



Maryland Green Registry MEMBER

The Maryland Green Registry promotes and recognizes sustainable practices at organizations of all types and sizes. Members agree to share at least five environmental practices and one measurable result while striving to continually improve their environmental performance.

EA Engineering, Science, and Technology, Inc., PBC



EA Engineering,
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Member since October 2010

Management and Leadership



Environmental Policy Statement

EA's Corporate Sustainability Page can be found here:

http://eaest.com/corporate_sustainability.php

It presents EA's Environmental Policy Statement, which is as follows.

Putting Words into Action—Through more than four decades as a firm dedicated to the preservation and enhancement of the natural and built environments, EA has developed a keen social awareness and appreciation for the precious and limited resources that our planet has to offer. As a leader in the environmental field, we hold ourselves accountable in our sustainability initiatives and seek out opportunities to support the communities we serve through participation in neighborhood and watershed cleanup projects and various outreach programs to mentor our nation's youth in such aspects as materials recycling, waste minimization, energy savings, and related environmental and sustainability topics.

Corporate Sustainable Business Practices—EA's corporate sustainable business practices (SBPs), in concert with our Sustainability Message, guide our operations in growing in a sustainably conscious manner. Our goals embrace a broader perspective and commitment to sustainability principles by:

- Encouraging reduction of consumption through sustainability awareness, efficient practices, and use of technology
- Encouraging environmental stewardship through procurement, recycling, and end-of-life practices for goods and services utilized through our supply chain

- *Making sustainability and the importance of integrating sustainable practices into our daily practices, operations, and services a paramount concern*
- *Providing recognition to offices and employees that demonstrate extraordinary leadership and/or performance in support of EA’s sustainability practices.*

Through this policy statement, we reinforce our longstanding commitment to SBPs as we continue to live out our core purpose of: IMPROVING THE ENVIRONMENT IN WHICH WE LIVE, ONE PROJECT AT A TIME®.

EA has had a formal, implemented, and communicated Sustainability Program since 2008, including governance, establishment of goals, training and awareness, and communication and reporting using the Global Reporting Initiative (GRI) framework. EA reports across 30+ GRI environmental, social, and economic disclosures, and has published three biennial Corporate Sustainability Reports highlighting our accomplishments during this time. In December 2016, we published our first combined Corporate Social Responsibility (CSR) Report and Public Benefit Corporation (PBC) Statement. The CSR Report/PBC Statement builds on our previous Sustainability Reports and continues to utilize GRI guidance as a reporting framework. GRI disclosures include materiality aspects such as employee training, supplier diversity, environmental impacts of daily operations, ethics, health and safety, and sustainability.

In December 2014, EA transitioned to 100% ownership by its Employee Stock Ownership Plan (ESOP) and registered as a PBC under Delaware corporate law. This move differentiates us from our peers and positions EA as a “first-mover” among major national environmental consultancies as a 100% ESOP-owned PBC. PBC is a new class of corporation designed to enable for-profit corporations to produce tangible public benefits, while operating in a responsible and sustainable manner. PBCs balance the interests of non-stockholder stakeholders (i.e., clients, local communities, and the general public) with their own pecuniary interests, in such a manner that the public benefits identified in the entity’s certificate of incorporation are promoted and achieved. These changes expanded the mission of EA’s Sustainability Program and, therefore, its name was changed to EA’s CSR Program, reflecting this increased breadth of scope.

EA’s PBC framework consists of three pillars: Project Involvement, Community Support, and Charitable Giving. This framework is firmly supported by the foundation of our Sustainability Program.



Environmental Team

EA formalized its Sustainability Program and appointed a Sustainability Committee in 2008 to lead and guide activities throughout all aspects of our operations. We also implemented a successful EA Sustainers Program to seed awareness and promote communication on sustainable practices. EA Sustainers are appointed by

management and integrated into all business unit operations and corporate departments—the overall success of our program is due in large part to the passion and commitment of the EA Sustainers network.

Comprised of more than 30 employees representing all of EA’s offices and business units, as well as technical, financial, facilities, and administrative support services, the EA Sustainers Group meets bi-monthly to discuss sustainability issues, develop sustainability initiatives, and report on progress toward achieving sustainability goals. Minutes from these meetings as well as sustainability resources and associated references are posted on EA’s intranet site (Inside EA) for employee use and referral.

