Maryland Green Registry MEMBER

The Maryland Green Registry promotes and recognizes sustainable practices at organizations of all types and sizes. Members agree to share at least five environmental practices and one measurable result while striving to continually improve their environmental performance.

EA Engineering, Science, and Technology, Inc., PBC

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Hunt Valley, MD 21031
410-584-7000
www.eaest.com
Member since October 2010

Management and Leadership

☑ **Environmental Policy Statement**

EA's Corporate Sustainability Page can be found here:
http://eaest.com/corporate_sustainability.php

It presents EA's Environmental Policy Statement, which is as follows.

***Putting Words into Action**—Through more than four decades dedicated to the preservation and enhancement of the natural and built environments, EA has developed a keen social awareness and appreciation for the precious and limited resources of our planet. As a leader in the environmental field, EA recognizes we are accountable for our sustainability initiatives, and we seek out opportunities to support the communities we serve through participation in neighborhood and watershed cleanup projects and various outreach programs to mentor our nation's youth in such aspects as materials recycling, waste minimization, energy savings, and related environmental and sustainability topics.*

***Corporate Social Responsibility Program**—EA's Corporate Social Responsibility (CSR) Program guides our operations to grow in a sustainably conscious manner. Our goals embrace a broader perspective and commitment to sustainability principles by:*

- *Encouraging reduction of consumption through sustainability awareness, efficient practices, and use of technology*
- *Encouraging environmental stewardship through procurement, recycling, and end-of-life practices for goods and services utilized through our supply chain*
- *Making sustainability and the importance of integrating sustainable practices into our daily practices, operations, and services a paramount concern*

- *Providing recognition to offices and employees that demonstrate extraordinary leadership and/or performance in support of EA's sustainability practices.*

Through this policy statement, we reinforce our longstanding commitment to SBPs as we continue to live out our core purpose of: IMPROVING THE ENVIRONMENT IN WHICH WE LIVE, ONE PROJECT AT A TIME®.

EA has had a formal, implemented, and communicated sustainability program since 2008, including governance, establishment of goals, training and awareness, and communication and reporting using the Global Reporting Initiative (GRI) Standards. EA reports across 24 Standard-specific GRI environmental, societal, and economic disclosures, and has published four biennial CSR Reports highlighting our accomplishments from 2008 – 2015 before transitioning to annual reporting in 2016 GRI disclosures include materiality aspects such as employee training, supplier diversity, environmental impacts of daily operations, ethics, health and safety, and sustainability.

EA's most recent 2018 CSR Report marked the 10th anniversary of our investment in our future through sustainability and CSR commitments. Our "A Decade of Commitment" campaign communicated our journey from initial benchmarking in the late 1990s to operationalizing CSR in the early 2000s.

When EA transitioned to 100% ownership by its Employee Stock Ownership Plan (ESOP) and registered as a PBC under Delaware corporate law in 2014, we became a "first-mover" among major national environmental consultancies as a 100% employee-owned PBC. PBC is a class of corporation designed to enable for-profit corporations to produce tangible public benefits, while operating in a responsible and sustainable manner. PBCs balance the interests of non-stockholder stakeholders (i.e., clients, local communities, and the general public) with their own pecuniary interests, in such a manner that the public benefits identified in the entity's certificate of incorporation are promoted and achieved.

EA's PBC framework consists of three pillars: Project Involvement, Community Support, and Charitable Giving. This framework is firmly supported by the foundation of our Sustainability Program.

☑ **Environmental Team**

EA's Sustainers work group seeds awareness and promotes communication on sustainable practices across EA's operational footprint. EA Sustainers are appointed by management and integrated into all business unit operations and corporate departments—the overall success of our sustainability programs is due in large part to the passion and commitment of the EA Sustainers network.

Comprised of more than 30 employees representing all of EA's offices and business units, as well as technical, financial, facilities, and administrative support services, EA Sustainers meets bi-monthly to discuss sustainability issues, develop sustainability initiatives, and report on progress toward achieving sustainability goals. Minutes from these meetings as well as sustainability resources and associated references are posted on EA's intranet site (Inside EA) for employee use and referral.

Building on the success of the EA Sustainers work group, EA has also commissioned smaller work groups tasked with evaluating specific sustainability aspects of EA's operations. EA's Leased Energy Working Group evaluated impacts associated with EA's Scope 2 greenhouse gas emissions to make recommendations regarding potential measures to offset these emissions. Additionally, EA's Zero Waste Working Group is currently evaluating the potential for EA's Hunt Valley, MD headquarter space to achieve TRUE Zero certification.

