



[SUSTAINABILITY]

Report 2023



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's business is dedicated to environmental consulting, engineering, and remediation; 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's 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's sustainability initiatives and presents our Environmental and Social Governance (ESG) impacts on the environment and society.



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.



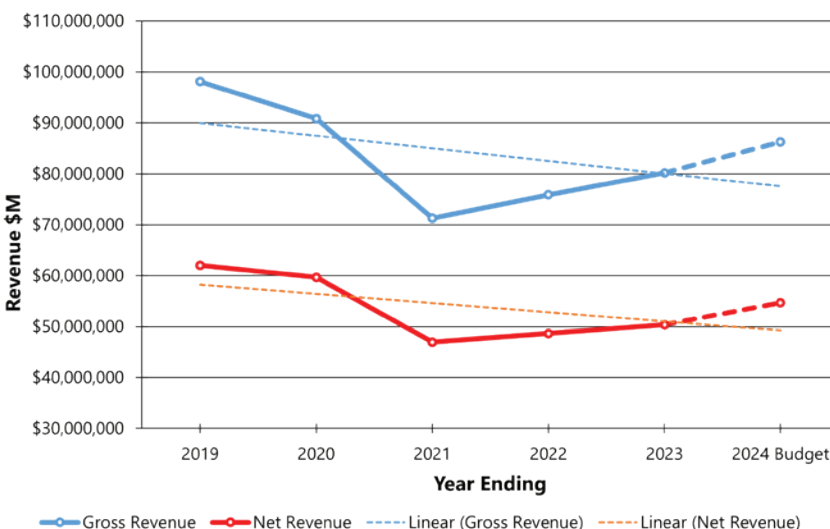
GES Earns Sustainability Recognition

GES completed a comprehensive evaluation of our sustainability practices with EcoVadis and earned a bronze medal, placing us among the top 35% of companies assessed. Our strengths included process optimization, employee training and development, health and safety, information security, ethics, and procurement policies.

What is EcoVadis?

EcoVadis is the global standard for business sustainability ratings. The EcoVadis rating validates our sustainability commitments, practices and performance, and offers a clear road map for continuous improvement. The ratings provide an evidenced-based analysis on performance and an actionable road map for continuous improvement. To learn more about the assessment, visit ecovadis.com.

Gross and Net Revenue Growth



In 2023, our gross and net fees continued an upward trend, with gross revenue up \$4,344,866 (5.7%) and net revenue up \$1,731,133 (3.6%) from 2022. With our disciplined planning and forecasting efforts, we anticipate that gross and net revenues will continue to trend upward in 2024 by 7.74% and 8.81%, respectively as the economy improves, projects continue to move forward and be awarded to GES, and we hire the necessary resources needs for client projects.

Our People

Proactive Safety Culture

GES's robust corporate Health, Safety, Security and Environment (HSSE) program informs 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's HSSE programs are in place to empower our employees to achieve the highest level of performance without compromising our mission or objectives.

GES's 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. Our effective HSSE program has resulted in the following recent achievements:

- 10 years with only two OSHA lost-time injuries.
- 5 years without a subcontractor recordable injury.
- 237 (+14) Loss Prevention Observations (LPOs) completed in 2023.
- 160 (+11) Site Visit Observations (SVOs) completed in 2023.
- An insurance savings of \$15,000 over the last two years.

Safety Record

HSSE STATISTICS	2023	2022	2021	3-YEAR AVERAGE
Total Recordable Incident Rate (TRIR)	0.54	0.00	0.25	0.26
Lost Time Incident Rate (LTIR)	0.27	0.00	0.25	0.17
Total Hours Worked	740,609	761,058	787,118	762,928

EMR	CURRENT PERIOD 7/1/23 – 7/1/24	PREVIOUS YEAR 7/1/22 – 7/1/23	2 YEARS PRIOR 7/1/21 – 7/1/22	3 YEARS PRIOR 7/1/20 – 7/1/21
Rating	0.882	0.827	0.832	0.810

Health and Safety KEY RESULTS

0.26
2021 - 2023

OSHA TRIR 3-year average
vs. 2.0 industry average

0.17
2021 - 2023

OSHA LTIR 3-year average
vs. 0.5 industry average

0.882

EMR
vs. industry average of 1.0

A+
RATING

Industry third-party validation
services: ISN, Avetta, PEC
Premier, and NCMS



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

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

Quality Program Contributes to GES's Sustainable Future

Delivering consistent Quality professional services is essential for GES to provide an outstanding client experience.

