

CDM Smith Environmental Policy and Sustainability Statement

CDM Smith is committed to responsibly investing in people and technologies that advance the best practices in addressing Environmental, Social and Governance (ESG) standards. We are dedicated to transparently reporting the firm's sustainability performance using consistent, comparable and reliable reporting frameworks. CDM Smith believes in corporate transparency and accountability on human rights and other workforce issues, including diversity and inclusion. Following the recent 2021 United Nations Climate Change Conference (COP26), CDM Smith recognizes the conference commitment to building an integrated ESG framework that consolidates existing frameworks. We will monitor rules, regulations and industry best practices related to how this will impact our industry, our clients and the governance of our company, with the goal of implementing and facilitating internal policies and procedures congruent with an integrated ESG framework.

As a global leader in environmental and infrastructure services, a focus on continually improving and promoting economic growth, environmental stewardship and social responsibility is ingrained in the work we do every day. CDM Smith approaches every project with respect for protecting the environment. We want to make the communities we serve better today than they were yesterday.

This commitment extends to our internal business practices as well as our relationships with clients, subcontractors, suppliers and industry peers. We encourage all our employees and the organizations we work with to take responsibility for reducing the environmental impacts of operations and improving overall sustainability.

Our Vision
We will be the best, brightest and boldest in the industry. Client focused, employee centered, technically superior, independent and strong.

CDM Smith's sustainability mission aligns with our vision to provide innovative, sustainable and resilient project solutions, to promote a diverse, inclusive employee community under the umbrella of health and safety, and to maintain corporate social responsibility in our technical delivery, our operations and our partnerships and advocacy.

Delivering Sustainable and Resilient Project Solutions for Our Clients

Our biggest contribution to achieving our global sustainability goals based on an ESG framework is delivering sustainable and resilient project solutions to our clients that incorporate sustainable practices at the local, state and federal levels. In the building realm, CDM Smith is a leader in sustainable design and U.S. Green Building Council LEED-certified projects. When approaching non-vertical civil infrastructure projects, we apply the Institute for Sustainable Infrastructure's Envision Sustainability Rating System to assess and verify sustainable, resilient project design, planning and implementation.

We have formalized this approach into CDM Smith's sustainability discipline, which advocates for incorporating sustainable practices and thinking into all projects. Our sustainability services representatives create cross-discipline alliances, providing innovative sustainable solutions for clients and professional societies and helping to lead the industry forward:

- CDM Smith advises the planning and value engineering of facilities and infrastructure with the potential for LEED certification or Envision verification.
- We consider energy and water reduction, the use of recycled or regional materials and practices that improve occupant comfort and productivity for green building.
- For projects that cannot meet the certification requirements, we develop a list of sustainable best management practices with a benefit cost impact and return on investment.
- CDM Smith identifies applicable sustainability methods, metrics and tools to inform feasibility studies, capital planning and the identification and selection of sustainable elements.

CDM Smith Sustainability Services:

- Sustainability Master Planning
- Sustainability Action Planning & Reporting
- Environmental Social Governance (ESG) Strategy
- Environmental Management System (ISO Compliant)
- Emission Accounting/Tracking
- Feasibility Studies/Sustainability Impact Evaluation
- Cost Benefit Analysis/Techno-Economic Analysis
- Environmental Life Cycle Assessment
- Environmental/Social Impact Assessment
- Sustainable Design/Specifications
- Envision Sustainable Infrastructure Rating
- LEED Certification
- Energy Audits & Improvements
- Energy Conservation & Renewable Energy
- Utility Delivery System Design
- Sustainable Facility Development/Construction
- Water Resources Planning & Conservation
- Water Reuse & Reclamation
- Solid Waste Management Systems
- Public Outreach, Communications, Facilitation

- Managers and supervisors are trained in CDM Smith's and our clients' sustainability and environmental goals and programs via periodic Sustainability Discipline and Representatives meetings, as well as from leadership communications.
- CDM Smith is tightly integrated with local, state, and federal regulators and professional organizations. We routinely provide training to staff and other stakeholders on applicable environmental and sustainability technical issues, policy regulations, guidance and other resources.

- As an international company, CDM Smith has ISO9001-certified offices in South America, Europe and Asia. ISO9001 is an internationally recognized Quality Management System standard.
- Our internal and external partnerships in research and development programs include a primary focus on finding sustainable and resilient cost-effective solutions.

