



SUSTAINABILITY

Report 2024

Corporate Environmental Sustainability Policy

GES has long focused on helping its clients provide sustainable solutions to the environment, infrastructure, resource management, and renewable energy. GES' sustainability policy and program aims to integrate sustainability and social responsibility into our business operations, while supporting the company in delivering excellent service to our clients, maintaining financial performance, continuing to execute our stellar HSSE performance, and corporate social responsibility.

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

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.

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SUSTAINABILITY HAS ALWAYS BEEN A GES CORE VALUE.



GES CORE VALUES:

These are the enduring principles on which we have based our daily actions and business decisions and ultimately sustained our business for 40 years.

**Health, Safety,
Security, Environment**

Client Focus

Quality

Integrity

Respect

Teamwork

Innovation

Professionalism

Employee Development

Technical Excellence

Sustainability

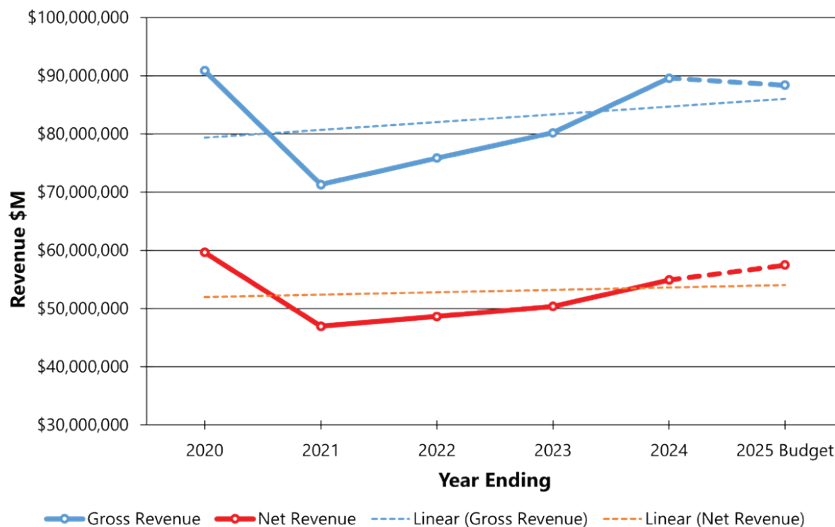


Sustainable Economic Growth

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. Financial projections for 2025 predict modest growth in net revenue.

Gross and Net Revenue Growth



In 2022 our gross and nets revenue started an upward trend post-pandemic, with gross revenue up \$18.2 M (25.6%) and net revenue up \$7.9 M (16.9%) from 2021. From 2023 to 2024, our gross revenue increased \$9.4 M (11.7%) and net revenue increased \$4.5 M (9.0%). With our disciplined planning and forecasting efforts to date, we anticipate that gross and net revenues will continue to trend upward in 2025 (GF \$88.3 M and NF \$57.4 M) as projects continue to move forward and are awarded to GES.

Sustainability Recognition

GES recognizes the importance of continuous sustainability improvement and utilizes the EcoVadis rating system as a key benchmark for its ESG performance, offering key insights for both internal improvements and external recognition. The EcoVadis process encourages critical evaluation of existing sustainability practices, identification of areas for enhancement, and implementation of improvements. GES completed a comprehensive evaluation of our sustainability practices with EcoVadis and in 2024, earned a bronze medal, placing us among the top 35% of companies assessed. This bronze rating confirms our commitment to sustainability, acknowledges our current practices and performance, and outlines a clear path for ongoing progress. GES was recognized for our strong performance in process optimization, employee training and development, health and safety, information security, ethics, and procurement policies. GES is committed to continuous improvement and is currently engaged in its annual EcoVadis reassessment to further strengthen its sustainability score. This commitment, driven by EcoVadis and other initiatives, underscores GES' dedication to responsible business practices and long-term value creation.

To learn more, visit ecovadis.com.

