

[SUSTAINABILITY]

Report 2021



Corporate Environmental Sustainability Policy

GES is committed to managing our business in an environmentally sustainable manner to simultaneously achieve excellence in environmental stewardship, economic growth, and social responsibility.

Environmental sustainability is a GES core value. Sustainability measures and continuous improvement processes permeate every facet of our organization and enhance project execution for our clients. By intently making performance improvements and communicating our progress, we contribute to an improved quality of life for our employees, become more engaged in our communities, and develop skills to better serve our clients.

As a full-service environmental consulting firm, 100% of GES' business is dedicated to environmental consulting and engineering, and we actively contribute to environmental conservation and preservation. We understand the importance of supporting education for the next generation of qualified professionals as well as the science and technology that will form the foundation of environmental sustainable development.

GES' executive leadership and management teams have embraced a corporate commitment to environmental sustainability practices that include the elements highlighted in this report. We have set clear expectations for the organization and our employees so that together we can contribute to the protection of human health and the environment.

This Sustainability Report communicates GES' sustainability initiatives and presents our Environmental and Social Governance (ESG) impacts on the environment and society.



**GES CORE VALUE:
QUALITY**
Striving to achieve the highest quality and effectiveness



**GES CORE VALUE:
SUSTAINABILITY**
Creating long-term environmental, social, and economic value



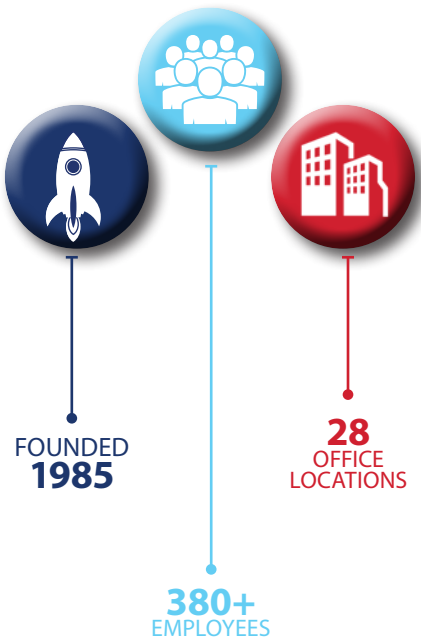
Driving Sustainable Economic Growth

GES corporate governance ensures that our business remains stable, resilient, and aligned with our values.

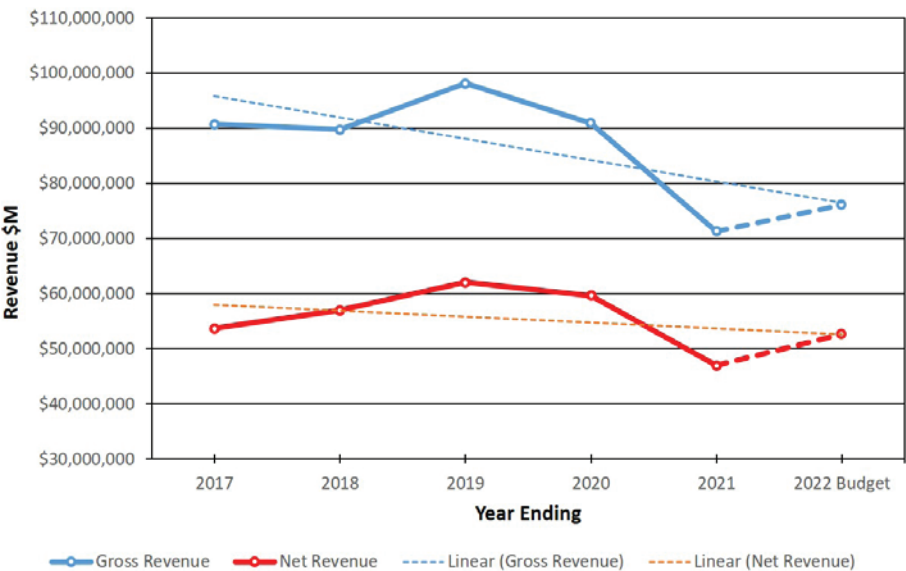
GES is managed by a Board of Directors that is supported by an Advisory Council. Our CEO, President/COO, and Senior Leadership are committed to responsible management of our business in accordance with our sustainability policy and core values. The following pages highlight several examples of commitments to steward the environment and support the communities that we live and work in.