Registering as a PBC in December 2014 led to formal direct changes to our governance, including the appointment of a new Director of CSR, who reports directly to the Board of Directors through EA’s Chief Executive Officer/President. This visible senior management position centralizes EA’s commitment to CSR transparency and PBC reporting. We also created a PBC Committee to develop EA’s PBC framework and serve as a sounding board for its implementation. The PBC Committee reports directly to EA’s Board of Directors and meets regularly to establish direction for EA’s CSR Program.



Annual Environmental Goals

“Continuous Improvement” is an overarching sustainability concept employed on a daily basis at EA. Therefore, while we are proud of our success to date, we are already working on accomplishing more in the future:

- Continual monitoring of corporate travel and associated carbon emissions to better understand EA’s overall carbon footprint and better leverage available technologies (e.g., video conferencing) to achieve reductions*
- Initiation of an electronic equipment inventory, promoting work stream efficiencies while reducing paper documentation*
- Development of a Vendor Portal to provide greater visibility for potential business partners, including small and small, disadvantaged businesses, for future teaming and procurement opportunities*
- Continuous refinement of standard operating procedures to guide EA’s commitment to social responsibility*
- Expansion of our program to green our fleet and add more alternative fuel/hybrid vehicles.*

Further, our PBC framework requires us to plan, measure, and report EA’s progress in delivering our specific public benefits, resulting in a biennial report—EA’s CSR Report/PBC Statement, the first was published and made publicly available in December 2016. EA identified specific objectives with supporting standards and targets for each pillar of our PBC framework. Materiality principles, grounded in GRI, were used to define specific objectives, standards, and targets associated with material aspects. The CSR Report/PBC Statement, previously EA’s Corporate Sustainability Report, is publicly available at http://www.eaest.com/corporate_sustainability.php.

Environmentally Preferable Products and Services

As a leading provider of environmental, compliance, natural resources, and infrastructure engineering and management solutions to a wide range of public and private sector clients, EA’s Core Purpose is to IMPROVE THE QUALITY OF THE ENVIRONMENT IN WHICH WE LIVE, ONE PROJECT AT A TIME®. The intricate and complex nature of today’s environmental issues requires an interdisciplinary approach to provide realistic, workable, and cost-effective solutions. As our name implies, EA was founded on the overarching principle of integration of the science and engineering disciplines to guide our clients through complex technical and regulatory challenges associated with environmental projects. By actively and deliberately integrating science, engineering, and technology through our in-house, multidisciplinary teams, we are readily capable of defining problems and designing solutions in ways that are innovative, uniquely efficient, and operationally sustainable, yet environmentally sound, technically defensible, and financially responsible for our clients.

Environmentally Preferable Purchasing

In 2016, EA established an Environmentally Preferred Purchasing (EPP) working group to develop a formal EPP framework and performance objectives.

The purchasing of environmentally preferable products is integral to EA’s culture. As an established federal contractor for over 30 years, EA has well-established programs to fulfill contract requirements, including green procurement and contracting. Indeed, many of these federal requirements are similarly being integrated into state programs. Examples of this program include the company-wide use of sustainable office paper (e.g., Forest Stewardship Council [FSC]-certified, Sustainable Forestry Initiative [SFI]-certified, or contain at least 30% post-consumer recycled content), utilization of hybrid or energy-efficient vehicles in EA’s vehicle fleet, and the use Electronic Product Environmental Assessment Tool (EPEAT®)-rated “Gold” standard computer and ancillary equipment. Our sustainability philosophy is also visible in our marketing efforts: our exhibit banners, brochures, and branded materials are produced using environmentally preferable materials.

EA consistently integrates sustainable practices within our internal operations and client services. This includes meeting client requirements for the implementation of EPP programs. Working closely with clients in this manner enables us to meet their objectives and also helps us to make improvements in our own internal purchasing systems and practices.

As part of our materiality dialogue, we have noted the important role that upstream and downstream supplier stakeholders play in our business. The services we provide are directly dependent on them and we are in the process of expanding the dialogue with our suppliers on CSR issues.

In order to monitor performance and drive continuous improvement, in 2014, EA submitted our CSR Program for evaluation to EcoVadis, a French-based consultancy, which helps organizations evaluate the economic and social performance of their suppliers. The findings of this assessment identified an opportunity for improvement, which was to expand the dialogue with our supply chain.

During our 2014 EcoVadis assessment, an area identified as offering an opportunity for improvement was expanded dialogue with our supply chain. In response, in 2015, EA launched an online registration portal to support our Supplier Diversity Program. Small businesses, including those owned and operated by minorities, women, veterans, disabled veterans, and people with disabilities, are encouraged to access this web-based application and register by submitting requested information. Once registered, vendor information is available to EA personnel for consideration on future teaming and procurement opportunities.

