery day. It is imperative that we understand the risks to our supply chain and are prepared to withstand and recover from both acute and chronic climate-induced disruptions to ensure continuity of operations.

Scale. This effort will focus on the resources identified above, including the emergency notification system, emergency response and preparedness tools and contracts, and critical reserve stockpiles.

Timeframe and milestones. The USPS supply chain will be considered climate resilient by 2030. Quarterly activities are provided in the table below through FY2022. Activities will extend beyond FY2022 through FY2030 to ensure our efforts are long-lasting.

Activity	FY21	FY22				FY23	FY24
		Q1	Q2	Q3	Q4		
Define climate-resilient supply chain	X						
Conduct case studies on existing resources		X	X				
Identify and prioritize advancements to existing resources to achieve a climate-resilient supply chain				X	X		
Implement adaptation measures						X	X

Priority Action 5. Integrate climate action planning into USPS policies, initiatives and actions.

Objective. Increase the resilience of USPS across all operations.

Description of actions. Climate action planning is a dynamic and iterative process we can use to our advantage as we move into a future that will be characterized by a changing climate. Climate action planning will change over time, based on the needs of the organization, available resources, climactic conditions and numerous other variables. However, by integrating climate action planning processes, best practices and operational procedures into USPS corporate strategic planning now, we can help preserve our operations, financial solvency and reputation in the decades to come.

Agency lead. Environmental Affairs and Corporate Sustainability will co-lead this effort with the Office of Strategic Planning, but given the scope of this priority action, all USPS offices will be involved in its implementation at some time. The Office of Strategic Planning will contribute their knowledge and insight of upcoming operations and financial investments, such as those included in *Delivering for America: Our Vision and Ten-Year Plan to Achieve Financial Sustainability and Service Excellence*. Environmental Affairs and Corporate Sustainability will provide suggestions for incorporating climate action planning into these investments. The TAG will be heavily involved in these consultations to ensure the correct prioritization of actions in this multiyear and multicomponent plan.

Risks and opportunities. Without a holistic approach to climate action planning that integrates adaptation and resilience across all our strategic, operational, facility and procurement policies, initiatives and actions, we remain at risk. The risk of inaction over time is great.

Scale. The scale of this action is the boldest and furthest reaching in our CAP. It is intended to cover all strategic planning initiatives undertaken by the Postal Service.

Timeframe and milestones. As part of preparing this CAP, Environmental Affairs and Corporate Sustainability and Office of Strategic Planning have already begun communicating about opportunities to integrate climate action planning into upcoming Postal Service investments. These dialogues will continue quarterly through FY2022. Activities will extend beyond FY2022 through FY2030 to ensure our efforts are long-lasting.

Conclusion

Our voluntarily publication of this CAP in response to the recently issued EO 14008, *Tackling the Climate Crisis at Home and Abroad*, highlights our organization's commitment to sustainability throughout our workforce, supply chain and leadership team. Our CAP will help us ensure we are transparent in our management of climate risk and maintain our position as a leader in environmental sustainability.

Our five priority actions in our CAP are interconnected and include concrete, preliminary steps as well as longer-term aspirations. As part of our newly released *Delivering for America* plan, USPS is currently undergoing the largest restructure in our recent history. By starting with the preliminary steps detailed in our CAP, such as rolling out our climate literacy communications strategy and undertaking a vulnerability assessment, we will be in the position to make significant progress towards our priority actions. This CAP will serve as our initial framework that will be revisited and built on in the years to come.

Climate action planning is a dynamic activity that cannot be done in isolation; it needs to be integrated across our mission, programs, management functions and decision-making processes. We will leverage the renewed commitment to service, transformation goals and capital investments detailed in our 10-year plan to commit to modernize the Postal Service, ensure that we can adapt to the changing needs of our customers, provide excellent services for both our mail and package products, and achieve our universal service mission today and for generations to come. As we invest in ourselves, now is the time to engage in climate action planning to ensure our investments are resilient to climate risk.

You can learn more about the Postal Service's climate mitigation efforts at usps.com/green. As we establish and implement our CAP, we will add information on our adaptation efforts to this website.

We welcome comments at sustainability@usps.com.