OUR COMMITMENT

In 2018, we continued to lead our sustainability efforts in support of our company's mission to balance long-term environmental, economic, and social goals by achieving improved efficiencies and performance from our projects, for our clients, and in everyday activities. We propelled our sustainability program through a leadership transition, naming Jennifer Betancourt and James Heeren as our chairs representing Dewberry’s architectural and engineering disciplines. We also revisited our mission and vision statements to confirm they resonate with our people and our purpose.

As planners, architects, engineers, and scientists, we all have unique opportunities to help protect the earth’s finite natural resources. Our commitment resides in our practice, markets, communities, employees, and with our clients.

DAN PLEASANT
Chief Operating Officer
Our Headquarters
8401 Arlington Boulevard
Fairfax, Virginia 22031-4666
703.849.0100
Craig Johnson, PE, 24GE03157500
Dewberry Engineers Inc., 24GA8047600

Contact Molly Johnson with comments at media@dewberry.com

©2019 Dewberry®. All rights reserved.

Dimensions® is published by Dewberry for the clients, associates, and employees of Dewberry.

www.dewberry.com
@TheDewberryWay
/company/dewberry/
@dewberryatwork
/TheDewberryWay/
Auser/TheDewberryWay
IN THIS REPORT

1

For Our People

7

For Our Communities

18

For Our World

2

Training and Development

7

Project Highlights

18

Office Recycling Program Update

2

Ethics and Integrity

11

AIA 2030 Update

13

Community Engagement

20

Appendix/GRI Index

3

Corporate Information

5

Employee Breakdown

ON THE COVER
Honeywell International, Inc. Global Headquarters Renovation Site/Civil Engineering Morris Plains, New Jersey

ON THE LEFT
Harlem River Waterfront Improvements New York, New York
FOR OUR PEOPLE

Our sustainability program goals for our employees include hiring and retaining people who have expertise in and passion for sustainability, incorporating sustainability into our professional development programs, and encouraging individualism in creating innovative and sustainable solutions.
TRAINING AND DEVELOPMENT

15,000+ training course completions

The mission of our training and development team is to help improve the performance of employees by identifying and providing learning services that directly align to and advance Dewberry’s culture. In 2018, we recorded more than 15,000 training course completions in the Dewberry Talent Center, which is our learning management system.

We increased the number of courses offered through eTraining. The courses included:
• Client management
• Communication skills
• Contract compliance
• Ethics
• Leadership
• Project management
• Safety
• Workplace harassment

In accordance with our strategic goals as a company, we also developed and launched a leadership program available to functional leaders and employees. This program included a number of communications courses relevant to leaders such as providing feedback to employees, behavioral interview techniques, and other programs offered both in-person and online.

ETHICS AND INTEGRITY

We believe integrity underpins all our relationships. We expect every employee to adhere to ethical standards, promote ethical behavior, and be honest and forthright in dealings with one another as well as with clients, business partners, and the public. We further believe that every action should be weighed against whether it is legal, fair to all concerned, in the best interests of our shareholders, employees, and clients, and able to withstand the scrutiny of outsiders. In the spirit of upholding and supporting this integrity, we support regular training of our employees and provide easy access to resources and reporting systems.
CORPORATE INFORMATION

GOVERNANCE

Dewberry is a privately held, family-owned business. Barry K. Dewberry is the executive chairman of the board of directors, where nine directors serve, consisting of four outside independent and experienced business leaders, four family members, and the chief executive officer, Donald E. Stone, Jr. The CEO, at the direction of the board and through the chairman, runs the business. A C-level suite, including the chief operating officer, chief financial officer, chief information officer, chief compliance and human resources officer, legal counsel, and directors of contracts and communications manage company operations. Dewberry’s engineering, architectural, alternative project delivery, and construction disciplines are directed by executive level leadership. The governance structure consists of the board of directors, the chairman of the board of directors, the chief executive officer, and oversight committees.

193 Personnel Accreditations

- 164 LEED AP
- 22 ENV SP
- 7 Green Globe

In 2018, we continued to support different green accreditations for our professionals.