Improving the Sustainability of Our Own Operations

Our primary sustainability goals for our own operation are to responsibly use resources, reduce our environmental footprint and consider environmental and social life-cycle impacts. CDM Smith is a leader in implementing sustainable office design strategies, including the following:

- Choosing optimal office locations to help minimize the negative impact of travel
- Installing ENERGY STAR™-rated and low water consumption appliances
- The use of multifunction devices (print/scan/fax) leased from Ricoh USA, which was awarded Energy Star Partner of the Year; these devices save energy and paper output through technical innovation
- Developing a strict set of guidelines that use only environmentally preferred materials; almost all our flooring products are made from recycled materials and we use rubber base and zero volatile organic compound paint
- Using office furniture made from primarily recycled materials and Forest Stewardship Council-certified woods and laminates
- Optimizing natural light to enhance the employee experience and adding occupancy sensors to automatically turn lights off when not in use

CDM Smith Cares: Committing to Corporate Social Responsibility

As a global organization with more than 125 offices across the world, our employees come from a variety of backgrounds and cultures. We advocate for diversity and inclusion within and beyond our operations. Our “CDM Smith Cares” program demonstrates the firm’s commitment to social inclusion and equity. It encourages, and often funds, employee-led volunteer outreach activities that build community and improve quality of life through local efforts.

In 2020, CDM Smith Cares resulted in...



At the corporate level, CDM Smith supports two core programs that align with the United National Sustainable Development Goals:

- **Water For People** is an international humanitarian organization of dedicated people who recognize water as a primary building block of life. Each year, our annual giving campaign raises funds to help developing communities gain access to safe drinking water, better sanitation and public health education.
- **Engineers Without Borders** aims to make an impact to those communities that seek help by engaging with them directly to finding options for solving their problems or meeting their basic needs. CDM Smith has been an official corporate partner of Engineers Without Borders - USA since 2007.

In 2020, our Water for People Campaign resulted in...

54 participating offices

333 payroll contributors

\$126,000+ donated

Since our Workplace Giving Campaign began in 2005, CDM Smith has contributed more than

\$2.2 million

to Water For People.

Employee Wellness Program
Donations have gone to

25 organizations,
contributing more than

\$1 million to our
communities since the program
began in 2017.

We also build giving back into our employee wellness initiatives. Staff who earn certain levels of points through our wellness program vote to decide where a corporate charity donation will go each quarter. Wellness program donations have gone to non-profits including The Initiative to Educate Afghan Women, Feeding America, Adapt A Classroom.org and the Make-A-Wish Foundation.

Our staff lead many local, community-based efforts as well. Supported by CDM Smith Cares resources, we participate in

Earth Day cleanups around the United States, collect Toys for Tots in Texas, shop for families with hospitalized children in Boston and volunteer at drive-through COVID-19 vaccine clinics in Arizona. These are just a few of our many local volunteer efforts.

We often align international inclusion and equity with our projects. CDM Smith supported the reconstruction of 12 schools after the devastating 2015 earthquake in Nepal. The school libraries looked great, but needed books. The project team responded, using CDM Smith corporate resources to instigate a firm-wide campaign to raise more than \$30,000 to purchase books and tablets for 6,000 students.

Helping young minds see and realize the promise of science, technology, engineering and mathematics (STEM) education is another aspect of our social responsibility. CDM Smith partners with schools to help children develop business, technical and leadership skills. Our corporate resources support these endeavors, providing presentation materials and guidance for connecting with different education levels.

We provide a wide array of internships and cooperative education opportunities, even keeping our college interns fully employed through the pandemic. We provide scholarships each year to those pursuing higher education in STEM fields and have established a fund for higher education scholarships through the American Water Works Association. Internally, employee programs like the Working Parents Network, Women's Forum & Leadership Network and Young Professionals Forum offer career growth opportunities to all demographics. With an eye on inclusion, we have developed partnerships with diverse student organization chapters and universities to offer expertise, support and opportunities, including the following:

- National Society of Black Engineers (NSBE)
- Society of Women Engineers (SWE)
- Society of Hispanic Professional Engineers (SHPE)
- North Carolina Agricultural and Technical State University—a historically black college or university (HBCU)
- Society of Military Engineers (SAME)

We believe that cultivating and supporting a diverse workforce means supporting people through their entire career. Career journeys are often not linear and have to ebb and flow with our life events and choices. We have established the Reboot Re-Entry Program to help professionals return work after taking 2 or more years off. The 16-week program is a paid, full-time, temporary opportunity to help professionals train and rejoin peers in their field. CDM Smith now offers two tracks of the program: Reboot for STEM professionals and Reboot for U.S. veterans. We aim to help skilled professionals integrate into their civilian careers through the support of colleagues, managers, mentors and training programs.