An exceptional Quality culture engages and motivates employees to excel. Through Quality, the client and employee experiences are inextricably linked in sustaining our business. Skilled employees who are engaged in their work consistently deliver high quality professional services to clients who are in turn highly satisfied and provide repeat business and new opportunities.

We're committed to providing the fuel our employees' need — a healthy workplace with opportunity for skill development and career advancement. We began a multi-department initiative in 2023 to better catalogue our employee training, reevaluate training needs for each staff level, and identify training gaps.

This will enhance our employee training program and equip our employees with the knowledge they need to deliver Quality in every aspect of their job. All of our

employees — technical staff, finance, information technology, administrative, project managers — directly contribute to the Quality we deliver to our clients that sustain GES. By ensuring our employees have a first-rate employee experience at GES, we foster the same traits needed to achieve a high level of client satisfaction. There is a critical cultural link between employee engagement, client satisfaction, Quality, and sustainability that we strive for at GES.



GES CORE VALUE: QUALITY

Delivering technically correct and practical solutions with flawless execution

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.



GES CORE VALUE:

RESPECT

Recognizing the values in differences and diversity in our workplace and communities



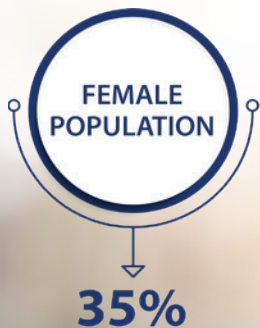
GES CORE VALUE:

INTEGRITY

Offering honesty, trust, and ethical behavior in our personal and business endeavors

- Formed a Diversity, Equity and Inclusion (DEI) Committee to move GES intentionally towards being more diverse, inclusive, and equity-centered. The committee is in the process of developing a DEI page within the company intranet to serve as a central hub for employees to access valuable resources, stay informed about ongoing DEI efforts, and discover ways to get involved.
- Revised our Anti-Discrimination policy statements, including Commitment to Equal Employment Opportunity, Zero Tolerance Discrimination, and Commitment to Equal Opportunity Procurement.
- 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.

Employee Demographics



Training & Development

GES's 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 150+ diverse training events offered in 2023.



GES CORE VALUE: **EMPLOYEE DEVELOPMENT**

Offering training, mentoring, and career development opportunities

Employee Wellbeing

- GES's Commitment Wellness Program encourages health plan participants to maintain a healthy lifestyle and receive annual physicals. In 2023, 64% of employees participated in the Program.
- GES formally recognizes employees who exemplify our core values. On a quarterly basis, selected winners receive recognition in a company-wide email communication as well as a \$50 corporate gift for going above and beyond in their daily tasks and for their demonstrated acts of professionalism and teamwork.
- Hosted a company-wide step challenge to promote fitness and team building.
- Distributed monthly "Strive for Better Health" email newsletter.
- Sponsored the Employee Assistance Program (EAP), which is an external confidential counseling service that helps with personal and family problems, at no cost to all employees and their families.



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

Our Operations

GES remains dedicated to continuous improvement in reducing our environmental impact and will continue to report our carbon emissions in support of this commitment.