Our People

Proactive Safety Culture

GES' corporate Health, Safety, Security and Environment (HSSE) program is applied to 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 achievements:

- 11 years with only two OSHA lost-time injuries
- 6 years without a subcontractor recordable injury
- An insurance savings of \$15,000 over the last two years

Safety Record

HSSE STATISTICS		2024	2023	2022	3-YEAR AVERAGE
Total Recordable Incident Rate (TRIR)		0.81	0.54	0.00	0.45
Lost Time Incident Rate (LTIR)		0.00	0.27	0.00	0.10
Total Hours Worked		742,935	740,609	761,058	748,201
EMR	7/1/24 – 7/1/25	7/1/23 – 7/1/24	7/1/22 – 7/1/23	7/1/21 – 7/1/22	
Rating	0.882	0.882	0.827	0.832	



Health and Safety STATISTICS

0.81

JAN - DEC 2024

OSHA Total Recordable Incident Rate (TRIR) vs. 2.0 industry average

0.00

JAN - DEC 2024

OSHA Lost Time Incident Rate (LTIR) vs. 0.5 industry average

0.882

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

A+
RATING

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

2024 LPS TOOL USAGE

- 361** Loss Prevention Observations (LPOs)
- 121** Site Visit Observations (SVOs)
- 373** Loss Prevention Self-Assessment (LPSA) / Lone worker discussions (LWD)
- 134** Near loss reports

Quality Program Fortifies GES' Sustainable Future

Our Quality Program supports GES corporate sustainability in multiple ways. Two of the key methods in which Quality can directly impact sustainability are client satisfaction and error reduction.

Client Satisfaction

Repeat business and positive references from clients sustains GES' business model. By providing consistent Quality and Value, GES is able to maintain the loyalty and goodwill of our clients. We can only achieve client satisfaction through the actions of each of our employees. Their commitment to excellence is at the heart of GES' ability to deliver on client expectations. One of the objectives of our Quality program is to ensure that are staff are trained, knowledgeable, supported, and motivated to deliver Quality work to our clients.

Error Reduction

In Lean Six Sigma, errors are considered defects that lead to waste. When an error is made at GES, it results in rework. Rework can be as simple as correcting a value in a table or as complex as re-mobilizing to a project site to remove defective work and replace it. Such errors can have costs such as harming our reputation and client relationship and financial loss. Our Quality Program seeks to engage with all staff across the company to stress the importance of Quality. We use a behavior based Quality system that includes proactive stewardship tools and a process for investigating and solving Quality issues with the objective of reducing errors in all phases of our business.

Monthly Quality Training

Each month all GES personnel receive training on a quality topic selected by our Quality Committee which is made up of representatives from the different functional groups (operations, engineering, HSSE, marketing, etc.). Quality trends are used to select the monthly training topic. Each quality module also shares a recent "lesson learned" topic which can be a positive lesson (i.e. acts resulting in client satisfaction) or review of the investigation findings for a quality incident.

2024 Monthly Training Topics:

- 2024 Quality Kick-Off
- 4 Keys to Quality
- Owning Quality
- Practicing Quality
- The Cost of Poor Quality
- Costs of Non-conformance
- Positive Reinforcement
- Problem Solving Techniques
- Error Precursor
- Integrating Quality into Projects
- Managing Error Traps
- Root Cause Analysis

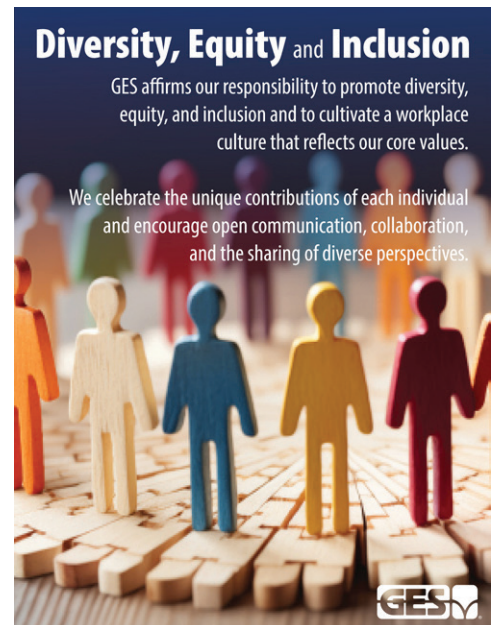
Commitment to Diversity, Equity and Inclusion

As a company we support diversity, equity and inclusion. In light of the recent executive orders targeting DEI, members of GES' DEI committee attended webinars to learn about the legality and importance of our DEI program, our mission statement, and other areas where DEI may come into play (i.e. recruitment, hiring, performance evaluations, promotions, and etc.). Based on our review, GES believes that we are operating fully within the law, and remain committed to our DEI program and initiatives including:

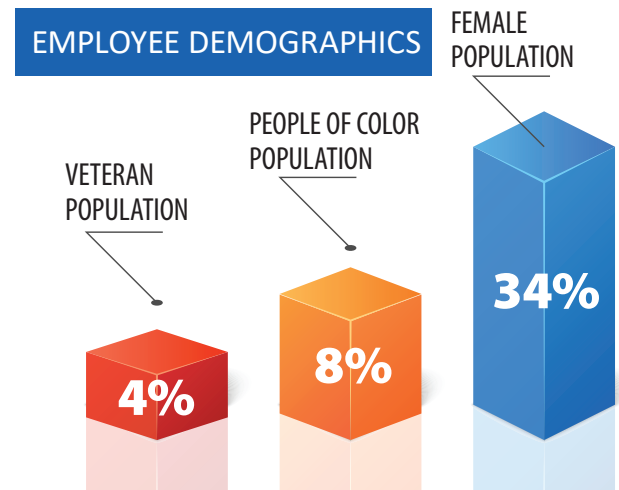
- Maintaining a safe, diverse, and inclusive work environment where all employees are treated with respect and recognized for their unique contributions
- Recruiting, developing, and retaining the most talented people from a diverse candidate pool
- Providing an environment of mutual respect where equal employment opportunities and opportunities for advancement 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' DEI Committee has taken steps to facilitate being more diverse, inclusive, and equity-centered including the following:

- Developed 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
- Published bi-monthly DEI newsletters to raise awareness within our ranks of the many cultural influences that shape the melting pot that America represents
- 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



GES' DEI mission statement is proudly displayed in every GES office.



Training and Development

- GES University provides employees with educational and training opportunities that teach core skills for their defined role at GES. Formal training schedules are established and aligned with each employee's career path.
- GES also offers a formal mentoring program for engineers
- GES employees are encouraged to continue their professional development with tuition reimbursement for accredited programs and a seminar/workshop reimbursement program
- Partnerships with external organizations provide additional learning opportunities for continuing education in technical and business skills

Employee Wellbeing

- GES' Commitment Wellness Program encourages health plan participants to maintain a healthy lifestyle and receive annual physicals. In 2024, 62% of employees participated in the Program.
- Employees can nominate coworkers for going above and beyond in their daily duties and exemplifying GES' core values. Selected winners receive a \$50 gift and company-wide recognition for their acts of professionalism and teamwork.
- Human Resources distributes monthly "Strive for Better Health" email newsletters to all employees
- The Employee Assistance Program (EAP), a confidential counseling service, is available to help with personal problems at no cost to all employees and their families
- The company-wide step challenge is a staff favorite wellness program held each year to promote fitness and team building

Succession Planning

Succession plans are maintained for GES senior management and site operations. Our succession plan includes plans for our most senior level positions — CEO, COO, and CFO — as well as the critical role of Vice President (VP) of HSSE, Senior VP of Technical Functions / Quality Assurance Manager (QAM), IT Director, and HR Director. GES Operations are divided into four regions with each region maintaining a succession plan that identifies key employees and training requirements for contingency planning.

Employee Retention

52% of our staff have worked at GES for >10 years and 22% for >20 years.

Employee retention translates into growth, vitality, a healthy organization, and strong customer relationships. Continuous investment in our staff through development and recognition programs retains, motivates, and maximizes the performance of our employees while enhancing their professional growth and satisfaction.

Recognition programs and policies include:

- Annual performance evaluations
- Service award recognition program
- Corporate social responsibility program
- Succession plans and career path
- Tuition reimbursement
- Key contributor, excellence, and anniversary awards
- Client relations and special skills incentive programs
- Above and Beyond quarterly recognition program
- Safety Leader quarterly recognition program

Our Operations

Business Ethics and Compliance

Business ethics are a key to sustainability as they directly affect our client's trust in GES as a consulting service provider.

GES conducts its business affairs in accordance with the highest ethical standards and sets expectations for all employees to maintain these same standards when conducting the company's business. Every employee is expected to conduct the company's business with integrity, in compliance with applicable laws, in a manner that excludes consideration of personal advantage, and in a manner that will embarrass neither the company nor the employee.

In 2021, GES formally authorized and endorsed our Ethics Policy. It's purpose is to clearly define the company's expectations and requirements regarding compliance with the laws, regulations, and standards applicable to the execution of GES' business. All employees are required to read, understand, and maintain strict compliance with all the provisions of the GES Ethics Policy.

