



[SUSTAINABILITY]

Report 2022



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: SUSTAINABILITY
Creating long-term environmental, social, and economic value



Driving Sustainable Economic Growth

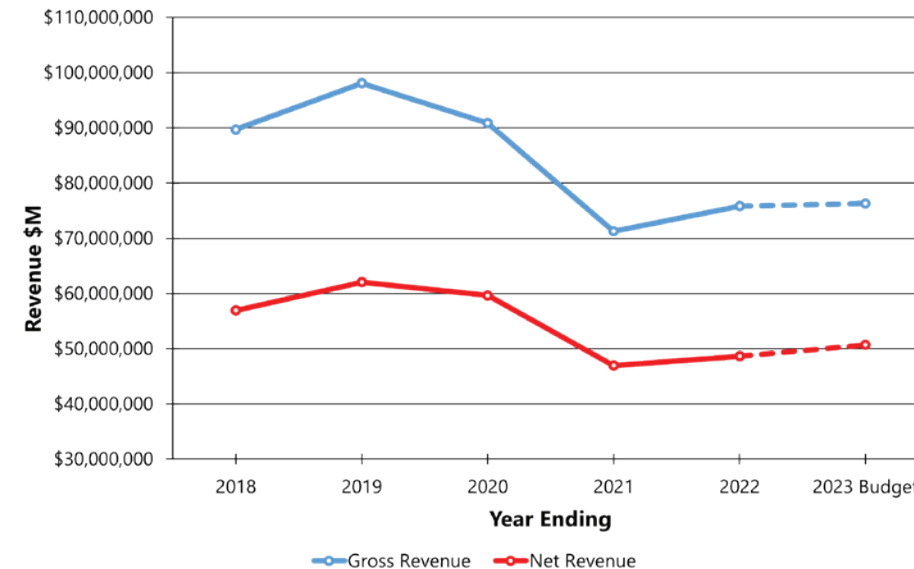
GES corporate governance ensures that our business remains stable, resilient, and aligned with our values.

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.

Gross and Net Revenue Growth



In 2022, our gross and nets fees started an upward trend, with gross revenue up \$4,436,350 (6.21%) and net revenue up \$1,582,195 (3.36%) from 2021. Even with our disciplined planning and forecasting efforts to date, we anticipate that gross and net revenues will continue to modestly trend upward in 2023 by 5.9% and 1.0%, respectively as the economy improves, projects continue to move forward and are awarded to GES, and we hire the necessary resources needed for client projects.

- #27 ENR RATING (Engineering News Record) All-Environmental Firms Ranking
- 29 OFFICE LOCATIONS
- 380+ EMPLOYEES
- FOUNDED 1985



Our People

Proactive Safety Culture

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

- Zero OSHA recordable incidents in the last 24 months.
- 266 (+26) Loss Prevention Observations (LPOs) completed in 2022.
- 175 (+15) Site Visit Observations (SVOs) completed in 2022.
- An insurance savings of \$15,000 over the last two years.

Safety Record

HSSE STATISTICS	2022	2021	2020	3-YEAR AVERAGE
Total Recordable Incident Rate (TRIR)	0.00	0.25	0.00	0.08
Lost Time Incident Rate (LTIR)	0.00	0.25	0.00	0.08
Total Hours Worked	761,056	787,118	906,589	818,254

EMR	CURRENT PERIOD	PREVIOUS YEAR	2 YEARS PRIOR	3 YEARS PRIOR
	7/1/22 – 7/1/23	7/1/21 – 7/1/22	7/1/20 – 7/1/21	7/1/19 – 7/1/20
Rating	0.827	0.832	0.810	0.810

KEY HEALTH & SAFETY RESULTS

- 0** OSHA recordable incidents in the last 24 months
- 0.00** OSHA Total Recordable Incident Rate (TRIR) vs. industry average of 2.0
- 0.00** OSHA Lost Time Incident Rate (LTIR) vs. industry average of 0.5
- A+** RATING Industry third-party validation services ISNetworld, Avetta, and Veriforce
- 0.827** 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

Quality Program Contributes to GES' Sustainability into the Future

GES has developed a Quality Culture delivering quality services that our clients expect while providing career development opportunities for our staff.

For GES to sustain and grow as a business, we must consistently provide our clients with excellent quality professional consulting services. With this in mind, in 2016, we committed to formally applying the proactive behavior-based principles we use for our world class HSSE program to further enhance our existing Quality Program and the quality of our services. We formed a Quality Team comprised of staff from across the country to implement and steward this vision. Similar to our HSSE program, the key Quality Program goals include the successful engagement of all of our employees and exceeding client expectations.