GES CORE VALUE: **INNOVATION**

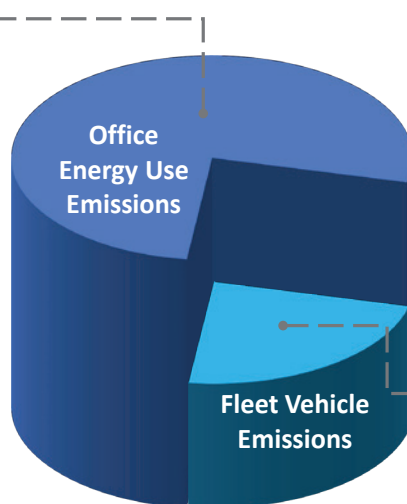
Cultivating fresh perspectives for problem solving and continuous improvement

Greenhouse Gas Emissions

We recognize the value and importance of transparency and accountability in reporting our environmental impact and we are proud to disclose our carbon emissions for 2023. As an full-service environmental consulting firm, our primary carbon emissions are from our fleet vehicles and energy use in our offices. We have reported our fleet vehicle emissions since 2019, and 2023 is our baseline reporting year for our office energy use emissions.

**1,411 metric tons of
CO₂ equivalent**

Energy consumption by
offices (electricity, natural
gas, and propane)



**438 metric tons of
CO₂ equivalent**

Fuel consumption by fleet
vehicles (gasoline and diesel)

Fleet Vehicles

Working at our client locations is a core service at GES, so our fleet vehicles are critical to our work. We select our fleet vehicles, mostly pickup trucks, to meet our project needs while offering industry-class fuel mileage and durability. Fleet vehicles are routinely maintained to optimize fuel efficiency, performance, and lifecycle. We also encourage our employees to mobilize directly from their homes when it reduces mileage compared to an office location and combine tasks whenever possible.

Real Estate

GES continues to optimize office locations and sizes, which has resulted in a 58.7% reduction in office and warehouse space since 2019, largely enabled by our robust hybrid working approach. We also initiated a pilot program of replacing lighting in our corporate headquarters in Wall, New Jersey with LED lights.

Sustaining Business Operations from Cybersecurity Threats

Our clients put their trust in GES to responsibly collect, review, and manage sensitive environmental data for their facilities and/or property assets. GES follows all applicable Federal and State law cybersecurity requirements and industry best practices. We have made substantial investments to maintain a robust cybersecurity program capable of identifying and fending off cyber threats, which promotes business viability, continuity, and uninterrupted service to our clients.

GES CORE VALUE: TECHNICAL EXCELLENCE

Applying practical and technically-correct solutions



Multi-Pronged Approach to Combating Cyber Threats and Attacks

GES has implemented proactive and aggressive security measures to combat a multitude of dynamic cybersecurity risks. We continually assess and modify our cybersecurity plan to ensure that data remains secure and all information systems remain functional to serve our operational needs.

GES uses a robust set of cybersecurity applications and systems:

- Internet content inspection and policy filtering to eliminate access to unsafe sites
- Three layers of Anti-X Filtering Solutions to block malware, spam, viruses, phishing schemes, etc., from entering GES's network
- Internal office networks restricted to GES managed computers only
- True two-factor login authentication (DUO)
- Intrusion prevention systems at all internet perimeters
- Advance Malware Protection (AMP) scanning data flows
- Firewall controls on all internet perimeters
- Controlled behavioral and educational awareness tools
- Microsoft Outlook "report suspicious email" tool
- Highly-secure file transfer protocol to send/receive data externally
- EndPoint protection agents running on all GES-managed computer end servers
- Patch management strategy
- Strong password requirements and 30-minute inactivity lock-out
- Access control lists (ACL)
- All employees receive ongoing cyber threat training and awareness communications throughout the year

Did you know?

- Cyber-crime is up 600% in the last three years.
- Six out of ten small businesses that fall victim to cyber-crime fail within six months.
- The US ranks highest for ransomware attacks with 18.2% of all ransomware attacks at a cost of \$4.13 million in lost business per company.
- Information leaks are the most expensive and can cost up to \$3.86 million per incident.
- Only 10% of cyber-attacks in the US get reported.
- More than 77% of organizations don't have a cybersecurity incident response plan (GES has one of course).

Sustainable Computer Equipment Procurement

In 2023, GES invested in Dell's most sustainable laptops for our workforce. Seventy-five Energy Star®, EPEAT®, and TCO certified laptops were put into circulation as replacements for less energy efficient models.