12 External Charters

More than 12 External Charters

We engage with regularly, comply with, and/or support economic, environmental, social, and governing entities and their related principles, guidelines, and other initiatives.

37 Professional Memberships

More than 37 Professional Memberships

A significant number of Dewberry employees are members of professional organizations, with many in leadership roles.

2,000+ EMPLOYEES

60+ YEARS helping clients build and shape communities

$462.6 MILLION in 2018 revenue
SAFETY

At Dewberry, our vision is simple: every employee should return home at the end of the day, to their family and loved ones, safe and unharmed. Recognizing that any successful safety program requires constant engagement by the program’s leadership and managers, and employees, in 2018, we continued to actively monitor and support our employees’ use of our safety protocols.

Our regional and local safety advocates champion safety awareness nationwide as an additional responsibility to their regular duties. Regional advocates conduct periodic evaluations, including periodic field site inspections and review of training records, to identify program gaps and initiate corrective actions; while local advocates in each office help with disseminating safety information to employees, inspecting the office to identify and correct hazards, and conducting drills.

3% or more than 65 EMPLOYEES represented in health and safety committees
At Dewberry, we embrace an inclusive environment by valuing all individuals and their many diverse backgrounds, which we believe improves client service, creates competitive advantage, and drives market leadership. During 2018, we continued to drive education and awareness around diversity with our managers and executives. We also continued to focus on improving gender balance within our disciplines and employment levels, especially as women and other populations are underrepresented in our industry and other STEM fields.

The employee breakdown information, in accordance with the GRI report item G4-10, addresses population by gender. We comply with federal as well as applicable state and local laws governing non-discrimination in employment in locations where the company has offices. We are an Equal Opportunity Employer that participates in an approved affirmative action program, which includes the policies, practices, and procedures that we are committed to in upholding our policy of nondiscrimination and affirmative action.
FOR OUR COMMUNITIES

Our employees are passionate about being good stewards to our communities, and it’s reflected in their work as well as one of our company’s guiding principles:

“Make building relationships with clients, the community, and others at Dewberry a priority.”

PROJECT HIGHLIGHTS

DULLES DISCOVERY THREE AND FOUR  Dulles, VA

CLIENT
The Peterson Companies

COMPLETION DATE
2018

SIZE
900,000 square feet

ARCHITECT
HGA

SERVICES PROVIDED
- MEP design
- Energy modeling
- Construction administration

SUSTAINABLE FEATURES

21/21 LEED POINTS
achieved for both buildings under the LEED Energy Optimization scale

LEED PLATINUM
achieved for Dulles Discovery 3 and targeted for Dulles Discovery 4
<table>
<thead>
<tr>
<th>COUNTRYSIDE CITY HALL AND POLICE HEADQUARTERS</th>
<th>Countryside, IL</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>CLIENT</strong></td>
<td>City of Countryside, IL</td>
</tr>
<tr>
<td><strong>COMPLETION DATE</strong></td>
<td>June 2019 (est.)</td>
</tr>
<tr>
<td><strong>SIZE</strong></td>
<td>34,900 square feet</td>
</tr>
<tr>
<td><strong>SERVICES PROVIDED</strong></td>
<td></td>
</tr>
<tr>
<td>· Architecture</td>
<td>· Interior design</td>
</tr>
<tr>
<td>· MEP design</td>
<td>· Signage</td>
</tr>
<tr>
<td>· Building structures</td>
<td>· Grant research</td>
</tr>
<tr>
<td>· Energy modeling</td>
<td>· Security/technology and audio visual</td>
</tr>
</tbody>
</table>

| **SUSTAINABLE FEATURES** |  |
| **FIRST NET-ZERO** | energy neutral municipal building of its kind in Illinois |
| **LED LIGHTING** |  |
| **SOLAR ARRAYS** |  |
| **GREEN ROOF** |  |
| **GEOTHERMAL mechanical system** |  |
| **UNDERGROUND stormwater storage** |  |
| **NATIVE landscape design** |  |
| **LEED SILVER targeted** |  |
SPEEDWELL AVENUE REDEVELOPMENT PHASES I AND II  Morristown, NJ