GES uses multiple methods and approaches to further develop and sustain our Quality Culture. One approach is our messaging and commitment from company senior leadership. We have been consistent with the message of delivering quality work for our clients. Our Quality Team provides monthly awareness modules to our staff that include lessons learned on quality as well as a new specific topic each month. It also identifies areas for employee training and leads to more opportunities for our staff to obtain training and career advancement at GES. As a result, our Quality Program has become an important partner in our company-wide education platform – GES University.

Highly trained staff help us provide high quality consulting and client services and ultimately greater client satisfaction. Quality performance has been, and will always be, essential for GES to maintain client satisfaction and loyalty. Clients return to GES only if they are satisfied with our services. GES' Quality Culture has enabled us to deliver quality services, as promised, as demonstrated by our clients who have been with GES decades and some continuing clients since GES was founded in 1985.



GES CORE VALUE: QUALITY

Delivering technically correct and practical solutions with flawless execution

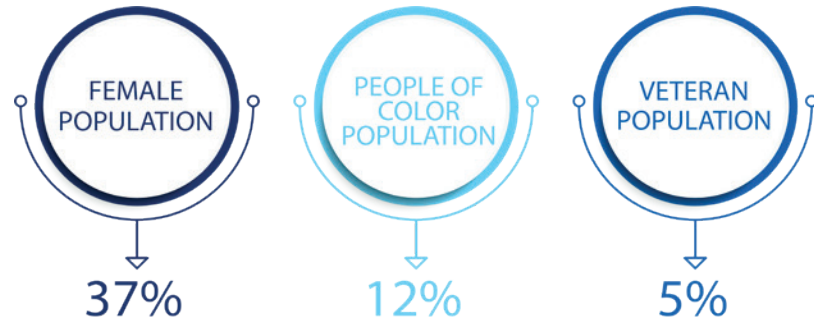
Diversity, Equity & Inclusion

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.

- 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.

Employee DEMOGRAPHICS



INTEGRITY



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

Ethics

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

GES' annual in-house professional ethics training is developed and presented by executive level engineers, geologists, and internal legal counsel. Each year, the training includes GES' ethics policy and expectations as well as industry and professional ethics practices. We engage our audience through the use of multiple case studies and interactive polling. The selected case studies are relevant to the professional environmental services that we provide to our clients. The panelists present each case study and discuss the ethics associated with each. We are proud that our annual ethics webinar is one of our most highly-rated internal training opportunities at GES.

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 150+ diverse training events offered in 2022.



GES CORE VALUE:
EMPLOYEE DEVELOPMENT

Offering training, mentoring, and career development opportunities

Commitment to Wellness Program

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

- 85% of employees participated in the GES Commitment to Wellness Program in 2022.
- Hosted two company-wide step challenges in 2022.
- Distributed monthly "Strive for Better Health" email newsletter.
- Continued to offer 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.



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

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.
- Offer diverse environmental services to meet our clients' needs, including assessment, remediation, monitoring, natural resources, air quality, vapor intrusion mitigation, etc.



GES CORE VALUE:
CLIENT FOCUS
Putting our clients first by centering our solutions on client objectives

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: INNOVATION

Cultivating fresh perspectives for problem solving and continuous improvement



Real Estate

Below is a baseline measurement of how many square feet of office space we have per employee. In 2022, we continued to implement reduction in traditional office space. GES' current hybrid work approach allows us to implement collaborative work spaces with less focus on dedicated work stations and offices. We anticipate that work location preference and needs (i.e., office and home) will continue to fluctuate, and GES will adjust available office space to accommodate our workforce. Overall, we anticipate that our workforce will continue to require less dedicated traditional office space per employee than historically observed.

Square Feet of Office Space per Employee

	2022	2021	2020	2019
Employees who work from the office	409 sq ft	570 sq ft	306 sq ft	307 sq ft
All employees including work-from-home	268 sq ft	291 sq ft	269 sq ft	273 sq ft



Fleet Vehicles

GES' 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

	2022	2021	2020	2019
Maintenance Cost Per Vehicle	\$1,520	\$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)
2022	3,406	145,337	1,310
2021	4,940	155,252	1,432
2020	6,938	177,130	1,645
2019	11,416	172,778	1,634

Sustaining Business Operations from Cybersecurity Threats

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

Our clients put their trust in GES to collect, review, and manage sensitive environmental data for their facilities and/or property assets. This data, in the wrong hands, has the potential to negatively impact their property values, tarnish their business' reputation, and even disrupt their business. All employees receive continuous and ongoing cyber threat training and awareness communication.