GES purchases all of its computers and servers from Dell. In 2023, GES changed the standard laptop configuration to a Latitude 5540 for several reasons, sustainability being a key factor. Dell states that the Latitude 5000 Series, including the 5540 model, is their most sustainable product line. GES purchased 75 units of the Energy Star and EPEAT certified Latitude 5540 model, which is manufactured with sustainable materials and ships in 100% recycled or renewable packaging that is also 100% recyclable. Based on the success of this sustainable laptop model in 2023, GES has budgeted to replace another 100 units in 2024. By January 1, 2025, approximately 50% of our workforce will be using Energy Star and EPEAT certified equipment.

Responsible Recycling and Disposal of E-Waste

GES's IT department maintains a detailed inventory of purchased and leased computer equipment and tracks each unit's status from the initial purchase to disposal. Once an employee's computer reaches its end of life (whether from damage or time), the IT Department initiates the process for purchase of a replacement and proper recycling and/or disposal of the old unit. GES's IT Department arranges for the device to be recycled or destroyed in accordance with internal policies.

GES has partnered with a certified electronics recycling company, EZPC Recycling, LLC who ensures that all retired computers and other electronic devices are recycled or disposed of in a responsible and environmentally friendly manner. EZPC Recycling ensures that all data on the devices being retired is securely destroyed. Computers or other electronic devices that cannot be recycled are destroyed in a secure manner such as physical shredding or erasing all data on the devices using specialized software.



Artificial Intelligence Committee Established

GES established an internal artificial intelligence (AI) Committee to evaluate the internal and external impacts that AI may have on our company. The committee evaluated the various applications of AI and issued a written AI company policy in August 2023 to provide guidelines on the use of AI company-wide. Our goal is to strategically integrate AI into the Company's service delivery/business model while protecting employees, the company, clients, and business partners.



Our Communities



GES CORE VALUE: **TEAMWORK**

Productive workplace relationships built on cooperation, trust, and respect

Corporate Social Responsibility

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.

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. In August 2023, \$2,000 scholarships were awarded to three students. We are honored to have provided these scholarships to 48 students in the last 17 years.

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 2023, \$22,000 in funds were added to the 2024 GES Employee Donation Bank, which comes from employees that agree to donate a percentage of their unused, accrued vacation hours.

Employee CSR Spotlight

Sponsoring High School Students through the National STEM Honor Society

John Tsun, Regional Director of Air Quality Services, is personally mentoring a junior at Parsippany Hills High School in New Jersey. In order to be inducted into the National STEM Honor Society, the student must obtain a 3.0 GPA in her STEM classes and complete 120 enrichment hours outside of her school coursework over a six-month period. The mentorship program culminates during senior year with an impact project that will be presented to a panel in June 2024. John has focused the program around understanding air dispersion through a mix of theoretical and hands-on research. By sharing his knowledge and expertise, he will help this student in her exploration of different areas of engineering.



Inspiring Undergrads at Alma Mater

In October 2023, Vince Passaro, Vice President of Marketing, shared the story of his 42-year journey in the Environment, Health, Safety and Security (EHSS) industry to a select audience of 22 EHSS students and seven of their faculty. He discussed the state of the industry, the most rewarding moments in his career, and how his education and personal connections to the many extraordinary professors at the University of Findlay prepared him for success after graduation in a rapidly evolving industry. At the conclusion of the lecture, two students each received \$500 scholarships from Vince.



Earth Day

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.

GES employees volunteered in multiple Earth Day events across the country, making significant contributions to their local communities. Activities from the day are highlighted below.



Beach Cleanup, Avon by the Sea, NJ

Our Wall Township, NJ office headed to Avon by the Sea beach for litter cleanup, and a friendly competition on the most unique find and the heaviest bag of trash.



Papago Park/Disc Golf Course Cleanup, Tempe, AZ

Our Phoenix, AZ office attended a cleanup event at the Papago Park/Disc Golf Course near their office. Over the course of a couple of

hours, employees picked up four contractor size bags of garbage and a discarded flat screen television. Aside from the obvious trash, the team also focused on microplastics and other small debris that could be hazardous to local wildlife.