**GES CORE VALUE:
CONTINUOUS IMPROVEMENT**
Pursuing flawless execution of our work



Gross and Net Revenue Growth



In 2022, GES anticipates revenue growth after two years of Covid-19 impacts.



Our People

Proactive Safety Culture

GES' robust corporate Health, Safety, Security and Environment (HSSE) program involves every aspect of our work.

GES is committed to achieving a safe and secure workplace; full compliance with applicable federal, state, and local HSSE regulations; and minimization of adverse environmental impacts to the environment. Based upon our beliefs and principles, GES' HSSE programs are in place to empower our employees to achieve the highest level of performance without compromising our mission or objectives.

GES' program is based on the principles of the Loss Prevention System™ (LPS) behavior-based management system. We communicate a consistent philosophy that we can never be complacent about safety or quality. Using LPS tools, we evaluate the quality of our work and track, report, and develop root cause analyses. Recent achievements include:

- One Lost Time injury over the past 10 years.
- 313 (+20) Loss Prevention Observations (LPOs) completed in 2021.
- 218 (+25) Site Visit Observations (SVOs) completed in 2021.
- Our effective HSSE program has resulted in an insurance savings of \$15,000 over the last two years.

Safety Record

HSSE STATISTICS		2021	2020	2019	3-YEAR AVERAGE
Total Recordable Incident Rate (TRIR)		0.25	0.00	0.21	0.15
Lost Time Incident Rate (LTIR)		0.25	0.00	0.00	0.08
Total Hours Worked		787,118	906,589	947,909	880,539

EMR	CURRENT PERIOD 7/1/21 – 7/1/22	PREVIOUS YEAR 7/1/20 – 7/1/21	2 YEARS PRIOR 7/1/19 – 7/1/20	3 YEARS PRIOR 7/1/18 – 7/1/19
Rating	0.83	0.81	0.81	0.80



Health and Safety STATISTICS

0.08 Days Away Restricted or Transferred (DART) Lost Time Incident Rate (LTIR) vs. industry average of 0.5
3-YEAR AVERAGE

A+
RATING

Industry third-party validation services
ISNetwork, Avetta, and Veriforce

0.83 Experience Modification Rate (EMR) vs. industry average of 1.0



GES CORE VALUE: HEALTH, SAFETY, SECURITY, & ENVIRONMENT

An unwavering commitment to safeguard people, property, and the environment

Training & Development

GES' success is based on the knowledge and dedication of our talented employees.

- GES University, a strategic corporate initiative designed to provide employees with an additional training and development resource, offers educational trainings throughout the year.
- GES employees are encouraged to continue their professional development with tuition reimbursement for accredited programs and a seminar/workshop reimbursement program.
- Partnered with external organizations to provide staff learning opportunities for continuing education in technical and business skills, with 100+ diverse training events offered in 2021.
- Nearly 20 training events were provided by GES subject matter experts, including Professional Ethics, Clean Water Act Section 404, ESG, and Environmental Sustainability.

Commitment to Wellness Program

Our Wellness Program encourages health plan participants to maintain a healthy lifestyle and receive annual physicals.

- Partnered with Journey's Stress Management and Mental Wellbeing Program to help provide our employees with life-changing skills to better manage stress at work and home through six interactive lunchtime sessions.
- Provided a complimentary membership to the Journey Live Platform, a web-based database containing a wide variety of wellness topics available on demand, to GES staff and their families.
- Offered a company-sponsored Employee Assistance Program (EAP), an external confidential counseling service that helps with personal and family problems, at no cost to all employees and their families.
- Hosted company-wide Step Challenge and Fitness Bingo Challenge in July 2021.
- Distributed monthly "Strive for Better Health" email newsletter.



GES CORE VALUE: **EMPLOYEE DEVELOPMENT**

Offering training,
mentoring, and
career development
opportunities



05

88%

Employees received the Covid-19 vaccine



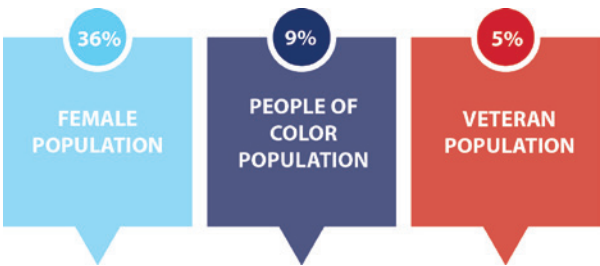
Diversity, Equity & Inclusion

GES is committed to maintaining a safe, diverse, and inclusive work environment where all employees are treated with respect and recognized for their unique contributions.

