

# [SUSTAINABILITY]

## Report 2020



# 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.



## GES CORE VALUE: **QUALITY**

Striving to achieve the highest quality and effectiveness



## GES CORE VALUE: **SUSTAINABILITY**

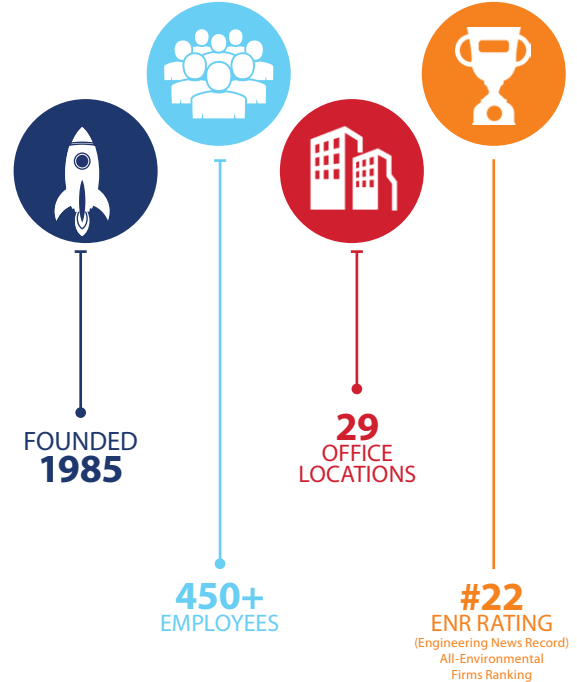
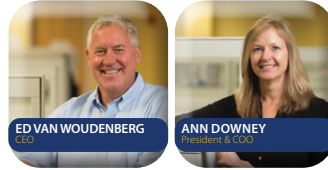
Creating long-term environmental, social, and economic value



# Driving Sustainable Economic Growth

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

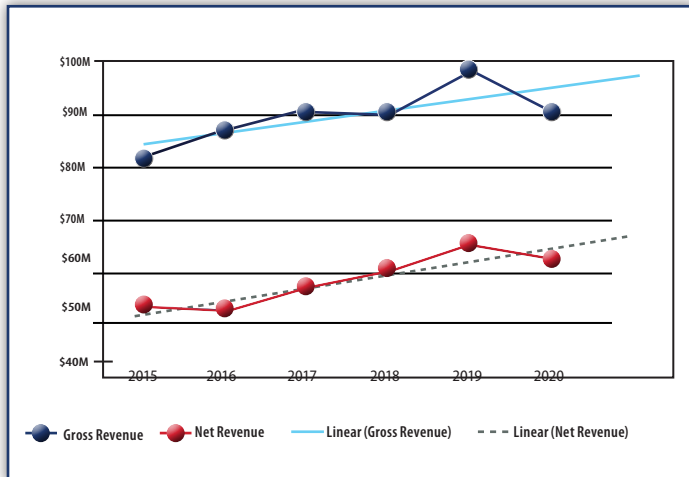
GES is managed by a Board of Directors that is supported by an Advisory Council. Our CEO, President/COO and Senior Leadership are committed and responsible for managing our business in accordance with our sustainability policy and core values. The following pages highlight several examples of commitments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



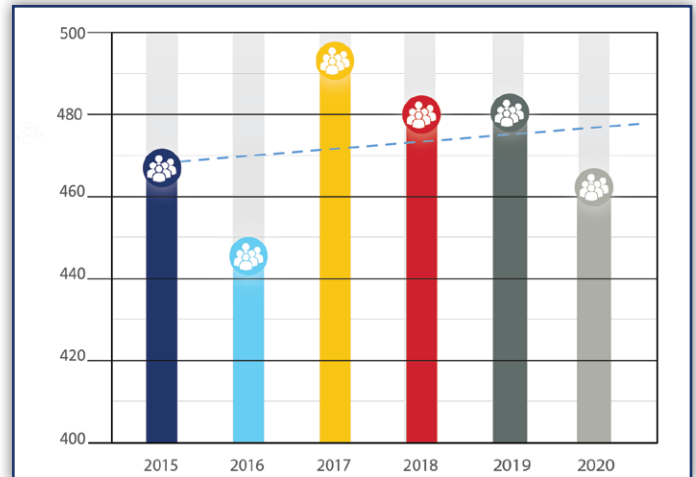
## GES CORE VALUE: CONTINUOUS IMPROVEMENT