As a PBC, we have a Director of CSR, who reports directly to the Board of Directors through EA's Chief Executive Officer/President. This visible senior management position centralizes EA's commitment to CSR transparency and PBC reporting. We also have a PBC Committee to maintain EA's PBC framework and serve as a sounding board for its implementation. The PBC Committee reports directly to EA's Board of Directors and meets regularly to establish direction for EA's CSR Program.

☑ **Annual Environmental Goals**

"Continuous Improvement" is an overarching sustainability concept employed on a daily basis at EA. Therefore, while we are proud of our success to date, we are already working on accomplishing more in the future:

- *Continual monitoring of corporate travel and associated carbon emissions to better understand EA's overall carbon footprint and better leverage available technologies (e.g., video conferencing) to achieve reductions*
- *Initiation of an electronic equipment inventory, promoting work stream efficiencies while reducing paper documentation*
- *Continuous refinement of standard operating procedures to guide EA's commitment to social responsibility*
- *Expansion of our program to green our fleet and add more alternative fuel/hybrid vehicles.*
- *Integrate sustainability tools into our project manager training*
- *Conduct waste audits of corporate headquarters in Hunt Valley, Maryland.*

Further, our PBC framework requires us to plan, measure, and report EA's progress in delivering our specific public benefits, resulting in our annual CSR Report/PBC Statement most recently published for 2018. EA identifies specific objectives with supporting standards and targets for each pillar of our PBC framework. Materiality principles, grounded in GRI, are used to define specific objectives, standards, and targets associated with material aspects. The CSR Report/PBC Statement is publicly available at http://www.eaest.com/corporate_sustainability.php.

☑ **Environmentally Preferable Products and Services**

As a leading provider of environmental, compliance, natural resources, and infrastructure engineering and management solutions to a wide range of public and private sector clients, EA's Core Purpose is to IMPROVE THE QUALITY OF THE ENVIRONMENT IN WHICH WE LIVE, ONE PROJECT AT A TIME®. The intricate and complex nature of today's environmental issues requires an interdisciplinary approach to provide realistic, workable, and cost-effective solutions. As our name implies, EA was founded on the overarching principle of integration of the science and engineering disciplines to guide our clients through complex technical and regulatory challenges associated with environmental projects. By actively and deliberately integrating science, engineering, and technology through our in-house, multidisciplinary teams, we are readily capable of defining problems and designing solutions in ways that are innovative, uniquely efficient, and operationally sustainable, as well as environmentally sound, technically defensible, and financially responsible for our clients.

☑ **Environmentally Preferable Purchasing**

EA has an Environmentally Preferred Purchasing (EPP) working group to develop a formal EPP framework and performance objectives.

The purchasing of environmentally preferable products is integral to EA's culture. As a federal contractor for over 30 years, EA has well-established programs to fulfill contract requirements, including green procurement and contracting. Indeed, many of these federal requirements are similarly being integrated into state programs. Examples of this program include the company-wide use of sustainable office paper (e.g., Forest Stewardship Council [FSC]-certified, Sustainable Forestry Initiative [SFI]-certified, or contain at least 30% post-consumer recycled content), utilization of hybrid or energy-efficient vehicles in EA's vehicle fleet, and the use Electronic Product Environmental Assessment Tool (EPEAT®)-rated "Gold" standard computer and ancillary equipment. Our sustainability philosophy is also visible in our marketing efforts: our exhibit banners, brochures, and branded materials are produced using environmentally preferable materials.

EA consistently integrates sustainable practices within our internal operations and client services. This includes meeting client requirements for the implementation of

EPP programs. Working closely with clients in this manner enables us to meet their objectives and also helps us to make improvements in our own internal purchasing systems and practices.

As part of our materiality dialogue, we have noted the important role that upstream and downstream supplier stakeholders play in our business. The services we provide are directly dependent on them and we are in the process of expanding the dialogue with our suppliers on CSR issues. As such, in an effort to continually improve our performance and meet buyer requirements, EA participates in periodic third-party CSR reviews by EcoVadis (http://www.ecovadis.com). EcoVadis operates a collaborative platform providing Supplier Sustainability Ratings for global supply chains assessing the environmental, economic, and social performance of suppliers using a CSR assessment methodology built on international CSR standards including GRI, the UN Global Compact, and ISO 26000.