We seek to recruit, develop, and retain the most talented people from a diverse candidate pool. We are committed to providing an environment of mutual respect where equal employment opportunities are available to all applicants and employees without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, and any other characteristic protected by law.

- Advertised job openings in the following online Career Centers and LinkedIn groups: US Veterans, National Society of Black Engineers, National Network of Hispanic Scientists and Engineers, Women of Environmental Services, and Society of Women Engineers.
- Enhanced Equal Opportunity Employer Statement to expand inclusivity. This statement is prominently featured on all job advertisements.
- Revised recruitment brochure to feature GES employees from underrepresented racial, ethnic, and gender groups.

Employee DEMOGRAPHICS



GES CORE VALUE:
RESPECT
Recognizing that every employee contributes to our success



GES CORE VALUE:
INTEGRITY
Honesty, trust, and ethical behavior

Ethics Policy

GES' workplace culture is founded on our company's strong core values and the highest ethical principles.

At GES, we pride ourselves on conducting our business affairs in accordance with the highest ethical standards. The purpose of the Ethics Policy is to set forth our expectations and requirements regarding the need to fully comply with the laws, regulations, and standards applicable to the conduct of our business.

- Updated our Ethics Policy to better align with our values and ESG program in 2021.
- Established an anonymous third-party reporting hotline to report unethical or improper behavior in complete confidence.



Our Clients

One hundred percent of GES' business is dedicated to environmental consulting and engineering, and we actively contribute to environmental conservation and preservation.

- Continual improvements to conserve resources, and eliminate or minimize adverse HSSE risks associated with our services and operations.
- Provide clients and other stakeholders with our technical expertise to help them achieve HSSE objectives by designing, constructing, and operating projects that minimize adverse impacts to the environment.

GES CORE VALUE:
**TECHNICAL
EXCELLENCE**

Applying practical and technically-correct solutions



Small Unmanned Aircraft Systems (sUAS)

GES provides specialized sUAS services in support of infrastructure development and compliance programs. We have put professional-grade sUAS technology in the hands of degreed environmental professionals who are Federal Aviation Administration (FAA) licensed and trained to enhance our field monitoring and data management capabilities. Our clients benefit from the seamless integration of sUAS technology in their existing workflows, providing scientific evaluation of environmental conditions and data that is accurate, quantifiable, and defensible. We leverage state-of-the-art imaging and remote sensing technologies to improve data quality and reduce investigation costs. From a sustainability perspective, drones require no fuel; therefore we achieve the reduction of pollutant emissions derived from traditional methods.

Beyond Visual Line of Sight (BVLOS)

In 2021, GES was approved for BVLOS drone operation by the FAA for right-of-way (ROW) utility inspection. Pipelines and energy ROWs are typically monitored by walking, driving, eye-level digital photos and inspection forms, or in some cases, manned aircraft. Drones offer innovative solutions for cost effectiveness, safety, and improved situational awareness with advanced sensors and data analysis. Traditionally, drones have one major obstacle: the operator must repeatedly land the drone and then drive to another location to relaunch it. BVLOS drone operations allows GES to inspect several miles of ROW from a single launch point. BVLOS drone operations are making environmental inspections for long, linear infrastructure assets and associated facilities more sustainable by integrating the latest technologies.

Proud recipient of the
**2021 EBJ Business
Achievement Awards:
Technology Merit:
BVLOS Drone Operation**



Graphic Source EBJ



Our Operations

GES strives to adopt practices that achieve environmental sustainability by reducing waste, promoting reuse and recycling, and limiting energy consumption from company activities.



GES CORE VALUE:
PROFESSIONALISM
Fostering a positive and rewarding operational environment



Real Estate

Below is a baseline measurement of how many square feet of office space we have per employee. The increase observed in 2021 is indicative of an increasingly remote workforce with a corresponding lag in ability to adjust leasing arrangements. GES anticipates further consolidation of office space, with eight leases terminating in 2022.

	2021	2020	2019
Employees who work from the office	570 sq ft	306 sq ft	307 sq ft
All employees including work-from-home	291 sq ft	269 sq ft	273 sq ft



Fleet Vehicles

At GES, our fuel usage is dictated by our project location sites. We take every opportunity to identify employees in close proximity to project sites. In order to minimize the number of times we need to drive to a site, we attempt to combine tasks when we evaluate our project sites and utilize computer-based controls.