CLIENT
Mill Creek Residential Trust LLC

COMPLETION DATE
2018

SIZE
12 acres

SERVICES PROVIDED
- Site/civil engineering
- Traffic engineering
- Environmental engineering
- Land surveying
- Landscape architecture
- Construction administration

SUSTAINABLE FEATURES

GREEN stormwater infrastructure

BIOSWALES
ROSSLYN CENTRAL PLACE  Arlington, VA

CLIENT  JBG Smith

COMPLETION DATE  2018

ARCHITECT  Beyer Blinder Belle

SERVICES PROVIDED
- MEP design
- Energy modeling
- Construction administration
- Commissioning

SIZE  600,000 square feet
+ 32 stories

SUSTAINABLE FEATURES

LEED PLATINUM

20/21 LEED POINTS
achieved under the LEED Energy Optimization scale
OUR COMMITMENT TO AIA’S 2030 CHALLENGE

We made our commitment to the AIA 2030 Challenge in 2008, and have been reporting project data annually since 2014. To date we have reported 363 project submissions, including 14.9 million gross square feet (GSF) of designed and constructed projects. In 2018, we improved our average lighting power density in interior environments from 19.9 percent to 23.7 percent better than baseline, and reported our average predicted energy use intensity (pEUI) at 48 percent better than baseline. We are on track for our internal road map to carbon neutral designs to meet the challenge goal.

3 projects exceeded the challenge goal of
70% pEUI

We modeled 40.1% of projects for 1.23 million GSF of designs

51.7% reduction in lighting power density

3 projects exceeded the challenge goal of 70% pEUI

We modeled 40.1% of projects for 1.23 million GSF of designs

51.7% reduction in lighting power density
Dewberry submitted statistics on 87 PROJECTS including 3.45 MILLION Gross Square Feet.

Overall average of 23.7% REDUCTION of lighting power density or watts per square foot.

Overall average of 48% REDUCTION of predicted energy use intensity (pEUI).

Predicted Energy Use Intensity (pEUI) Reduction Performance Targets:
- Dewberry’s Average
- Dewberry’s Target
- Projects Meeting 2030 Target
- AIA Target

2013: 34% No Data
2014: 35.6%
2015: 42.6%
2016: 48.7%
2017: 48%
2018: 53%
2019: 58%
2020: 63%
2021: 68%
2022: 73%
2023: 78%
2024: 83%
2025: 88%
2026: 93%
2027: 98%
2028: 100%
2029: 100%
2030: 100%
Canstruction

Each year Dewberry offices participate in a charitable competition called Canstruction. Large exhibits are designed and constructed using unopened cans of food and other non-perishable goods. After each competition, the food items used in the designs are donated to local food banks.

Our Richmond, Virginia, office built a fire-breathing dragon using more than 1,200 cans of food, 165 taco seasoning packets, and a few dozen potato chip bags. Our “Donation Dragon” design won the People’s Choice Award.

Our Bloomfield, New Jersey, office also took on the challenge and created a bulldozer using 1,223 cans. The bulldozer design took four hours to assemble.
Community Food Bank

Volunteers from our Tulsa, Oklahoma, office helped fight hunger throughout the year at the Community Food Bank of Eastern Oklahoma. During our visits, we sorted and packed 6,693 pounds of carrots and more than 4,635 pounds of food.

FACETS Food Drive

Our Fairfax, Virginia, office contributed non-perishable items to complete a Thanksgiving dinner meal for families and individuals in Fairfax County.

United Way Day of Caring Food Drive

Our Peoria, Illinois, office collected food at the United Way Day of Caring Food Drive. The team also built a display using unopened items of food that won the “Golden Can” for the best display/structure that represents a feat of engineering in a safe and stable manner.

City Harvest’s Annual Feed Our Kids Food Drive

Supporting City Harvest’s Annual Feed Our Kids Food Drive, our New York, New York, office collected canned goods and non-perishables.