Pursuing flawless execution of our work

### Gross and Net Revenue Growth



### Headcount Growth



# 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:

- ZERO GES and Subcontractor recordable injuries for 2020.
- 297 (+20) Loss Prevention Observations (LPOs) completed in 2020.
- 143 (+5) Site Visit Observations (SVOs) completed in 2020.
- Our effective HSSE program has resulted in an insurance savings of \$200,000 over the last five years.

## Safety Record

| HSSE STATISTICS                           | 2020    | 2019    | 2018    | 2017    |
|---|---------|---------|---------|---------|
| GES Total Recordable Incident Rate (TRIR) | 0.00    | 0.21    | 0.20    | 0.00    |
| GES Lost Time Incident Rate (LTIR)        | 0.00    | 0.00    | 0.00    | 0.00    |
| Total Hours Worked                        | 906,589 | 947,909 | 961,020 | 913,208 |

| EMR        | CURRENT PERIOD      | PREVIOUS YEAR       | 2 YEARS PRIOR       | 3 YEARS PRIOR       |
|------------|---------------------|---------------------|---------------------|---------------------|
| GES Rating | 0.81                | 0.81                | 0.80                | 0.78                |
| Period     | 07/01/20 – 07/01/21 | 07/01/19 – 07/01/20 | 07/01/18 – 07/01/19 | 07/01/17 – 07/01/18 |



### Health and Safety STATISTICS

**9+**

YEARS  
2012 - 2020

Operating without a Lost Time Injury

**0.00**

3-YEAR  
AVERAGE

Days Away Restricted or Transferred (DART) Lost Time Incident Rate (LTIR) vs. industry average of 0.5

**A+**

RATING

Industry third-party validation services ISNetworld, Avetta, etc.

**0.81**

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



### GES CORE VALUE: INTEGRITY

Honesty, trust, and ethical behavior

## Career Planning & 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, offered monthly educational webinars in 2020.
- 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 200+ diverse training events available in 2020.

## Diversity & 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.

- Posted job openings to LinkedIn groups, such as US Veterans, Black Engineers, National Network of Hispanic Scientists and Engineers, Women of Environmental Services, and abilityJOBS.com.

## 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 2019.
- Distributed monthly "Strive for Better Health" email newsletter.
- Hosted Company-wide Step Challenge May 2020.
- GES University presentation "Coping with Stress during COVID-19," hosted by Ray Rife, Certified Crisis Management Consultant.



### GES CORE VALUE: **RESPECT**

Recognizing that every employee contributes to our success



### GES CORE VALUE: **EMPLOYEE DEVELOPMENT**

Offering training, mentoring, and career development opportunities

# 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.**



## Real Estate

Below is a baseline measurement of how many square feet of office space we have per employee

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

## Fleet Vehicles



- Consolidated fleet to two pick-up truck models that offer the lowest cost of ownership, highest reliability, and good gas mileage.
- Field staff with assigned vehicles are encouraged to take their trucks home when it reduces mileage to project sites compared to driving from the office.

## Vehicle Maintenance Cost

|                              | 2019    | 2020    |
|------------------------------|---------|---------|
| Maintenance Cost Per Vehicle | \$1,254 | \$1,209 |

## Fuel Consumption

| YEAR | DIESEL CONSUMED (GALLONS) | GASOLINE CONSUMED (GALLONS) | GREENHOUSE GASES FROM FLEET VEHICLE OPERATIONS (METRIC TONS OF CO <sub>2</sub> ) |
|------|---------------------------|-----------------------------|--|
| 2019 | 11,416                    | 172,778                     | 1,634  |
| 2020 | 6,938                     | 177,130                     | 1,645  |