Vehicle Maintenance Cost

	2021	2020	2019
Maintenance Cost Per Vehicle	\$1,015	\$1,209	\$1,254

Fuel Consumption

YEAR	DIESEL CONSUMED (GALLONS)	GASOLINE CONSUMED (GALLONS)	GREENHOUSE GASES FROM FLEET VEHICLE OPERATIONS (METRIC TONS OF CO ₂)
2021	4,940	155,252	1,432
2020	6,938	177,130	1,645
2019	11,416	172,778	1,634

In 2021, GES used video conferencing technology to meet virtually with clients to discuss projects and upcoming opportunities. For our operations, technical, and sales team, **this resulted in over 1 million miles not driven.**

2021 Goal Achieved: Seek green real estate. GES has implemented the use of a sustainable building checklist to assist in selecting leased space that best meets our needs and sustainability objectives.



Information Technology

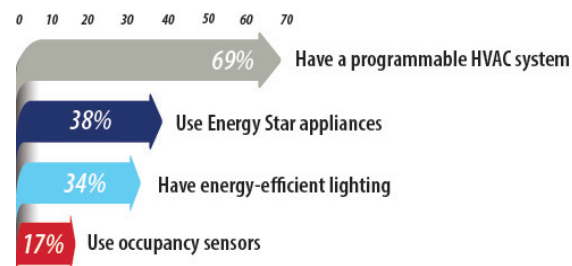
GES' strong cybersecurity program promotes business viability and continuity thus ensuring uninterrupted service to our customers.

GES has implemented proactive and aggressive security measures to combat cybersecurity risk. GES continually assesses and modifies our cybersecurity plan to ensure that data remains secure and all our information systems remain functional to serve our operational needs.

- On average, **75,000** potentially suspicious emails are blocked every month.
- **100%** of employees have the ability to work remotely via secure virtual private network (VPN) with dual factor authentication.
- Cybersecurity practices and procedures include:
 - Personnel identification and background screening
 - New employee security training
 - Monthly cybersecurity training
 - Subcontractor screening for cybersecurity measures
 - Controlled behavioral and educational awareness tools
 - Cyber asset management
 - Data-loss prevention
 - Controlled access management
 - Facility physical hardening
 - Threat and vulnerability management
 - Traffic monitoring for malicious content

Reducing Energy Consumption

Percent of office locations reporting that have energy-reduction practices in place



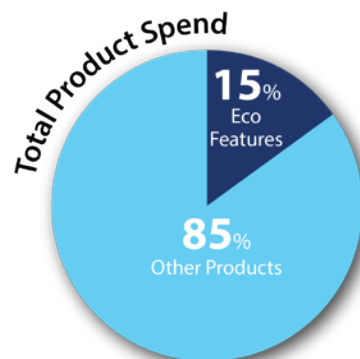
Marketing Materials

We submit deliverables for proposals, statements of qualifications, and brochures electronically to minimize the use of paper products whenever possible.

- 37% reduction in our paper product spend company-wide in 2021.

Office Supplies

Eco features refers to products that meet one or more environmental attribute, including recycled or re-manufactured content, numerous environmental certifications or standards, and other environmental design elements.



Our Communities

Corporate Social Responsibility (CSR)

GES proudly embraces our role as a good corporate citizens. We recognize that the foundation of our business activities is strengthened by contributing to the prosperity of our staff and the communities in which we live and work. Our CSR contributions include:

- **Academic Scholarships** — Since 2007, GES has awarded three \$2,000 scholarships annually to encourage and reward the pursuit of academic excellence and to foster social and environmental responsibility. The most recent scholarships were awarded to three students in August 2021. We are honored to have provided these scholarships to 40+ students in the last 15 years.
- **GES Employee Donation Bank** — The Employee Donation Bank provides immediate assistance to staff who face personal challenges due to unforeseen hardships caused by catastrophic weather events,

major health conditions, etc. In 2021, \$20,000 in funds were added to the 2022 GES Employee Donation Bank, which comes from employees that agree to donate a percentage of their unused, accrued vacation hours.