Sandwiches for the Homeless

Members of the Mount Laurel, New Jersey, office assembled and packaged 215 sandwiches to support Cathedral Kitchen — the largest emergency food provider in Camden, New Jersey, serving more than 100,000 meals a year.

Long Beach Clothing Drive

Our Long Beach, California, office partnered with the Long Beach Rescue Mission to hold a drive for new and used clothing, as well other necessities to help fight homelessness in the community.
Hurricane Michael Relief Efforts

The powerful Category 4 hurricane hit our clients and employees hard — impacting community facilities, offices, and many of our staff and their loved ones’ homes. All of Dewberry rallied behind our colleagues, donating goods, funds, and personal leave.

Members from our Tampa, Florida, office donated non-perishable foods, baby supplies, cleaning supplies, personal hygiene products, medical supplies, paper products, and bed linens to assist fellow Floridians affected by the impact of Hurricane Michael.

Our Pensacola, Florida, office assisted in a supply run to Panama City by collecting pallets of water, food, and supplies for those impacted by Hurricane Michael.

Adopt-a-Family

Our Fairfax and Tulsa offices donated, wrapped, and delivered gifts to families in need during the holiday season.

Collecting Donations for the Salvation Army

Members from our Dallas, Texas, office rotated shifts as kettle sponsors, collecting change for the Salvation Army.

Toy Drive for Texas Children’s Hospital

Our Houston, Texas, office collected toys for Texas Children’s Hospital for children enduring long-term hospitalizations over the holiday season.
ENVIRONMENTAL STEWARDSHIP

Revitalizing Storm Drain Markers

Our Tampa office replaced more than 100 storm drain markers around historic Ybor City. The new markers will help remind the community to let only rain down the drain and how untreated stormwater discharge can impact Tampa Bay.

Stream Clean

Our Raleigh, North Carolina, office collected and bagged trash along a half-mile stretch of Bushy Branch.

Earth Day

Our team at the Daphne, Alabama, office sponsored and volunteered at a local elementary school hosting Coastal Kids Quiz. Members from this office also held a coastal cleanup for marine debris.

Adopt-a-Highway

Volunteers from our Mechanicsburg, Pennsylvania, office picked up litter along a section of Route 641 in Carlisle, Pennsylvania.
SUPPORTING STEM EDUCATION

Future Engineers in the Making

For the second year in a row, our Baltimore, Maryland, office participated in the Crossroads Center’s Engineering Day for students in grades 7 to 10. We discussed careers in civil engineering, how engineers impact day-to-day life, and showcased some real-world Dewberry projects.

Our Fairfax office visited Loudoun County Public Schools’ Academy of Engineering & Technology in Leesburg, Virginia. We presented some of our civil engineering projects to 120 high school students.

Our Long Beach, California, team mentored junior- and senior-level college students during a two-day symposium for students interested in pursuing careers in transportation.

A member of our Lanham, Maryland, office demonstrated how to minimize stormwater runoff to a curious third grade class using a paperboard model parking lot, Q-tip trees, and tissues as leaves. The model was then sprayed with water to show the runoff.

In order to raise money to support Construction Career Day for middle, high school, and college students, a member of our Panama City, Florida, office volunteered to chair a fundraising golf tournament.

Our Orlando, Florida, office sponsored the 3rd annual Lyman High School Civil Engineering Field Trip. More than 45 students and parents visited the new section of the Wekiva Parkway and listened to our surveyors explain some of the complexities and environmental aspects a project like this might encounter.

Dewberry achieved the **GOLD LEVEL IN VOLUNTEERING** through the President’s Volunteer Service Award

**4,440 HOURS VOLUNTEERING** in our communities
This past year, we improved our recycling program to help reduce greenhouse gas emissions and preserve natural resources.

- **Purchased**: 2,215,000 sheets of 30% recycled standard format paper.
- **Purchased**: 75,050 recycled content coffee cups.
- **Avoided**: 320,463 lbs of CO₂ emissions, equal to 31 cars off the road per year.
- **Conserved**: 1,107 cubic yards of landfill space.
- **Saved**: 6,066,438 gallons of water.