Patapsco State Park Invasive Plant Removal, Halethorpe, MD

Our Odenton, MD office removed the invasive vine, Wisteria, from Patapsco State Park - Avalon Area. A park

ranger explained how to identify Wisteria and the best way to cut and kill it. The team spent four hours cutting back Wisteria to reduce the large amount of vines



Owl Walk in ArtPark, Lewiston, NY

Our Buffalo, NY office went with the New York State Department of Environment and Conservation to an owl walk at ArtPark in Lewiston,

NY. They learned about the owls that frequent the area, as well as other birds and animals, and walked the grounds in hopes of hearing and seeing owls.



Pope Park Cleanup, Hartford, CT

Our Windsor, CT office supported a local non-profit organization, Natural Dividends, Inc., for a cleanup at Pope Park in Hartford, CT.

There were over 100 community volunteers at the event, and together the group collected over 3,500 pounds of trash to improve the green space for the community.



Marine Corps Air Station Cherry Point, NC

Our Cherry Point, NC office cleaned up all the litter they could find at an on-base picnic area and adjacent pond.

Our Clients

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

Wildlife Habitat Council

GES is 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 design and manage biodiversity and wildlife conservation projects for our clients, 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. GES conducted the WHC projects that follow on behalf of their clients.

Olympus, Gaia Pad, PA

GES partnered with Olympus to build a pollinator hotel and won a WHC contest based on the project inspiration, research, foraged materials, and why it was the best material for the native pollinators. GES conducts the monthly monitoring and management of the Gaia Pad for recertification for bats, bluebirds, turkey, and pollinators. GES also lead a scouts education event to build bluebird boxes, falcon boxes, and insect hotels. In 2024, Olympus and GES planted riparian willow cuttings along the stream to improve aquatic health and promote wildlife.



Gaia Pad pollinator garden planting (left) and insect hotel (right)



GES CORE VALUE: **CLIENT FOCUS**

Putting our clients first by centering our solutions on client objectives



**WILDLIFE
HABITAT
COUNCIL®**

BASF, Riverview, MI

GES applied for certification for a sturgeon habitat project, an extension of their pollinator garden with employee volunteers, created insect hotels, monitored for monarch butterflies, and planted gold moth habitat. BASF received a gold certification for their Riverview Program, and will be highlighted at the 2024 WHC Conservation Conference.



Pollinator garden installation (left) and pollinator garden shaped like a butterfly aerial view with newly installed plants (right)

Atmos, Vaughn Training Center, TX

GES worked with Atmos to install a pollinator garden, with a volunteer educational event, an interpretive sign, and associated monthly monitoring. The garden was planted to target endangered and threatened species specific to the Plano, TX area.



Raw pollinator garden (top right), semi-dormant installed garden (left), and interpretive signage about the garden (bottom right)

CNX, Washington, PA

GES lead a scouts education event, a scouts insect hotel building event, and created insect hotel building and education kits for CNX employee appreciation day for a take-home build with their families.



Drilling holes for pollinators (left) and scouts finished pollinator boxes (right)

Ashland (Hercules), Hopewell Aqualon Plant, VA

GES conducted the annual WHC monitoring for wood duck, deer, pollinators, native grasslands, amphibians, reptiles, great blue heron, osprey, and bluebirds.



Installed bluebird box (left) and wood turtles using installed basking logs to sun and rest in the pond (right)

Olympus, Titan Well Pad, PA

GES applied for certification of the Titan Well Pad for an ephemeral pond habitat, invasive species removal, wood turtle and falcon monitoring and research. The program was awarded silver certification.



GES and Olympus employees working on vernal pool enhancement (left) and the vernal pool after enhancement (right)

Shell, Potter Township, PA

GES conducted research and wrote a White Paper on best management practices for Pipeline Right-of-Way Management to save costs, reduce loss, engage the community, and increase biodiversity using nature based solutions.





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