## GES CORE VALUE: PROFESSIONALISM

Fostering a positive and rewarding operational environment

## Information Technology

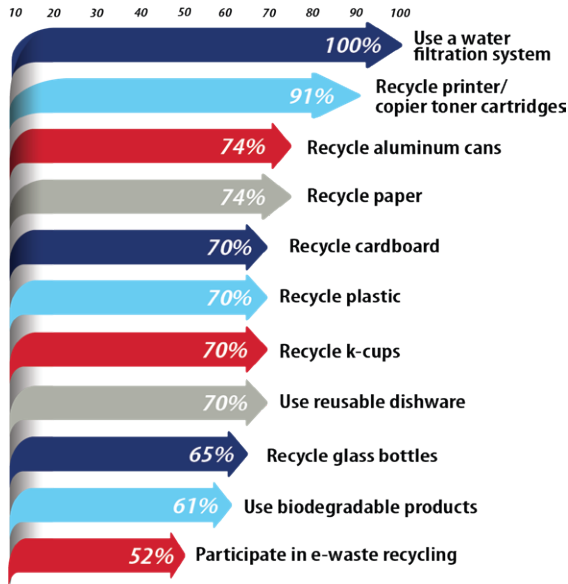
**Cybersecurity is business continuity, which equals sustainability for GES.**

GES proactively and aggressively combats cybersecurity risks. Our strong cybersecurity program promotes business viability and continuity thus ensuring uninterrupted service to our customers. The GES IT Team has implemented a tremendous amount of security devices, protocols, solutions, and measures to ensure the integrity of all GES' information systems remain functional to serve our operational needs.

- On average 75,000 potentially suspicious emails are blocked every month.
- 98.5% of employees have the ability to work remotely via secure virtual private network (vpn) with dual factor authentication.

## Recycling/Waste Minimization

Percent of locations reporting that have waste reduction practices in place



## Office Supplies

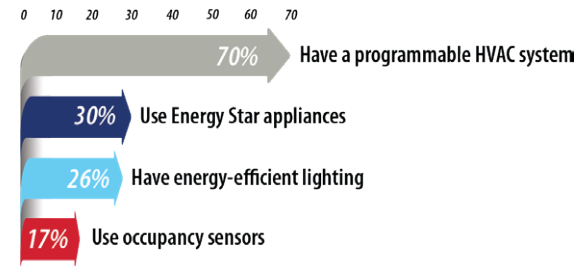
Eco features refers to products that meet one or more environmental attributes, including recycled or re-manufactured content, numerous environmental certifications or standards, and other environmental design elements.

### Total Product Spend

|                       | TOTAL \$  | % OF TOTAL \$ |
|-----------------------|-----------|---------------|
| All Products          | \$117,642 | 100%          |
| Any Eco Features      | \$20,686  | 18%           |
| Basic Eco Features    | \$9,626   | 8%            |
| Advanced Eco Features | \$11,060  | 10%           |

## Reducing Energy Consumption

Percent of 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.

### Holiday Cards

- **2019:** 1,000 paper cards printed. 885 paper cards used along with an e-card.
- **2020:** 0 paper cards printed. 126 leftover paper holiday cards used along with an e-card.

### Paper Product Spend

|                       | TOTAL \$ | % OF PAPER \$ |
|-----------------------|----------|---------------|
| Paper Products        | \$29,581 | 100%          |
| Any Eco Features      | \$8,626  | 29%           |
| Basic Eco Features    | \$2,800  | 9%            |
| Advanced Eco Features | \$5,826  | 20%           |

# 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 where we live and work in. CSR contributions include:*



**GES CORE VALUE:**  
**TEAMWORK**  
Cooperation built on trust  
and respect

- **Academic Scholarships** — Since 2007, GES has awarded three \$2,000 scholarships 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 September 2020. We are honored to have provided these scholarships to more than 40 students in the last 14 years.
- **Local Community Involvement & Support** — In all 29 of our offices, GES staff have been involved in community service projects that include beach cleanups, envirothons, and support to families and communities effected by natural disasters.
- **Corporate Contributions** — GES supports many charities with donations, such as the United Way, Junior League of Baltimore, St. Joseph's Orphanage, Mars Home for Youth Foundation, Regional Food Banks and Animal Shelters, We Kare, Pennington Biomedical Research Foundation, Waste Connections, ALS Association, Avon Foundation Walk for Breast Cancer, and Cure on Wheels to name a few.