Also in 2015, EA initiated a Supplier Portal to enhance subcontractor and vendor transparency and management. Completed in 2016, EA's Supplier Portal requires suppliers to provide information on sustainability performance and annual validation. The supplier questionnaire includes sustainability, health and safety, and supplier diversity questions addressing CSR reporting, greenhouse gas (GHG) emission tracking and reporting, third-party certifications, and impact reduction of operations and activities in their own supply chain such as distribution, use of environmentally preferred products, etc. Through supply chain engagement, EA will better understand the performance of its top suppliers, engage in dialogue, and report on performance in future reporting. As an established federal contractor, EA plans to assess EPP programs in support of Federal Acquisition Regulation requirements in the future.



Environmental Restoration or Community Environmental Projects

Oftentimes, our most meaningful sustainability efforts occur at the grassroots level through our employees. EA's employees regularly contribute their time and energies to improve the communities in which they work and live. EA staff invest in environmental philanthropy and volunteering commitments to various local events

including stream cleanups, Earth Day events, and related efforts. Through these volunteer efforts, they work side-by-side with local stakeholders and community leaders to exchange ideas and promote meaningful improvements to the environment. This long-standing employee commitment is the basis for our PBC framework's Community Support pillar.

Examples of community environmental projects in Maryland include:

- **Chesapeake Bay Days**—EA employees participate in this annual outreach program to educate middle school students about the ecology and environmental awareness of Chesapeake Bay tributaries by presenting a hands-on training session on the benthic ecology of the Little Gunpowder River.
- **Day with an Engineer**—A shadowing program sponsored by the Baltimore Post of the Society of American Military Engineers, which EA has participated in since 2002. EA has hosted high school students interested in pursuing engineering degrees at our Hunt Valley, Maryland office. This full day outreach activity provides Baltimore area high school students with a workplace experience in the science, technology, engineering, and mathematics (STEM) fields. Tasked with completing a mock environmental project, students perform experiments at EA's Ecotoxicology Laboratory, participate in field equipment demonstrations, research available information, and collaborate with EA scientists and engineers. At the end of the day, students put the skills they learned to the test and present their solution to an EA professional, acting in the role of client for the mock project.
- **Baltimore Center for Green Careers**—EA hosts mock interviews for soon-to-be-graduates of Civic Works' Baltimore Center for Green Careers technician training programs. One-on-one mock interviews are conducted to build trainees' interview skills for upcoming job fairs, and trainees are given coaching to improve their resumes. Additionally, trainees are provided the opportunity to tour EA's Ecotoxicology Laboratory and participate in a demonstration of field sampling equipment.

These are just three examples of many, which are often captured in press releases available on EA's website: www.eaest.com. Additional information is also available in EA's CSR Report/PBC Statement available on our website: http://www.eaest.com/corporate_sustainability_message.php.

Waste



Solid Waste Reduction and Reuse

As detailed in EA's 2015 Carbon Footprint Report (available on our website: http://eaest.com/corporate_sustainability.php), estimates of the amounts of trash and



recycling generated by EA were calculated based on the generation rates for the Hunt Valley offices at 225/231 Schilling Circle. The amount of recyclables and trash generated by the Hunt Valley offices was calculated using information provided by Waste Management, a leading waste management and recycling company used by EA, through the building owner. Emissions were then calculated using the U.S. Environmental Protection Agency Waste Reduction (WARM) Model¹.

During the 2014-2015 reporting period, across all EA offices, approximately 25% of trash was incinerated and 75% of trash was landfilled. EA's company-wide waste diversion rate for the reporting period was 29.1%. All EA offices have functioning and successful recycling programs in place.

The office material that we use most in our business is paper. As part of our EPP commitments, EA has standardized its company-wide specifications for sustainable paper use (i.e., paper must be FSC-certified, SFI-certified, or contain at least 30% post-consumer recycled content).

Below are the latest reported results as presented in EA's CSR Report/PBC Statement, which is located on our website:

http://www.eaest.com/corporate_sustainability_message.php.