EA completed a full reassessment of our CSR Program in July 2018—our third biennial assessment since 2014. Assessed across 39 criteria organized into 4 categories that address environmental, labor, fair business/ethics, and supplier practices, EA earned a "Gold" rating; an increase from our 2014 and 2016 scores of "Silver." A Gold score equates to an "advanced" CSR program meaning EA has "a structured and proactive CSR approach, engagement/policies and tangible actions on major issues with detailed implementation information, and significant CSR reporting on actions and performance indicators" according to EcoVadis.

EA's rating increase was driven in part by a commitment to transition from biannual to annual CSR and Carbon Footprint reporting in 2017 in accordance with GRI Standards: Core option, an emphasis on supply chain benchmarking and interactions, and a lack of external records/reports (e.g., notices of violation, regulatory fines, etc.) tracked by third-party stakeholder compliance databases. EA's 2018 score places the company in the Top 1% of the more than 30,000 companies assessed globally by EcoVadis across all categories.

EA has a Supplier Portal to enhance subcontractor and vendor transparency and management. It requires suppliers to provide information on sustainability performance and annual validation. The supplier questionnaire includes sustainability, health and safety, and supplier diversity questions addressing CSR reporting, greenhouse gas (GHG) emission tracking and reporting, third-party certifications, and impact reduction of operations and activities in their own supply chain such as distribution, use of environmentally preferred products, etc. Through supply chain engagement, EA will better understand the performance of its top suppliers, engage in dialogue, and report on performance in future reporting. As an established federal contractor, EA plans to assess EPP programs in support of Federal Acquisition Regulation requirements in the future.

In 2018, EA commissioned a third-party gap analysis of our Purchasing System which is responsible for the procurement of goods and services totaling more than $70M

annually. Results of the gap analysis were invaluable in confirming our existing processes are compliant with federal guidelines, as well as establishing goals toward improving internal purchasing process and documentation standards. As a result, EA implemented a number of improvements based on the gap analysis, including a new Federal Purchasing Manual and training for employees.

☑ **Environmental Restoration or Community Environmental Projects**

Oftentimes, our most meaningful sustainability efforts occur at the grassroots level through our employees. EA's employees regularly contribute their time and energies to improve the communities in which they work and live. EA staff invest in environmental philanthropy and volunteering commitments to various local events including stream cleanups, Earth Day events, and related efforts. Through these volunteer efforts, they work side-by-side with local stakeholders and community leaders to exchange ideas and promote meaningful improvements to the environment. This long-standing employee commitment is the basis for our PBC framework's Community Support pillar.

Examples of recent community environmental projects in Maryland include:

- ***Chesapeake Bay Days****—EA employees participate in this annual outreach program to educate middle school students about the ecology and environmental awareness of Chesapeake Bay tributaries by presenting a hands-on training session on the benthic ecology of the Little Gunpowder River.*

- ***Day with an Engineer****—A shadowing program sponsored by the Baltimore Post of the Society of American Military Engineers, which EA has participated in since 2002. EA has hosted high school students interested in pursuing engineering degrees at our Hunt Valley, Maryland office. This full day outreach activity provides Baltimore area high school students with a workplace experience in the science, technology, engineering, and mathematics (STEM) fields. Tasked with completing a mock environmental project, students perform experiments at EA's Ecotoxicology Laboratory, participate in field equipment demonstrations, research available information, and collaborate with EA scientists and engineers. At the end of the day, students put the skills they learned to the test and present their solution to an EA professional, acting in the role of client for the mock project.*

- ***Baltimore Center for Sustainable Careers (CSC)****— EA hosts workshops for graduates of the CSC's training programs to improve their interview skills and refine their resumes in one-on-one mock interviews with EA's environmental professionals. In addition, the trainees tour EA's Ecotoxicology Laboratory, receive an introduction to geographic information systems, and increase their knowledge of field sampling techniques. CSC was founded to train Baltimore City residents from historically marginalized communities for new careers in the "green" economy, including hazardous material remediation and stormwater management.*

These are just three examples of many, which are often captured in press releases available on EA's website: www.eaest.com. Additional information is also available in EA's CSR Report/PBC Statement available on our website: http://www.eaest.com/corporate_sustainability.php .