## Certifications & Memberships

*Our membership to organizations below demonstrate GES' commitment to a strong, proactive approach to environmental management and sustainability.*



**New Jersey Sustainable Business Registry** — A partnership between the Rutgers' NJ Small Business Development Centers and the NJ Department of Environmental Protection created to recognize and promote sustainable businesses, nonprofit organizations, and higher education institutions.



**Maryland Green Registry** — A program organized by the MD Department of the Environment created to help businesses and organizations set and meet sustainability goals.



# 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, eliminate or minimize adverse HSE risks associated with our services and operations.
- Provide clients and other stakeholders with our technical expertise to help them achieve HSE 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



## Project Sustainable Highlights

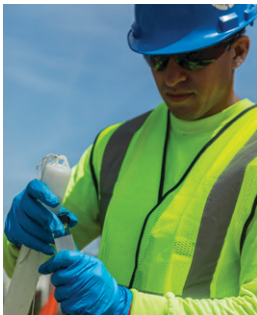
- **Wetland restoration.** GES completed an ecological evaluation/risk assessment for a midstream oil and gas client that operates a liquid petroleum-chemical distribution services terminal located in an area designated as an Environmentally Sensitive Natural Resource (ESNR) in northern New Jersey.
- **LNAPL recovery optimization.** GES operates multiple recovery systems at a refinery in southern New Jersey where the recovered light non-aqueous phase liquids (LNAPL) goes back into the refinery process, creating economic and sustainability benefits.
- **Electrical vehicle charging stations.** GES performs soil management work related to installing electrical vehicle charging stations for a major big box retailer.
- **Threatened species assessment.** GES performs ecological services and soil management work for a former refinery property in Texas where the threatened Texas horned lizard is present.
- **Beneficial reuse of recovered groundwater.** At a former manufacturing/chemical distribution facility in northern New Jersey, GES added a geothermal heat system to the treatment building using recovered groundwater, which allowed it to process water that could then be safely discharged.



# Sustainable Assessment, Remediation & Monitoring Guidance Manual

***GES believes that opportunities exist to increase sustainability in remediation projects, regardless of the selected cleanup remedy, and that sustainable remediation strategies can also yield cost savings as environmental impact and carbon footprint reductions are further enhanced through the selection of energy-efficient remediation technologies.***

GES' tiered approach for the consideration and implementation of sustainable practices into the site environmental management process. Each tier presents a greater level of complexity, effort, and stakeholder involvement commensurate with project goals and stakeholder objectives. This guidance document was developed to help our project teams minimize remediation environmental impacts from factors including energy utilization, greenhouse gas and air pollutant emissions, soil erosion and depletion, water utilization, and waste management.



## Annual Environmental & Sustainability Goals

*In 2021, GES will increase our focus on the sustainability of our office locations.*



**Consolidate office space.** As lease agreements end, GES will seek to “right-size” our office space based on the current environment of an increased number of staff working remotely. We will reduce leased space accordingly and continue to evaluate the modern workplace footprint to optimize how square footage is used.



**Seek green real estate.** When GES seeks new properties, we will implement the use of a green and sustainable building checklist to assist in the selection of office space.



**Expand office recycling programs.** Work with local offices that aren't currently recycling e-waste to find e-waste haulers in their area.



**Improve efficiency of lighting.** Replace incandescent lighting with energy efficient fluorescent lighting and LEDs or other energy efficient lighting. Install motion sensors, timers, manual dimmers or automatic daylight dimming controls.



**Increase environmentally preferable purchasing.** Introduce more sustainable products to GES. Select office supply products that have eco features, like paper products with 30%+ post-consumer recycled content.



**Partner with sustainability organizations.** Promote GES' commitment to sustainability and resiliency by identifying and joining other like minded organizations.

Proud recipients of the  
**2020 EBJ Business  
Achievement Awards:  
New Practice Areas and  
Technology Merit**



Graphic Source EBJ...

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



888.270.1628  
GESonline.com

follow us  

**GES**  
Groundwater & Environmental Services, Inc.