Trend	GRI No.	Indicator	Metric(s)	Progress-To-Date
 (decline)	EN1	Materials used by weight or volume	(1) Per-person paper usage expressed as reams per person; and (2) company paper use, expressed in tons of paper purchased annually	EA's per person paper use, expressed as reams per person, decreased 55% from 2010. In this same time period, EA's overall consumption of paper has been reduced 61% through effective waste minimization programs and increased issuance of electronic client deliverables.
 (increase)	EN2	Percentage of materials used that are recycled input materials	(1) Percent or tons of FSC-certified paper purchased company-wide; (2) percent toner cartridges recycled, annually; and (3) percent of EA offices with in-place office recycling programs	Over 75% of the paper EA purchases meets one of three sustainable standards: FSC-certified, SFI-certified, or at least 30% post-consumer recycled content. We are seeking to increase this percentage and are currently evaluating programs to increase our use of responsibly sourced paper products. Over 95% of toner cartridges purchased are recycled by offices through vendor take-back programs. EA has established in-office recycling programs for paper, glass, aluminum, plastic, and batteries in 100% of its offices. Annually, EA recycles over 2,500 pounds of eWaste through the Corporate Information Technology Department product take-back and

¹ <https://www.epa.gov/warm>.

Trend	GRI No.	Indicator	Metric(s)	Progress-To-Date
				recycling programs.

In 2016, EA implemented a formal composting program at our Hunt Valley headquarters office. Partnering with a local veteran-owned company, composting bins were added to each kitchen/café area. In the first month alone, EA employees diverted more than 360 pounds of biodegradable material such as food waste, paper products, and compostable kitchen products away from solid waste landfills through composting. As a result of the program’s success and the passion of our employees, additional composting programs are in the process of being implemented at several other offices.

Recycling

Below are the latest reported results as presented in EA’s CSR Report/PBC Statement, which is located on our website:

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Electronic Waste Recycling—EA recycles approximately 2,500 pounds of electronic waste annually through our Corporate Information Technology Department. EA is committed to purchasing EPEAT-rated devices; 100% of all new personal computers and ancillary equipment purchased or leased meet the EPEAT Gold level. EA formalized internal green practices relating to recycling and other office functions by publishing guidance relating to SBPs for Production, Packaging, and Shipping (SBP-001); SBPs for Marketing and Promotional Materials (SBP-002); and SBPs for Sustainable Operations (SBP-003). Operational self-assessments are completed biennially through SBP-003 to assess recycling/reuse programs. EA’s reported waste diversion rate for 2015 (per our 2015 Carbon Footprint Report) was 29%.

Office Materials Recycling—All of EA’s offices have recycling programs for basic paper, cardboard, aluminum, plastic, and ink toner cartridges. Most offices also recycle glass and batteries. Often, the ability to expand recycling depends on the existence of local community recycling facilities and/or programs, support from property management where we lease space, and the individual actions of our employees.

In cases where recycling options are limited, EA employees have taken the initiative to expand recycling opportunities through “take home” efforts. In several offices, employees collect aluminum cans as a fundraising mechanism for local non-profit organizations.

Hazardous Waste/Toxic Use Reduction

In our offices, EA specifies the use of non-toxic, environmentally friendly cleaning products wherever possible.


As a leading provider of environmental services, EA’s business is 100% environmental. We support our clients by ensuring compliance with all federal, state, and municipal environmental regulations and guidelines. Additionally, our day-to-day work involves remediation of hazardous waste and materials from project sites nationwide, reducing the amount of various contaminants in the environment overall and, in some cases, enabling properties to be put to beneficial reuse.


Energy

Energy Efficiency

Below are the latest reported results as presented in our CSR Report/PBC Statement, which is located on our website. The results presented were developed in accordance with the GRI G3 framework.

In addition, EA actively works with our property owners in leased spaces to recommend energy-efficiency improvements and have implemented retrofit programs to upgrade to energy-efficient lighting. Our commitment to purchase of EPEAT Gold standard information technology equipment further demonstrates our commitment to the use of energy-efficient equipment.

Trend	GRI No.	Indicator	Metric(s)	Progress-To-Date
 (increase)	EN3 and EN4	Direct and indirect energy consumption by primary source	(1) Electricity consumed at the 225/231 Schilling Circle campus in Hunt Valley, Maryland expressed in kilowatt hours per year	EA leases all commercial office, laboratory, and warehouse space. For reporting purposes, energy consumption at our Headquarters campus is used as our benchmark. Energy consumption at the Hunt Valley, Maryland operations at 225/231 Schilling Circle increased 4% from 2013 reporting. The increase is primarily attributable to increased headcount (occupied square footage) and regional seasonal cooling/heating demands. Company-wide, Scope 2 GHG emission estimates from purchased electrical utility providers are EA's largest company-wide carbon footprint source at 31% of EA's overall carbon footprint. EA leases all of its commercial office, laboratory, and warehouse space. EA's 225 Schilling Circle headquarters building has an installed a PV array on the roof. Energy generated by the array is fed