Any employee who observes, discovers or is requested to engage in any activity that the employee believes may be contrary to GES' Ethics Policy is required to promptly report the matter to their supervisor, human resources, or GES' external reporting system provider, Lighthouse Services, Inc.

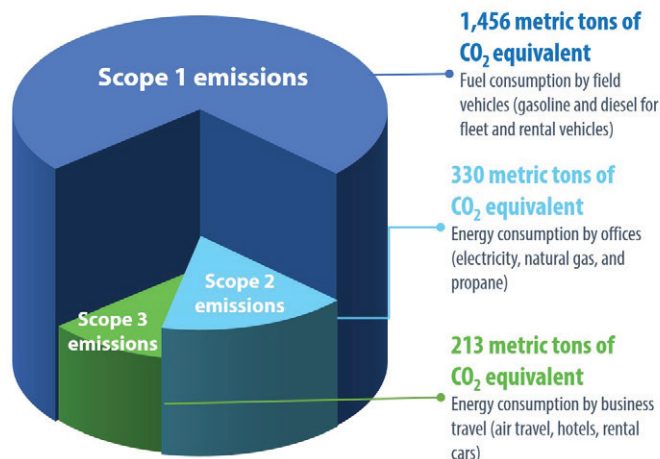
GES Ethics Policy

GES' Ethics Policy requires the following:

- Every GES employee will perform their duties with integrity, in compliance with applicable laws, in a manner that excludes consideration of personal advantage, and in a manner that will embarrass neither the company nor the employee.
- Many of our clients, vendors, and subcontractors also have established business ethics standards. Employees must be sensitive to and abide by those business ethics standards with respect to gifts, favors, and entertainment.
- The interests of our clients are paramount. Employees will avoid conduct that brings into question employees or GES' independence or judgment.
- Every employee is prohibited from engaging in conduct that could result in a conflict of interest including, whenever the GES or the employee:
 - Could make a financial gain, or avoid a financial loss, at the expense of a client;
 - Has an interest in the outcome of a service provided to a client which is distinct from the client's interest in that outcome;
 - Represents or seeks to represent two or more parties whose interests are actually or potentially in conflict with each other;
 - Represents a client and company/employee that has a financial or other incentive to favor the interest of another client over the interests of the client; and
 - Expects to receive a benefit from a third party in relation to a service provided to the client.

Greenhouse Gas Emissions

We recognize the value and importance of transparency and accountability in reporting our environmental impact and are committed to disclosing our carbon emissions. As a full-service environmental consulting firm, our primary carbon emissions are from our fleet vehicles and energy use in our offices. We began reporting our fleet vehicle emissions in 2019 and our office energy use emissions in 2023. For 2024, we are also including emissions from our off-site data storage center solution and business travel.



Fleet Vehicles

(Scope 1 HG Emissions)

Providing on-site environmental services is our core business. GES continues to collaborate with our fleet management solution partner to ensure we balance our vehicle needs with sustainability and cost. Our fleet includes primarily pickup trucks outfitted for our core services, including site inspections, sampling, treatment system operation & maintenance, and construction. We select vehicles that offer industry-class fuel mileage and durability. We routinely maintain and service our fleet vehicles to optimize fuel efficiency, performance, and

lifecycle. In alignment with our hybrid work model, we encourage employees to evaluate mobilization distances and mobilize from the office or home and choose the shortest drive option when practical. Our field vehicles (Scope 1) emissions include fuel consumption by dedicated GES fleet vehicles and rental vehicles. Emissions for fuel consumption are estimated using EPA-provided emissions factors for gasoline and diesel.

Building Energy Consumption

(Scope 2 emissions)

GES continues to optimize our use of leased office space through use of a hybrid work environment and frequent evaluations of our space type and size needs. Our office space (Scope 2) emissions from purchased energy includes electricity, natural gas, and propane. Our Scope 2 emissions were calculated using EPA's Emissions & Generation Resource Integrated Database (eGRID), which provides regional energy generation emissions factor for electricity generation, and EPA-provided emissions factors for natural gas and propane. We are actively reducing our energy usage from office lighting by:

- Requiring LED lights with motion sensors in new offices
- Replacing existing fluorescent and incandescent lighting with LED when replacement is required

Business Travel

(Scope 3 emissions)

In this year's report, we are including GHG emissions associated with our business travel as our Scope 3 emissions. This estimate uses data provided by our travel management company using South Pole's procedures for air travel, hotels, and rental cars (non-project use vehicles, which are included in Scope 1 emissions). The South Pole method are based on the Greenhouse Gas (GHG) Protocol and the United Kingdom's Department for Business, Energy, and Industry Strategy (UK BEIS).