Waste

☑ **Solid Waste Reduction and Reuse**

As detailed in EA's 2018 Carbon Footprint Report (available on our website: http://www.eaest.com/corporate_sustainability.php), estimates of the amounts of trash and recycling generated by EA were calculated based on the generation rates for the Hunt Valley offices at 225/231 Schilling Circle and based on actual data from 5 of EA's commercial offices in Georgia, California, Hawaii, and Guam. The amount of recyclables and trash generated by the Hunt Valley offices was calculated using information provided by Waste Management, Inc., a leading waste management and recycling company used by EA, through the building owner. The amounts of trash and recycling generated by the other offices were extrapolated using information provided from EA employees based in those offices. Estimates of compost generated by EA employees for the offices with established composting programs were also calculated using employee reporting. Emissions were then calculated using the U.S. Environmental Protection Agency Waste Reduction (WARM) Model.

During the 2018 reporting period, across all EA offices, approximately 25% of trash was incinerated and 75% of trash was landfilled. EA's company-wide waste diversion rate for the 2018 reporting period was 44.8%, a 30% increase over 2017 due to increases in both recycling and composting. All EA commercial offices have functioning and successful recycling programs in place.

The office material that we use most in our business is paper. As part of our EPP commitments, EA has standardized its company-wide specifications for sustainable paper use (i.e., paper must be FSC-certified, SFI-certified, or contain at least 30% post-consumer recycled content).

Below are the latest reported Company-wide solid waste diversion results as presented in EA's 2018 Carbon Footprint Report, which is located on our website: http://www.eaest.com/corporate_sustainability.php

Waste Category	Amount (short tons)
Trash	62.9
Recycling	46.9*
Compost	4.2*
Total	**114.0**
* Total waste generation increased by 3.3% over 2017, but waste diversion increased by 30% over 2017 due to increases in both recycling and composting.	

Waste diversion is calculated as (46.9 + 4.2)/114) × 100 = 44.8%.

Category	Treatment	Location	Quantity (short tons)	Total Emissions ($MTCO_2e$)
Trash	Landfilled	All offices	47.8	11.9
Trash	Combusted	All offices	15.1	
Mixed Recyclables	Recycled	All offices	46.9	(132.6)
Compost	Composted	Hunt Valley and Alameda	4.2	(0.7)
		Total	**114.0**	**(121.4)**
* Total waste generation increased by 3.3% over 2017; however, due to a 30% increase in waste diversion over 2017, GHG offsets for solid waste management increased by 34.8%.				

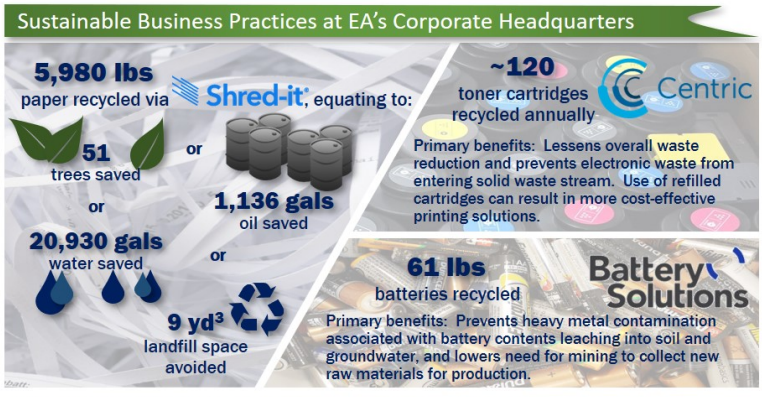
☑ **Recycling**

Below are the latest reported results as presented in EA's CSR Report which is located on our website: http://www.eaest.com/corporate_sustainability.php.

***Electronic Waste Recycling**—EA's Information Technology Department in Hunt Valley fosters environmentally responsible recycling of electronic devices and equipment by holding an annual eWaste collection event and inviting employees to bring in personal eWaste for recycling through EA's corporate eWaste vendor. EA has an annual eWaste event open to employees in all EA Maryland offices (Hunt Valley, Abingdon, and Ocean Pines). In addition, the Information Technology Department accepts eWaste from employees at other times of the year and stores the material for later transfer to our supplier of recycling services.*

In 2018, EA recycled 31 computers, 6 printers/scanners/fax machines, and multiple cords, switches, routers, and other miscellaneous eWaste through its selected service provider (EZPC Recycle LLC). These totals reflect a combination of EA's corporate eWaste (i.e., company-owned materials that have reached end-of-life status and require replacement/upgrade) and personal eWaste from employees collected during the annual eWaste recycling event.

***Office Materials Recycling**—All of EA's offices have recycling programs for basic paper, cardboard, aluminum, plastic, and ink toner cartridges. Most offices also recycle glass and batteries. Often, the ability to expand recycling depends on the existence of local community recycling facilities and/or programs, support from property management where we lease space, and the individual actions of our employees.*



Both toner cartridge and battery recycling reduce landfill waste and conserve natural resources associated with manufacturing new materials. Additionally, through reduction of new manufacturing, recycling supports reduced carbon emissions and saves energy.