Trend	GRI No.	Indicator	Metric(s)	Progress-To-Date
				<p>directly into the building's electrical distribution system, so its output displaces energy that would otherwise be purchased from the local utility. Based on EA's occupancy, approximately 8 MTCO₂e of Scope 2 emissions were avoided through the PV array in 2015. EA continues to purchase RECs as a strategy to offset Scope 2 GHG emissions.</p> <p>In 2015, 625-megawatt hours of RECs were purchased from Carbon Solutions Group to offset Scope 2 emissions. EA continues to evaluate options for further reduction of this emission source.</p>
 (no change)	EN5 and EN7	Energy saved due to conservation and efficiency improvements, and initiatives to reduce indirect energy consumption	(1) Energy savings as expressed in dollars saved or reduction in megawatt hours/kilowatt hours as defined by specific project or initiative, and (2) percent of new computer and ancillary equipment purchased meeting U.S. Environmental Protection Agency - sponsored EPEAT program Gold-level standard	<p>EA continues to invest in energy efficient facilities and equipment to reduce indirect energy consumption. In 2015, 36% of EA's leased office space was in LEED® or EnergyStar®-rated buildings including the use of PVs in our corporate building, which avoided an estimated 8 MTCO₂e of Scope 2 emissions. EA's purchase of RECs is also a tool to offset energy consumption impacts. Operationally, EA continues to invest in energy-efficient electronics; 100% of all new personal computers and ancillary equipment purchased or leased meet the EPEAT registered Gold level. In 2015, EA initiated a bulb replacement project in its corporate office space to replace office lighting with dimmable bulbs to reduce energy consumption. From a client perspective, EA is on the leading edge emphasizing the use of life-cycle approaches and tools to reduce energy consumption and systems associated with its projects. Several examples are provided in the Project Work with Direct Environmental Benefit section of the CSR Report/PBC Statement.</p>

NOTES: LEED® = Leadership in Energy and Environmental Design.
 MTCO₂e = Metric tons of carbon dioxide equivalent.
 PV = Photovoltaic.
 REC = Renewable energy credit.

Renewable Energy

EA's 225 Schilling Circle headquarters building has an installed PV array on the roof. Energy generated by the array is fed directly into the building's electrical distribution system, so its output displaces energy that would otherwise be purchased from the local utility. Based on EA's occupancy, approximately 8 MTCO_{2e} of Scope 2 emissions were avoided through the PV array in 2015. EA continues to purchase RECs as a strategy to offset Scope 2 GHG emissions. In 2015, 625 megawatt hours of RECs were purchased from Carbon Solutions Group to offset Scope 2 emissions.

Transportation

Employee Commute

As our second largest GHG source, more focus is required to reduce EA's carbon footprint attributable to employee work commute. Due to the complexity of addressing employee-commuting decisions, which are inherently personal choices, EA's management intends to engage the EA Sustainers to develop educational tools and assess the utility of programs that encourage use of public transportation and offer incentives for the use of high fuel efficiency vehicles. We note that proximity to public transit (including light rail) was a key factor in EA's decision to consolidate our Headquarters offices in the Hunt Valley, Maryland area, and to relocate our Kirkland, Washington office to downtown Seattle.

Efficient Business Travel

The majority of EA's business travel is integral to providing quality service to our clients and is performed on project engagements at our clients' request. Therefore, strategies to minimize this component of our carbon footprint have focused on initiating action to both reduce and compensate for the business travel undertaken at our discretion, as well as improving the fuel efficiency and performance of our vehicle fleet. As appropriate, phone- and/or video-conferencing will continue to be used to offset business travel.

On an annual basis, EA purchases verified carbon dioxide offsets from TerraPass, effectively reducing the impact of company air travel by one quarter. In December 2016, we increased our offset purchase from 100 to 150 metric tons. Independent third parties, using the Verified Carbon Standard and the Climate Action Reserve, have verified TerraPass carbon offsets. In addition, all TerraPass emissions reduction projects are carried out in North America, and its portfolio includes projects for landfill gas capture, farm power, and clean energy.


Fleet Vehicles

As of January 2017, EA has 84 fleet vehicles, including 6 hybrid vehicles. With the exception of electrical power provided to plug-in hybrid vehicles, EA's fleet vehicles are powered by gasoline and/or diesel fuel. Additionally, electric charging stations for electric and hybrid technology vehicles are available at our Hunt Valley headquarters office in the parking lot; these charging stations are available to all building occupants. EA is committed to improving the fuel efficiency of its fleet, including deployment of additional hybrid, electric, and flex-fuel vehicles, as opportunities are presented.