- **Drive Safe Program** — New GES hires complete Coaching the Experienced Driver® online training. Current GES employees complete annual Safe Driver Training. All GES trucks have a drive safe sticker that allows other drivers to report compliments or complaints, and all complaints are investigated internally. Additionally, every vehicle accident is investigated to identify root causes and implement additional coaching or training to further develop safe driving behaviors.



GES CORE VALUE:
TEAMWORK
Cooperation built on trust
and respect

GES Community Service Office of the Year: St. Croix, Virgin Islands

GES takes pride in our philanthropic efforts, which reflect our employees' diverse interests. We support and encourage the service of our employees who give their time and talent to worthy causes. For outstanding community service in 2021, GES commends our St. Croix office that has supported several charities in various capacities, including:

Good Hope Country Day School is a non-profit, 501(c)(3) private school. In 2021, GES donated \$1,000 to the Black and Gold Gala, which funds the school's efforts to provide a world-class education to a diverse student body, regardless of socio-economic background. GES has been an event sponsor for several years and St. Croix Office Leader, Garfield Doran, worked as an auctioneer at previous live events.

Catholic Charities of the Virgin Islands (CCVI) is a non-profit charitable organization that has been feeding the hungry, sheltering the homeless, and clothing the needy for more than 46 years. They provide a wide spectrum of services to struggling families and individuals, including the homeless, the mentally ill, and the home-bound elderly through their emergency shelters and programs. Our St. Croix office has donated time and materials to CCVI, including service and meal preparation over the Thanksgiving holiday.

Children First St. Croix (CFSCS) is a nonprofit group overseeing the redesign of Midre Cummings Playground in Frederiksted on the west side of the island. The design was a community effort, including the underserved children on the island. The project needed a total of 1,200 volunteers, a minimum of 270 people per day, during the eight-day build. GES' local office staff along with our client assisted both as a group and individually.



GES St. Croix employees volunteering at the eight-day build for the Midre Cummings Playground in Frederiksted, VI in November 2021.

Wildlife Habitat Council

In 2021, GES became a member of the Wildlife Habitat Council (WHC), a not-for-profit organization formed to guide corporations to take conservative actions as they operate and manage business activities.

GES develops and implements conservation-based remediation, biodiversity projects, and compliance approaches that achieve multiple ESG goals. We are positioned to expertly design and manage biodiversity and wildlife conservation projects for our clients, often using surplus land, small facilities, or even office building space, enabling them to save costs, promote sustainable practices, and enhance the value of land holdings and aesthetics by demonstrating a commitment to environmental stewardship and employee, regulatory, and community engagement.



**WILDLIFE
HABITAT
COUNCIL®**



Biodiversity and Native Habitat Improvement at Client-Owned Active Facility for WHC Certification

GES achieved WHC Conservation Gold Certification on behalf of our client in Virginia. During the winter of 2021, GES designed and implemented pollinator, bluebird, wood duck, reptile, and native grassland projects at an active industrial facility with a closed landfill. These projects had a significant positive impact on native biodiversity. GES' program design attained Gold Certification (the highest level), signifying leadership among the 600+ WHC Conservation Certification programs. This work significantly improved our client's ESG scorecard.

Renewable Energy Services

With the ongoing prioritization of ESG factors, the need to reduce energy-related CO₂ emissions while maintaining energy supply continues to drive the global energy sector's shift from fossil-based systems to renewable energy sources.

GES provides responsive and innovative consulting services to meet today's and tomorrow's energy demands in a dynamic market, supporting renewable energy providers and project developers with:

- Due diligence services to support infrastructure planning, siting, and construction.
- Feasibility studies — zoning, wetlands, endangered species, Phase I environmental site assessments (ESAs), and soils analysis.
- Site development — site access, permitting, stormwater planning, erosion and sedimentation control.
- Site management — construction oversight and operation and maintenance activities.
- GIS and data services to more efficiently analyze, use, share, and manage environmental data.



Highlights

Solar Farm Construction and Wetland Mitigation, Pennsylvania

One of the largest energy companies in the US constructed a 100-acre solar farm. Construction included placement of an access road under electric transmission lines, resulting in a loss of 0.26 acres of non-tidal wetlands. The US Army Corps of Engineers permit required creation of at least 0.52 acres of emergent wetlands to compensate for the loss. GES provided wetland delineation, permitting, and mitigation services that minimized cost and environmental impacts. GES conducted mitigation feasibility studies and designed and directed successful construction and planting of wetland mitigation adjacent to the solar farm. The area of newly-created emergent wetlands was 0.61 acres, exceeding the requirement for 0.52 acres.