☑ **Composting**

EA has a formal composting program at our Hunt Valley headquarters office which was implemented in November 2016 as an employee-driven initiative to divert additional waste from the office's solid waste stream. Partnering with a local veteran-owned company (Veteran Compost), composting bins were added to each kitchen/café area. While the office's two café areas are equipped with washable utensils and dishes, EA has also invested in the purchase of compostable EcoProducts™ in lieu of disposable plastic utensils, plates, and cups. Since inception, EA has diverted an average of 400 lbs. of compostable materials per month – totaling approximately 15,200 pounds as of December 2019.

☑ **Hazardous Waste/Toxic Use Reduction**

In our offices, EA specifies the use of non-toxic, environmentally friendly cleaning products wherever possible.

As a leading provider of environmental services, EA's business is 100% environmental. We support our clients by ensuring compliance with all federal, state, and municipal environmental regulations and guidelines. Additionally, our day-to-day work involves remediation of hazardous waste and materials from project sites nationwide, reducing the amount of various contaminants in the environment overall and, in some cases, enabling properties to be put to beneficial reuse.

Energy

☑ **Energy Efficiency**

EA actively works with our property owners in leased spaces to recommend energy-efficiency improvements and have implemented retrofit programs to upgrade to energy-efficient lighting.

In 2018, 21% of EA's gross calculated emissions were associated with Scope 2 emissions, or indirect emissions traced to energy generation and consumption—historically, this is EA's second largest emission contributor. Recognizing this large component of our footprint and available options, EA commissioned an internal Leased Energy Working Group to evaluate our Scope 2 footprint of all EA leased office spaces and energy purchasing options and develop recommendations to mitigate Scope 2 impacts. Recommendations ranged from analysis of local, low-carbon or renewable energy providers to efficiency upgrades and the evaluation of potential Purchase Power Agreements (PPAs). Based on the geographic extent of EA offices and the temporal nature of leased space, it was determined that PPAs or individual local programs were not feasible enterprise-wide.

Since first beginning to track the company's carbon footprint in 2009, EA has increased net reductions (through offsets, purchased RECs, etc.) of total emissions created by our day-to-day operations from 7% to nearly 29% in 2018.

☑ **Renewable Energy**

EA's Headquarters building at 225 Schilling Circle (Hunt Valley, Maryland) has a photovoltaic (PV) array installed on the roof. This array is rated at 25.08-kilowatt (kW) direct current and 20.94-kW alternating current. Energy generated by the array is fed directly into the building electrical distribution system; therefore, its output displaces energy that would otherwise be purchased from the local utility (Baltimore Gas and Electric). The rooftop PV array typically generates approximately 25 MWh of energy annually, which is roughly 1% of total building electricity use and offsets. This renewable energy benefit is noted here, but is not included in the Scope 2 emissions calculation.

Renewable Energy Certificates (REC)—*In 2018, EA's Leased Energy Group evaluated 10 EA offices where EA directly pays for utilities and, therefore, has direct control over energy purchases. Analyzing green energy alternatives for those 10 office locations, the Working Group recommended options to reduce EA's Scope 2 emissions impacts through the purchase of additional RECs and completed a cost/benefit analysis related to future purchases of renewable energy at office locations where markets are available.*

EA's PBC Committee approved an increase in RECs purchased for 2018 in order to offset 100% of EA's Scope 2 emissions, and approved the commitment to offset 100% of future Scope 2 emissions through REC purchases. For comparison, EA's prior REC purchases offset approximately 64% of EA's Scope 2 emissions.

Transportation

☑ **Employee Commute**

As our second largest GHG source, more focus is required to reduce EA's carbon footprint attributable to employee work commute. Due to the complexity of addressing employee-commuting decisions, which are inherently personal choices, EA's management intends to engage the EA Sustainers to develop educational tools and assess the utility of programs that encourage use of public transportation and offer incentives for the use of high fuel efficiency vehicles. We note that proximity to public transit (including light rail) was a key factor in EA's decision to consolidate our Headquarters offices in the Hunt Valley, Maryland area and a factor when considering new office locations.