Water

Water Conservation

*Below are the latest reported results as presented in EA's CSR Report/PBC Statement, which is located on our website:
http://www.eaest.com/corporate_sustainability_message.php.*

Trend	GRI No.	Indicator	Metric(s)	Progress-To-Date
 (increase)	EN8	Total water withdrawal by source	(1) Water utilized at the 225/231 Schilling Circle campus in Hunt Valley, Maryland expressed as volume used annually	EA's Hunt Valley, Maryland operations at 225/231 Schilling Circle, including our Ecotoxicology Laboratory, utilized 737,072 gallons of potable water in 2015, a 3% increase from our 2013 estimate. The increase was attributable to an increase in Ecotoxicology Laboratory operations and increased headcount. EA's LEED-Platinum rated headquarters building includes a suite of water conservation measures including faucets with automatic hands-free sensors and spray outlets, water-saving flush valves, and waterless urinals estimated to use 37% less water compared to standard appurtenances. Since taking occupancy in August 2013, in-office potable water delivery systems in EA's corporate headquarters has avoided an estimated 70,648, 20-ounce plastic water bottles, or 18,633 gallons.

Stormwater Management and Site Design

Green Roof Technology—*The roof at EA's 225 Schilling Circle headquarters building houses a solar-powered water pre-heating system, 25-kilowatt PV power generator, and a landscaped green roof atop the vestibule canopy to retain and re-use rainwater.*

Elsewhere, reflective surface materials are used to reflect heat from being absorbed into the building, thereby reducing heat-island effects.

Water Efficient Landscaping—EA’s 225 Schilling Circle headquarters building is designed so the landscaping conforms to regional weather and seasonal patterns. Native, drought-tolerant plant species are utilized along with highly efficient irrigation heads and a weather monitoring controller to reduce water usage.

Green Building

LEED Gold for Commercial Interior

Achieving LEED certification was important to EA, and the company was pleased to discover that as an organization that leases, but does not occupy their entire building, our sustainability efforts could be recognized under the U.S. Green Building Council’s LEED for Commercial Interiors (LEED-CI) Rating System. The interior build-out of EA’s Corporate Headquarters was a great opportunity to create a workplace that exhibits the company’s sustainability values and practices.

In launching this project, we utilized LEED Gold standard as our benchmark, and we are thrilled to have succeeded. EA achieved LEED-CI Gold certification for our Corporate Headquarters in May 2013.

LEED Platinum for Building Shell

In August 2012, EA moved to 75,400 square feet of new office and laboratory space, which includes its 57,500 square feet headquarters on the third and fourth floors in Merritt Properties’ “Schilling Green II” building located at 225 Schilling Circle, Hunt Valley. The firm’s nationally accredited ecotoxicology and biological testing laboratory is located in an adjacent building. Merritt Properties earned LEED Platinum certification for “Schilling Green II,” the highest level of recognition that can be achieved for a newly constructed building.

Water Efficiency—Water usage is 37% lower than projected usage based on standard building code requirements. Efficiencies are achieved using faucets with automatic hands-free sensors and spray outlets, toilets equipped with water-saving flush valves, and water-free urinals in the men’s restrooms.

Energy and Atmosphere—Energy conservation is achieved using Energy Star-rated appliances and EPEAT-registered electronics such as computers and information technology equipment. The office is equipped with occupancy sensor control lighting that meets LEED low mercury lighting requirements. Natural lighting is maximized through an abundance of exterior glass windows and interior glass wall and door

systems, which means that more than 90% of employees have direct access to natural light.

Materials and Resources—Single stream recycling bins are located throughout the building. Materials recycled include paper, cardboard, aluminum, and plastic. A hard goods recycling station is located in the Reprographic Center for batteries and electronics. To further reduce waste, there are water refilling stations for reusable bottles, cups, and glasses. Paper is FSC-certified.

Indoor Environmental Quality—The interior build-out was accomplished using construction materials (paints, coatings, adhesives, and sealants), flooring, and furniture systems that emit little to no volatile organic compounds. The subfloor heating, ventilation, and air conditioning system meets strict thermal control requirements and achieves greater than 26% energy savings. The building is designated as non-smoking.

Innovative Applications—A large training room is used for many educational events promoting sustainability and its positive economic, environmental, and social impacts. LEED-accredited professionals played a major role in the design and construction of the building and its commercial interior. An open stairway connects the third and fourth floors, improves airflow, and reduces the use of elevators.