Sustaining Operations from Cybersecurity Threats

GES responsibly manages sensitive environmental data, adhering to all cybersecurity laws and best practices. We invest in a strong cybersecurity program to protect against threats, ensuring business continuity and uninterrupted client service.

Multi-Pronged Approach to Combating Cyber Threats and Attacks

GES proactively implements robust security measures to counter dynamic cybersecurity risks, continuously refining its plan to protect data and maintain system functionality.

GES employs a robust cybersecurity framework, including:

- Internet content filtering to block unsafe sites
- Triple-layer Anti-X filtering for malware, spam, and phishing prevention
- Corporate networks restricted to GES-managed devices only
- True two-factor authentication (DUO)
- Intrusion prevention at all Internet perimeters
- Advanced Malware Protection (AMP) for data flow scanning
- Firewall controls on all perimeters
- Behavioral and educational awareness tools
- Microsoft Outlook "Report Suspicious Email" tool
- Secure file transfer protocol for external data exchange
- Endpoint protection on all GES-managed systems
- Patch management strategy
- Strong passwords with a 30-minute inactivity lock-out
- Access control lists (ACL)
- Employee cybersecurity training and awareness



Sustainable Computer Equipment Procurement

In 2024, 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 100 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 since 2023, GES has budgeted to replace another 35 units in 2025. As of January 1, 2025, approximately 50% of our workforce is using Energy Star and EPEAT certified equipment. This number will continue to rise year over year as old equipment is phased out.

Did you know?

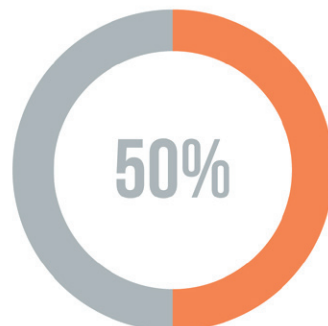
- In 2024, 20–25 major ransomware attacks occurred daily.
- 60% of small businesses fail within six months of a cyberattack.
- U.S. organizations pay over \$1.1 billion in ransomware annually.
- Data leaks cost an average of \$4.88 million per incident.
- Only 10% of cyberattacks in the U.S. are reported.
- 75% of organizations lack a cybersecurity response plan—GES has one.

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.



Computer Equipment

~50% of our workforce is using Energy Star and EPEAT certified equipment.

Artificial Intelligence

GES established an internal artificial intelligence (AI) Committee and set a goal to strategically integrate AI into the Company's service delivery/business model while protecting employees, the company, clients, and business partners. With the AI policy in place, GES continues to evaluate new tools as they become available. Integration with Microsoft Office 365 will present the first full scale AI integration tool within the GES computer system later this year. Additional tools and workflows will continue to be evaluated as they are identified.



Corporate Social Responsibility

GES recognizes that our business is strengthened by contributing to the prosperity of our staff and the communities in which we live and work.

Local Community Support Strengthening a Community Though Soccer

John Brooks, GES' Ecological Services Director, spends his nights and weekends working with the Richmond Kickers Youth Soccer Club (RKYSC) in Richmond, Virginia as the president of the RKYSC Board. RKYSC is a non-profit youth soccer club that serves 6,000 boys ages 4 to 19+ years. They welcome players from all skill levels including disabled youth soccer, recreational soccer, travel soccer, and top level academy soccer.

John works with a volunteer staff of approximately 30 professionals (coaches, technical staff, administrators, accountants, field managers, etc.) and a board of 6 other compassionate individuals. Together they plan for and measure success on what is best for the youth of the club, the many families that support the youth, and the Richmond community.

In 2024, the RKYSC joined with the Richmond Strikers Youth Soccer Club (RSYSC) to form Richmond United (RU) Soccer Club, where John serves on the RU board. RU serves over 12,000 boys and girls and is one of the largest youth clubs



GES' John Brooks (President of Kickers Youth Club), Matt Spear (Pro Team President), Coach David Bulow, Rob Ukrop (22 Holdings, LLC)
- Photo Credit to Jessica Stone Hendricks

in the United States. While the goals have not changed, the number of youth that have been reached through soccer has increased. Scholarships for disadvantaged youth have increased to \$500k per year to assist hundreds of deserving youth soccer players.