☑ **Efficient Business Travel**

The majority of EA's business travel is integral to providing quality service to our clients and is performed on project engagements at our clients' request. Therefore, strategies to minimize this component of our carbon footprint have focused on initiating

action to both reduce and compensate for the business travel undertaken at our discretion, as well as improving the fuel efficiency and performance of our vehicle fleet. As appropriate, phone- and/or video-conferencing will continue to be used to offset business travel.

On an annual basis, EA purchases verified carbon dioxide offsets from TerraPass, effectively reducing the impact of company air travel. In 2018, we purchased 100 metric tons of verified CO_2 offsets through Terra Pass to reduce the net impact of employee air travel.

☑ **Fleet Vehicles**

As of January 2020, EA has 77 fleet vehicles, including multiple hybrid vehicles. With the exception of electrical power provided to plug-in hybrid vehicles, EA's fleet vehicles are powered by gasoline and/or diesel fuel. Additionally, electric charging stations for electric and hybrid technology vehicles are available at our Hunt Valley headquarters office in the parking lot; these charging stations are available to all building occupants. EA is committed to improving the fuel efficiency of its fleet, including deployment of additional hybrid, electric, and flex-fuel vehicles, as opportunities are presented.

Water

☑ **Water Conservation and Wastewater Generation**

Potable water and wastewater discharge emissions are associated with the use of energy required to pump and treat the water. These services are energy intensive and account for 5% of energy use in the United States (Griffiths-Sattenspield and Wilson 2009). EA's annual Carbon Footprint Report includes emissions calculations associated with company-wide potable water consumption and wastewater discharged.

Below are the latest reported results for emissions associated with all potable water consumed and wastewater discharged across EA's offices during Calendar Year 2018 as presented in EA's 2018 Carbon Footprint Report which is located on our website: http://www.eaest.com/corporate_sustainability.php.

Water Type	Amount (gal)	Total Emissions ($MTCO_2e$)
Potable Water	5,081,328	2.9
Wastewater	5,081,328	3.7
Total Potable Water and Wastewater		**6.6**

☑ **Stormwater Management and Site Design**

Green Roof Technology—*The roof at EA's Hunt Valley headquarters building houses a solar-powered water pre-heating system, 25-kilowatt PV power generator, and a landscaped green roof atop the vestibule canopy to retain and re-use rainwater. Elsewhere, reflective surface materials are used to reflect heat from being absorbed into the building, thereby reducing heat-island effects.*

Water Efficient Landscaping—*EA's Hunt Valley headquarters building is designed so the landscaping conforms to regional weather and seasonal patterns. Native, drought-tolerant plant species are utilized along with highly efficient irrigation heads and a weather monitoring controller to reduce water usage.*

Green Building

☑ **LEED Gold for Commercial Interior**

EA's corporate headquarters at 225 Schilling Circle in Hunt Valley achieved LEED-CI Gold certification. Achieving LEED certification was important to EA, and we were pleased to discover that as an organization that leases, but does not occupy their entire building, our sustainability efforts could be recognized under the U.S. Green Building Council's LEED for Commercial Interiors (LEED-CI) Rating System. The interior build-out of EA's Corporate Headquarters was a great opportunity to create a workplace that exhibits the company's sustainability values and practices.

LEED Platinum for Building Shell

EA is headquartered in 75,400 square feet of office and laboratory space, which includes 57,500 square feet of office space on the third and fourth floors in Merritt Properties' "Schilling Green II" building located at 225 Schilling Circle, Hunt Valley. Our nationally accredited ecotoxicology and biological testing laboratory is located in an adjacent building. Merritt Properties earned LEED Platinum certification for "Schilling Green II," the highest level of recognition that can be achieved for a newly constructed building.

Water Efficiency—*Water usage is 37% lower than projected usage based on standard building code requirements. Efficiencies are achieved using faucets with automatic hands-free sensors and spray outlets, toilets equipped with water-saving flush valves, and water-free urinals in the men's restrooms.*

Energy and Atmosphere—*Energy conservation is achieved using Energy Star-rated appliances and EPEAT-registered electronics such as computers and information technology equipment. The office is equipped with occupancy sensor control lighting that*

meets LEED low mercury lighting requirements. Natural lighting is maximized through an abundance of exterior glass windows and interior glass wall and door systems, which means that more than 90% of employees have direct access to natural light.