Additional Human Factor—The office offers numerous enhancements for employees and visitors, including more than 25 meeting rooms/collaboration spaces and privacy rooms for personal convenience. A modern fitness center, with locker rooms and showers, is located on the lower level. A healthy options commercial eatery, offering a variety of fresh salads and wraps, is located on the first floor.

Other



Management Structure

In December 2014, EA announced two key changes: we became 100% owned by our ESOP and registered as a PBC under Delaware law. By putting the company at the forefront of a dynamic market shift toward responsible and SBPs, these changes further advanced EA's distinctive culture and mission, while enhancing the value created for our employees, clients, communities, and the environment.

As a 100% ESOP, the economic power generated by EA is fully dedicated to growing the company and building the retirement benefits of our employees. Adoption of PBC status strengthens and aligns the company's environmental mission with our employees' interest in supporting their communities, and reinforces EA's commitment to responsible SBPs.

Brought to life through a PBC framework built upon the foundation of our long-established Sustainability Program, EA's status as an employee-owned PBC fully embraces the "conscious capitalism" model—whereby for-profit companies like EA can achieve their fiscal goals while remaining mindful of the company's broader impact on society and the environment. This new operating paradigm positions EA to meet the evolving needs of our clients while achieving the public benefits expressed in our Company Charter.

Awards and Recognitions

As a corporate entity, EA continues to lead by example and the collective leadership of our management team continues to make sustainability a priority in how we do business. Examples are as follows:

2016 Maryland Green Registry Leadership Award—In June 2016, EA was one of five organizations recognized with a 2016 Leadership Award by the Maryland Green Registry. EA was recognized for its strong commitment to sustainability, measurable results, and continual improvement. A member of the Maryland Green Registry since 2010, EA's achievements spanned the full breadth of sustainability principles. On the corporate level, EA aligned its business and CSR strategies when it reorganized as a 100% ESOP-owned PBC in 2014. On the operations side, the company has had a formal Sustainability/CSR Program in place since 2008, including governance, establishment of goals, training and awareness, and communication and reporting using the GRI framework. In the area of facilities management, EA consolidated its Baltimore-area corporate offices into a LEED Platinum-certified building, located in Hunt Valley, Maryland, and earned LEED-CI Gold certification for its office space build-out.

2016 Occupational Excellence Achievement Award from the National Safety Council (NSC)—This is the third time in the last 4 years that EA's commitment to occupational safety has been recognized through this national award. EA considers the safety and health of its employees, clients, and visitors, and the prevention of work-related accidents and illnesses, to be of the highest priority. Proactively implemented, EA's comprehensive and systematic safety and health program has contributed to more efficient and effective operations by improving employee health and morale, and by reducing workers' compensation costs, lost time, fire and liability insurance premiums, and property damage.

Business Achievement Awards—EA has been recognized with multiple Environmental Business Journal® Business Achievement Awards including the 2016 Industry Leadership Award in recognition of our CSR Report/PBC Statement, 2015 Business Achievement Award for growth of a new platform of services focused on emerging contaminants, 2014 Industry Leadership Award in the category of Ownership Transition for recognition of our transition to 100% ESOP ownership and registration as a PBC, and 2013 Business Achievement Award for expansion of our Contaminated Sediment Management practice.

2014 Industry Leader Award—EA was recognized with NSC’s Industry Leader Award (based on 2013 calendar year safety data). The Industry Leader Award recognizes outstanding safety achievements of NSC members and represents the top 5% of member companies that have qualified for the Occupational Excellence Achievement Award annually. EA has been an NSC member since 2012.

2014 American Council of Engineering Companies Honor Award—For 8 years, EA has been employing testing methodologies and data evaluation processes to identify the source of bacteria found in surface waters within Prince George’s and Montgomery counties. Currently, a DNA fingerprint system is being employed on this project; however, given the rapid evolution of the science, the results and methodologies of the program are reevaluated on a periodic basis to ensure the most advanced testing methods are being utilized. In addition, public stakeholder meetings are an integral part of this program and there is routine collaboration with federal and state agencies as well as various citizen groups.

LEED Certification—In 2013, the commercial interior of EA’s new Corporate Headquarters earned LEED Gold certification from the U.S. Green Building Council. In 2012, EA consolidated three of its Maryland offices and moved into this building, for which the builder, Merritt Properties, earned LEED Platinum certification in 2013.