GES is committed to protecting the environmental data it collects and manages for clients. We follow all applicable Federal and State law cybersecurity requirements and industry best practices. GES' strong cybersecurity program promotes business viability and continuity thus ensuring uninterrupted service to our customers.

GES' Cybersecurity Program Continuously Combats Cyber Threats and Attacks

GES has implemented proactive and aggressive security measures to combat cybersecurity risk. 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. Our approach mitigates the risks associated with a gamut of threats and attacks including, but not limited to, malware, phishing schemes, click baits, URL-hijacking, spoofing, SQL injections, Man-in-the-Middle (MitM), cross-site scripting, product exploits, zero-day exploits, and password attacks.

GES uses a robust set of cybersecurity applications and systems:

- Internet content inspection and policy filtering to eliminate travel to unsafe sites
- Three layers of Anti-X Filtering Solutions to block malware, spam, viruses, phishing schemes, etc., from entering GES' network
- Internal office networks restricted to GES 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
- 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)

GES CORE VALUE: TECHNICAL EXCELLENCE

Applying practical and technically-correct solutions



DID YOU KNOW?

- Cyber crime is up 600% since the beginning of the COVID-19 pandemic
- 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)

Our Communities

Corporate Social Responsibility (CSR)

GES proudly embraces our role as a good corporate citizen.

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 2022, \$2,000 scholarships were awarded to three students plus \$1,000 scholarships to an additional two students. We are honored to have provided these scholarships to more than 45 students in the last 16 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 2022, \$20,000 in funds were added to the 2023 GES Employee Donation Bank, which comes from employees that agree to donate a percentage of their unused, accrued vacation hours.

Community Service Award Winners

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 is pleased to announce the winners of our inaugural Community Service Award Contest, recognizing GES employees whose volunteer projects make significant contributions to their local communities. GES sponsored two \$500 awards to the following employees to donate to their respective charities.

Charity: The Seeing Eye Employee: Milena Cunningham

The Seeing Eye's (TSE) mission is to enhance the independence, dignity, and self-confidence of blind people through the use of Seeing Eye dogs. Milena has been involved with TSE Puppy Raising Program since February 2022. Since August, she has been a permanent host for a puppy to provide care, obedience training, and essential social exposure for the future Seeing Eye dog. She will train the puppy for 18 months, until the next stage of training. A guide dog takes two years to train and costs up to \$60,000, covering everything from boarding a dog to extensive drilling by professional trainers in serving the needs of the blind to a period acclimating dog to recipient. TSE is supported by donations only and receives no government funding. Thanks to the generosity of supporters, the fee for receiving a guide dog has remained unchanged since the 1930s — \$150 a dog.



TSE visit at the Newark Airport. The visit included 170 puppies trotting through the airport, watching a demo of TSA K-9 unit specializing in detecting explosives, and boarding a plane. Port Authority police helped familiarize the puppies with emergency equipment and vehicles.



GES CORE VALUE: **TEAMWORK**

Productive workplace relationships built on cooperation, trust, and respect

Charity: Pennsylvania Envirothon Employees: Lieschen Fish, Holly Smoker, and Greg Rosenzweig

The Pennsylvania Envirothon is a state-sponsored annual environmental educational program inviting a competition among high school students with the goal of furthering their awareness of environmental topics. Envirothon challenges students to combine in-class and outdoor hands-on training in critical thinking about environmental and natural resource issues. At the 2022 Envirothon, teams of high school students competed in field testing using their knowledge in five topic areas — Soils and Land Use, Aquatic Ecology, Forestry, Wildlife, and Environmental Issues. Since 2008, several GES employees from the Exton, Pennsylvania office have participated in the annual event by administering the subject tests at the Envirothon testing stations.



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 are positioned to expertly 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.



**WILDLIFE
HABITAT
COUNCIL®**

Olympus Energy WHC Project

Employees from GES' Cranberry, Pennsylvania office volunteered on a WHC project with client Olympus Energy in September 2022. The site of the project was an abandoned farm with invasive species and lacking biodiversity. Volunteers planted a pollinator garden with pollinator boxes; planted nut producing trees for turkey habitat; installed bat boxes to support an endangered bat species in the area, and planted specific flowers and milkweed creating a pollinator field to support species like the Monarch Butterfly. They also cleaned up the farmhouse property removing trash and debris. GES participants included Jon Agnew, Lindsay Phillips, Shannon Smith, Andrea Taylorson-Collins, and Jack Vasalani.





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