***Materials and Resources**—Single stream recycling bins are located throughout the building. Materials recycled include paper, cardboard, aluminum, and plastic. A hard goods recycling station is located in the Reprographic Center for batteries and electronics. To further reduce waste, there are water refilling stations for reusable bottles, cups, and glasses. Paper is FSC-certified.*

***Indoor Environmental Quality**—The interior build-out was accomplished using construction materials (paints, coatings, adhesives, and sealants), flooring, and furniture systems that emit little to no volatile organic compounds. The subfloor heating, ventilation, and air conditioning system meets strict thermal control requirements and achieves greater than 26% energy savings. The building is designated as non-smoking.*

***Innovative Applications**—A large training room is used for many educational events promoting sustainability and its positive economic, environmental, and social impacts. LEED-accredited professionals played a major role in the design and construction of the building and its commercial interior. An open stairway connects the third and fourth floors, improves airflow, and reduces the use of elevators.*

***Additional Human Factor**—The office offers numerous enhancements for employees and visitors, including more than 25 meeting rooms/collaboration spaces and privacy rooms for personal convenience. A modern fitness center, with locker rooms and showers, is located on the lower level. A healthy options commercial eatery, offering a variety of fresh salads and wraps, is located on the first floor.*

Environmental Certification Programs, Awards, and Other Activities

☑ **Management Structure**

EA is a 100% employee-owned PBC under Delaware law. These distinctions advance EA's distinctive culture and mission, while enhancing the value created for our employees, clients, communities, and the environment.

As a 100% employee-owned company, the economic power generated by EA is fully dedicated to growing the company and building the retirement benefits of our employees. Our PBC status strengthens and aligns our environmental mission with our employees' interest in supporting their communities, and reinforces EA's commitment to responsible sustainable business practices.

Brought to life through a PBC framework built upon the foundation of our long-established Sustainability Program, EA's status as an employee-owned PBC fully embraces the "conscious capitalism" model—whereby for-profit companies like EA can

achieve their fiscal goals while remaining mindful of the company's broader impact on society and the environment. This new operating paradigm positions EA to meet the evolving needs of our clients while achieving the public benefits expressed in our Company Charter.

Awards and Recognitions

As a corporate entity, EA continues to lead by example and the collective leadership of our management team continues to make sustainability a priority in how we do business. Examples are as follows:

2019 EcoVadis Sustainability Leadership Awards—*EA was named Best Performer: North America at the 2019 EcoVadis Sustainability Leadership Awards in the category of Small to Medium Enterprise. The award was announced during a ceremony held on March 11th at the EcoVadis Sustain 2019 conference. Celebrating best-in-class sustainably-responsible business performance in six global geographic regions, the awards acknowledge suppliers that have partnered with EcoVadis, a globally-recognized third-party consultancy that evaluates supply chain environmental and social performance to benchmark, monitor, and continuously improve sustainability as part of CSR programs.*

2019 Business Achievement Awards—*EA was honored by the Environmental Business Journal® (EBJ) with two Business Achievement Awards at the 18th annual Environmental Industry Summit:*

- ***Technical Merit Award*** *for successfully demonstrating the effectiveness of thermal desorption/oxidation technology to efficiently remove and destroy per- and polyfluoroalkyl substances (PFAS) from solid media.*

- ***Social Contribution Award*** *in recognition of Cycling for Water's efforts to raise $90,000 for Water For People to address today's global water and sanitation challenges.*

2019 Climate Change Business Journal Award—*EA was recognized with a CCBJ Business Achievement Award in the category of* ***Advancing Best Practices*** *for our Coastal Resiliency for laying the foundation for a regional strategy to address sea-level rise and shoreline stabilization in the Northern Chesapeake Bay area of Maryland.*

2018 CSR Program Achieves Gold EcoVadis CSR Rating—*EA's Corporate Social Responsibility (CSR) Program has earned a "Gold" rating from EcoVadis, a globally-recognized independent third-party consultancy that evaluates supply chain environmental and social performance. This is EA's third biennial EcoVadis CSR assessment; EA's CSR Program was previously rated Silver in 2014 and 2016.*
A Gold score equates to an "advanced" CSR Program meaning EA has "a structured and proactive CSR approach, engagement/policies and tangible actions on major issues with

detailed implementation information, and significant CSR reporting on actions and performance indicators," according to EcoVadis. EA's interview with EcoVadis following the award can be found on our YouTube channel: https://www.youtube.com/watch?v=YLzX2bcx_04&t=25s

EA's CSR Program was assessed across 39 criteria organized into 4 categories that address environmental, labor, fair business/ethics, and supplier practices. EA's rating increase was driven in part by a commitment to transition from biannual to annual CSR and Carbon Footprint reporting in 2017 (www.eaest.com/corporate_sustainability.php) in accordance with GRI Standards: Core option, an emphasis on supply chain benchmarking and interactions, and a lack of external records/reports (e.g., notices of violation, regulatory fines, etc.) tracked by third-party stakeholder compliance databases. EA's 2018 score places the company in the Top 1% of the more than 30,000 companies assessed by EcoVadis across all categories.