Institute for Sustainable Infrastructure—In November 2012, EA became a charter member of Institute for Sustainable Infrastructure (ISI). Based in Washington, D.C., ISI is a not-for-profit, public interest organization dedicated to sustainable infrastructure at the municipal, regional, state, and federal levels. In our role as a corporate leader, EA continued its support of state sustainability programs that exist within our geographic footprint like the Green Zia Environmental Leadership Program in New Mexico. In 2012, EA elevated its Green Zia designation to Silver from Bronze and is one of only two companies in the state of New Mexico to hold that distinction.

Third Party CSR Assessment—In 2014, we began to see increased interest in third party supply chain CSR evaluation. At the request of a large multinational client, we were invited to participate in a third party CSR review by EcoVadis, a French-based consultancy that helps organizations evaluate the economic and social performance of their suppliers. EcoVadis assesses the environmental, economic and social performance of global suppliers and creates scorecards that allow companies to monitor CSR supplier performance. EcoVadis serves hundreds of global multinationals, including Fortune 500 brands such as Axa, Alcatel-Lucent, Coca Cola Enterprises, Heineken, Orange, Johnson & Johnson, Lafarge, Renault-Nissan, Schneider Electric, and Verizon.

EA received an assessment survey covering 21 CSR criteria, organized under four main themes—environment, labor practices and human rights, fair business practices (or business ethics), and sustainable procurement. EA was evaluated across 39 specific CSR

elements based on a “screening” survey that develops a customized questionnaire based on our size, industry, etc. Depending on company specifics, CSR elements can range from 20 to 50.

EcoVadis ratings are compatible with the GRI and ISO 26000 standards; EA has been reporting using a GRI framework since 2008, so we had much of the information at our disposal. EcoVadis recognizes three rating levels: bronze, silver, and gold. Ratings themselves are numeric based on a scale of 1-100.

The assessment process included a desktop review of uploaded materials; no interviews or site reviews were conducted. EcoVadis also completes a 360 review using publicly available information from 500+ sources including non-governmental organizations, trade organizations, etc., which are factored into consideration. Information EA provided in response to the questionnaire included CSR reports, standard operating procedures, and policies regarding ethics and procurement, etc.

On our initial 2014 CSR assessment, EA received a score of 57 out of 100, placing it in the top 15% of its classification group (ISIC Category 71 – Architectural and Engineering Activities, Technical Testing & Analysis); the average group score was 42. EA received a “Silver” rating, which places EA in the “Confirmed” category for CSR performance and is summarized as “structured and proactive CSR approach, policies and tangible actions on major topics, and basic reporting on actions or performance indicators.” We held an October 2015 debrief with our EcoVadis assessment team and were commended on our high initial score.

Our 2016 CSR assessment was completed in March 2016. EA’s CSR score improved to 59 out of 100, placing it in the top 13% of its classification category (ISIC Category 71 – Architectural and Engineering Activities, Technical Testing & Analysis); the average group score was 42. EA also placed in the top 13% of all suppliers assessed by EcoVadis in all categories. EA again demonstrated a “Silver” rating, which placed us in the “Confirmed” category for CSR performance and is summarized as “structured and proactive CSR approach, policies and tangible actions on major topics, and basic reporting on actions or performance indicators.”

Philanthropy—EA’s PBC Committee and Board began assessing a potential “fit” of philanthropic options. We utilized publicly available research tools, such as the website “Charity Navigator” and opened a dialogue with our employees. Through this process, we affirmed our interest in focusing our philanthropic efforts in areas aligned with our core mission, as well as our origins as a water-focused environmental consultancy. As part of its PBC framework, EA aligned with Water For People (WFP) making them a focal point for our charitable giving. WFP (<http://www.waterforpeople.org>) is a nonprofit international development organization that helps people in developing countries improve their quality of life by supporting the development of locally sustainable drinking water resources, sanitation facilities, and health and hygiene education programs. WFP’s

goal is to create sustainable business and political systems that will supply potable water, forever, to every home, clinic, and school in the world by 2030. In our internal benchmarking on charities for consideration, we found that numerous EA staff had already supported WFP, further making it a logical fit.

EA is behind WFP's audacious goal—recently, we announced a financial commitment of \$30,000 in 2016, \$40,000 in 2017, and \$50,000 in 2018. EA's philanthropic program for WFP includes a match program for employee contributions, forming a network of local Champions/Coordinator Volunteers to promote the program in our communities, and supporting a future project in one of the WFP's Districts in the nine targeted countries (Honduras, Guatemala, Nicaragua, Bolivia, Peru, India, Malawi, Uganda, and Rwanda) to see, first hand, the impact that charitable giving through WFP has in achieving "Everyone, Forever." Through this partnership, EA is also participating in the WFP Leadership Council.



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