RU will soon be supporting other youth charities in the Metro Richmond, Virginia area. This strengthens the community by supporting youths to be better people, citizens, students, friends, etc. They learn life lessons through a beloved sport and through other players, coaches, and family.

Academic Scholarships

Since 2007, GES has awarded academic scholarships annually to encourage and reward the pursuit of academic excellence and to foster social and environmental responsibility. In August 2024, \$2,000 scholarships were awarded to three students. We are honored to have provided these scholarships to 51 students in the last 18 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 2024, \$22,000 in funds were added to the 2024 GES Employee Donation Bank, which comes from employees who volunteer to donate any unused accrued PTO time they may lose at the end of the year.



A combination of the Wildlife Habitat Council and the World Environment Center.

GES uses our consulting, engineering and remediation expertise to help our clients achieve their environmental and social governance (ESG) goals and integrate biodiversity into business.

Client Conservation and Preservation Projects

Tandem Global a not-for-profit organization committed to preserving biodiversity, advancing sustainable development, and reducing environmental impacts. 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 following projects with nature-positive strategies on behalf of their clients.

Olympus, Gaia Pad, PA

GES partnered with Olympus to build a pollinator hotel. 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. In 2024, Olympus and GES also hosted a Boy and Girl Scout Education and Planting Event. The event included planting native flowers in the pollinator garden, spreading seeds to attract turkey, bats, and birds, an education event on the projects, and a scavenger hunt.

BASF, Riverview, MI

GES applied for certification for a sturgeon habitat project, an extension of their pollinator garden (in the shape of a butterfly) with employee volunteers, created insect hotels, monitored for monarch butterflies, and planted gold moth habitat. BASF received a gold certification for their Riverview Program. In 2024, GES continued monitoring the butterfly garden on site, seeing numerous pollinators enjoying the garden, including monarchs. In 2025, BASF and GES plan to add two more gardens, one in the shape of a bee with native yellow flowers and one will be a no-mow area with native grasses and clovers to attract birds and provide wintering habitat for pollinators.



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



Pollinator garden installation (left) and butterfly-shaped pollinator garden 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. GES monitored the garden in 2023 and 2024 for pollinators and wildlife. Texas is a key state for monarch fall and spring migration, and were seen using the garden multiple times in 2023 and 2024. In 2024, GES submitted a WHC Certification application on Atmos' behalf and Atmos received Silver Certification.



Raw pollinator garden (left) and garden signage (right)

Olympus, Titan Well Pad, PA

GES applied for and was awarded silver certification for the Titan Well Pad for an ephemeral pond habitat, invasive species removal, wood turtle and falcon monitoring and research. In 2024, Olympus installed more kestrel boxes and installed a wildlife sign to highlight the work being done at the Titan Pad. GES also monitored the Titan Pad for pollinators and wildlife. In 2025, Olympus and GES plan to host a Nighttime Observation Event with Olympus employees and families.



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

Olympus, Calliope Pad, PA

GES applied for certification of the Calliope Well Pad in 2024 for bluebirds, Louisiana waterthrush, wood thrush, wild turkey, riparian enhancements, and riparian buffers. Projects including an educational event with Olympus to plant willow stakes around the stormwater ponds and plant hemlocks within the forest line and around the stormwater pond. In 2025, GES plans to continue monitoring the habitat for data tracking.



Birdhouse for bluebirds (left) Riparian Buffer (right)

Synesqo, West Deptford, NJ

In 2024, Synesqo and GES worked with the Boy and Girls Club of West Deptford to install a pollinator garden in the garden beds at the site. The planting event included an educational event to increase knowledge of pollinator and native species. All of the flowers that went into the garden are native and to target species of greatest conservation need. GES submitted a WHC Certification application in 2024 for Synesqo and received certification. In 2025, GES plans to work with Synesqo at their West Deptford facility to plant native flowers in their no-mow pollinator garden and plant native grasses and plants in their forest habitat. Synesqo will be monitoring the garden and provide GES with their findings to track for 2025 application at the site.



Pollinator garden (above)



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