Phase I ESA for Proposed Solar Farm, Texas

A building systems and energy-development consultant required a Phase I ESA, jurisdictional waters delineation, and environmental screening assessment prior to developing a 1,500-acre rural site as a utility-scale solar farm. GES conducted a desktop survey of the site by reviewing aerial imagery, US Geological Survey topographic maps, soil maps, floodplain maps, and rivers and streams GIS layers to characterize the habitat on site and determine past uses of the site. The proximity of the site to major watercourses, riparian areas, urbanized areas, and other features that could affect the utilization of the site by protected species was evaluated. GES performed a field delineation of transects that were selected to run perpendicular to hydrological gradients and intercept suspected wetland areas and other jurisdictional features.

Environmental Justice Education

The US Environmental Protection Agency (EPA) defines “environmental justice” as the fair treatment and meaningful involvement of all people regardless of race, color, national origin, or income with respect to the development, implementation, and enforcement of environmental laws, regulations, and policies. Accordingly, environmental justice connects to all three aspects of ESG practices — how something affects the environment, workers, and the surrounding communities, and how a company manages those effects.

Environmental Justice (EJ) is often focused around air quality and greenhouse gas (GHG) emissions, such as particulate matter, odors, volatile organic compounds (VOCs), and ozone. EJ issues can also include illness, noise and vibration, traffic, waste generation and management, and access to community services.

At GES, we are advising our clients on how EJ affects their business and the projects we plan, design, implement, and execute on their behalf while identifying opportunities to achieve positive benefits for all parties. The federal government is directing infrastructure funding to focus benefits on EJ-related issues. States are enacting EJ laws, and understanding and incorporating EJ factors into your business and ESG practices will become more critical. EJ will affect business and facility operations (e.g., air emissions permit applications and renewals) and how environmental liabilities are managed (e.g., remedial technology selection and construction).

We encourage our clients to see EJ not as an obstacle but an opportunity to further their ESG objectives. Balancing business objectives and reducing adverse impacts on people and the environment will be vital for businesses, and successful companies will continuously reach for this brass ring.

Fair treatment means no group of people should bear a disproportionate share of the negative environmental consequences resulting from industrial, governmental and commercial operations or policies.

Meaningful involvement means:

- People have an opportunity to participate in decisions about activities that may affect their environment and/or health;
- The public’s contribution can influence the regulatory agency’s decision;
- Community concerns will be considered in the decision making process; and
- Decision makers will seek out and facilitate the involvement of those potentially affected.

Annual Environmental & Sustainability Goals

In 2022, GES will focus on the following environmental and sustainability goals.

Optimize Space for Reduced Office Personnel

The recent pandemic prompted GES to substantially modify and expand its work from home arrangements. Looking forward, GES will maintain this new way of collaboration. We set a goal to eliminate unused square footage in our offices and establish shared "collaboration work centers" for when staff come to the office.

Transition to Paperless Work Processes

GES will continue to implement and improve paperless business processes including invoicing, work orders, marketing, proposals, employee hiring and onboarding, resource planning and scheduling, and project deliverables. GES set a goal to implement e-invoicing companywide by December 2022.

Reduce Carbon Footprint through Virtual Meetings

In 2021, GES used video conferencing technology to meet virtually with clients to discuss projects and upcoming opportunities. For our operations, technical, and sales team, this resulted in over 1 million miles not driven. Now that the culture has changed and clients are more agreeable to virtual meetings, GES set a goal for 2022 to continue using video and web conferencing to reduce non-essential travel where practical.

Increase Business with Organizations Committed to Sustaining the World

Throughout history, where governments fall short, businesses large and small have taken the necessary steps to steward our planet. GES set a goal to identify and increase business transactions with clients, teaming partners, subcontractors, suppliers, and other like-minded organizations that support sustainable practices.

Increase Employee Engagement with Sustainability Endeavors

GES will encourage employees to become active within the local communities by supporting one or more employee-identified charities or projects (i.e., beach cleanups, ALS bucket challenge, etc.).

Identify and Undertake Design and Implementation of a Wildlife Habitat Council Project

GES joined the WHC in 2021 and has completed several WHC projects for our clients, including achieving WHC Conservation Gold Certification. In 2022, GES will identify and undertake design and implementation of a WHC project led and funded by GES.

Set Goals. Reach Goals. Make New Goals.
Repeat.



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