***2018 Business Achievement Awards**—EA was honored by EBJ with two Business Achievement Awards at the 17th annual Environmental Industry Summit:*

- ***New Practice Area Business Achievement Award** recognizing expansion of our wastewater treatment services, including the additions of nationally recognized wastewater experts to its staff and the targeted acquisition of EnviTreat, a specialized laboratory focused on wastewater testing and consulting.*

  Our wastewater and water treatment services expansion provides an opportunity to reach new private industry markets and advance our geographic footprint both in the United States and internationally. Our recent staff additions' experiences with industrial wastewater design and optimization bring a new depth of knowledge to the company. We're thrilled that EBJ recognized this initiative with a New Practice Area award and look forward to continuing to integrate these capabilities to benefit clients across all client sectors and geographies.

- *EA was also recognized with the **Leadership by Example Industry Leadership Award** in recognition of our Corporate Social Responsibility (CSR) Program. The award celebrates EA's 2018 Gold rating from EcoVadis, a globally renowned CSR authority.*

***2017 Business Achievement Award**—EA was honored with a Business Achievement Award from EBJ for advancing the techniques used to evaluate the adverse ecological impacts of emerging contaminants. Through funded scientific research and direct project application, EA is expanding the database of knowledge and supporting the development of techniques and methodologies to evaluate the environmental impacts posed by emerging contaminants. With a focus on additive and/or synergistic effects of chemical mixtures, EA researchers presented their findings at the Emerging Contaminants Summit in 2018, and the Annual Meeting of the Society of Environmental Testing and Chemistry North America in 2017. In addition, EA has been actively involved in demonstrating the feasibility of technologies to mitigate emerging contaminants.*

Most recently, the firm was selected to be the recipient of a grant, under the Department of Defense's Strategic Environmental Research and Development Program, to evaluate the effectiveness of ex situ thermal desorption to treat emerging contaminant waste streams.

With projects in 25 states cutting across all market sectors, EA is highly active in the burgeoning field of emerging contaminants. In support of our clients, EA is working hard to address the challenges associated with identifying and remediating emerging contaminants and, in the process, contributing to the advancement of the state of the science on the understanding of environmental degradation mechanisms and breakdown pathways.

2016 Maryland Green Registry Leadership Award*—In June 2016, EA was one of five organizations recognized with a 2016 Leadership Award by the Maryland Green Registry. EA was recognized for its strong commitment to sustainability, measurable results, and continual improvement. A member of the Maryland Green Registry since 2010, EA's achievements spanned the full breadth of sustainability principles. On the corporate level, EA aligned its business and CSR strategies when it reorganized as a 100% ESOP-owned PBC in 2014. On the operations side, the company has had a formal Sustainability/CSR Program in place since 2008, including governance, establishment of goals, training and awareness, and communication and reporting using the GRI framework. In the area of facilities management, EA consolidated its Baltimore-area corporate offices into a LEED Platinum-certified building, located in Hunt Valley, Maryland, and earned LEED-CI Gold certification for its office space build-out.*

Philanthropy*—As part of our PBC framework, EA aligned with* ***Water For People*** *making them a focal point for our charitable giving. Water For People is a nonprofit international development organization that helps people in developing countries improve their quality of life by supporting the development of locally sustainable drinking water resources, sanitation facilities, and health and hygiene education programs. Water For People's goal is to create sustainable business and political systems that will supply potable water, forever, to every home, clinic, and school in the world by 2030. In our internal benchmarking on charities for consideration, we found that numerous EA staff had already supported Water For People, further making it a logical fit.*

EA is behind Water For People's audacious goal and contributed $30,000 in 2016, $40,000 in 2017, $50,000 2018, and $55,000 in 2019. EA's philanthropic program for Water For People includes a match program for employee contributions, forming a network of local Champions/Coordinator Volunteers to promote the program in our communities, and supporting a future project in one of the Water For People's Districts in the nine targeted countries (Honduras, Guatemala, Nicaragua, Bolivia, Peru, India, Malawi, Uganda, and Rwanda) to see, first hand, the impact that charitable giving through Water For People has in achieving "Everyone, Forever." Through this partnership, EA is also participating in the Water For People Leadership Council.

View our video

Profile Updated May 2020