**For Our World**
MATERIALITY ASSESSMENT AND REPORTING BOUNDARIES

We report our annual metrics by assessing real, material issues as identified by a wide range of internal and external input, including employee and subject matter expert feedback, client input, community outreach, and market research. This gives an informed understanding of sustainability and contributes to the prioritization of our work. We defined “material” issues as those with significant economic, social, or environmental impacts. The materiality matrix is also informed by the GRI’s current G4 Guidelines. This assessment entailed analysis and disclosure of multiple factors, which included our corporate strategy, social engagement, and influence on supply chain and consultant entities.

GLOBAL REPORTING INITIATIVE

We are proud to present again this year’s summary of good work in alignment with the Global Reporting Initiative (GRI) framework, which also details our commitments to ethics, compliance, safety, and community engagement. The GRI helps us to communicate clearly and openly about sustainability using consistent language and metrics that are shared by other organizations.
### STRATEGY AND ANALYSIS

| G4-1 | COO Letter               | Inside cover |

### ORGANIZATIONAL PROFILE

<p>| G4-3 | Organization name        | Dewberry |
| G4-4 | Primary brands, products, and services | Alternative project delivery; architecture; asset management; building structures; climate change; construction; emergency management; environmental engineering; geospatial; interior design; land planning and development; mechanical, electrical, and plumbing engineering; planning/programming; resilience; risk management and vulnerability; security technology design; site/civil engineering; surveying; sustainability; telecommunications; transportation engineering; water/wastewater engineering |
| G4-5 | Headquarters location    | Fairfax, VA |
| G4-6 | Where the organization operates | U.S. |
| G4-7 | Nature of ownership and legal form | Privately owned, incorporated |
| G4-8 | Markets served           | Federal, state and local, commercial |
| G4-9 | Scale of the organization | page 3 |
| G4-10 | Total number of employees by type | page 5 |
| G4-11 | Collective bargaining agreements | Not applicable for 2018 |</p>
<table>
<thead>
<tr>
<th>#</th>
<th>General Standard Disclosure</th>
<th>Disclosure or Page Reference</th>
</tr>
</thead>
<tbody>
<tr>
<td>G4-12</td>
<td><strong>Supply chain description</strong></td>
<td>At Dewberry, we promote the greening of our internal operations by identifying specific action plans to support our sustainability commitment. We raise awareness at each office location around sustainable activities and work closely with our suppliers to monitor progress toward their sustainability goals.</td>
</tr>
<tr>
<td>G4-13</td>
<td><strong>Organizational changes during the reporting period</strong></td>
<td>We announced new leadership of our three main businesses: Dan Southwick, PE, president of Dewberry Design-Builders Inc., David Huey, AIA, LEED AP, president of Dewberry Architects Inc., and Darren Conner, PE, president of Dewberry Engineers Inc.; as well as announced Dave Mahoney as executive vice president, Alternative Project Delivery. Dewberry acquired J3 Engineering Consultants, Inc.</td>
</tr>
</tbody>
</table>
| G4-14 | **Precautionary principle** | Specific internal policies adapted to manage environmental and social impacts include the following:  
- A framework within our architectural practice to pursue excellence in design, sustainability, and business, which continues to improve business development, project execution, recruitment, and retention.  
- A minimum set of sustainability standards for all new construction, major renovation, and interior fit-out projects over 10,000 square feet. |
| G4-15 | **External charters, principles, or other initiatives** | Representative charters include:  
- AIA’s Architecture 2030;  
- Building Research Establishment Environmental Assessment Method;  
- Carbon Disclosure Project;  
- ENERGY STAR;  
- Federal mandates;  
- Global Reporting Initiative;  
- Green Building Certification Institute;  
- Institute of Environmental Management and Assessment;  
- International WELL Building Institute;  
- Institute for Sustainable Infrastructure;  
- Leadership in Environmental and Energy Design; and  
- Local, regional, and state-level STEM initiatives |
<table>
<thead>
<tr>
<th>#</th>
<th>General Standard Disclosure</th>
<th>Disclosure or Page Reference</th>
</tr>
</thead>
<tbody>
<tr>
<td>G4-16</td>
<td><strong>Membership associations</strong>&lt;br&gt;Representative associations include:&lt;br&gt;  Alliance of Hazardous Materials Professionals;&lt;br&gt;  American Concrete Institute;&lt;br&gt;  American Correctional Association;&lt;br&gt;  American Council of Engineering Companies;&lt;br&gt;  American Institute of Architects;&lt;br&gt;  American Institute of Steel Construction;&lt;br&gt;  American Jail Association;&lt;br&gt;  American Library Association;&lt;br&gt;  American Planning Association;&lt;br&gt;  American Public Works Association;&lt;br&gt;  American Railway Engineering and Maintenance-of-Way Association;&lt;br&gt;  American Road &amp; Transportation Builders Association;&lt;br&gt;  American Society for Healthcare Engineering;&lt;br&gt;  American Society for Photogrammetry and Remote Sensing;&lt;br&gt;  American Society of Civil Engineers;&lt;br&gt;  American Society of Heating, Refrigerating, and Air Conditioning Engineers;&lt;br&gt;  American Society of Highway Engineers;&lt;br&gt;  American Water Works Association;&lt;br&gt;  Army Engineer Association;&lt;br&gt;  Association of Energy Engineers;&lt;br&gt;  Association of State Floodplain Managers;&lt;br&gt;  Building Commissioning Association;&lt;br&gt;  Design-Build Institute of America;&lt;br&gt;  Institute for Sustainable Infrastructure;&lt;br&gt;  National Council of Architectural Registration Boards;&lt;br&gt;  National Council of Examiners for Engineering and Surveying;&lt;br&gt;  National Society of Professional Engineers;&lt;br&gt;  National Society of Professional Surveyors;&lt;br&gt;  Project Management Institute;&lt;br&gt;  Society for Human Resources Management;&lt;br&gt;  Society for Marketing Professional Services;&lt;br&gt;  Society of American Military Engineers;&lt;br&gt;  Society of Wetland Scientists;&lt;br&gt;  Society of Women Engineers;&lt;br&gt;  Transportation Research Board;&lt;br&gt;  U.S. Green Building Council;&lt;br&gt;  Urban Land Institute; and&lt;br&gt;  Water Environment Federation</td>
<td></td>
</tr>
</tbody>
</table>
### IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES

<table>
<thead>
<tr>
<th>#</th>
<th>General Standard Disclosure</th>
<th>Disclosure or Page Reference</th>
</tr>
</thead>
<tbody>
<tr>
<td>G4-17</td>
<td>Entities included in financial statements</td>
<td>Dewberry Engineers Inc. Dewberry Architects Inc. Dewberry Design-Builders Inc.</td>
</tr>
<tr>
<td>G4-18</td>
<td>Process for defining report boundaries and content</td>
<td>page 19 The sustainability program executive team spearheaded the sustainability report process, reporting topics relevant to Dewberry, inclusive of our stakeholder input, as well as our wider sustainability context.</td>
</tr>
<tr>
<td>G4-19</td>
<td>Material aspects included in the report</td>
<td>page 19</td>
</tr>
<tr>
<td>G4-20</td>
<td>Descriptions of material aspect boundaries within the organization</td>
<td>page 19</td>
</tr>
<tr>
<td>G4-21</td>
<td>Descriptions of material aspect boundaries outside the organization</td>
<td>We have developed a materiality matrix worksheet intended as a preliminary analysis of our material aspects and boundaries.</td>
</tr>
<tr>
<td>G4-22</td>
<td>Restatements</td>
<td>Not applicable for 2018</td>
</tr>
<tr>
<td>G4-23</td>
<td>Changes from previous reports in terms of scope and/or boundaries</td>
<td>Not applicable for 2018</td>
</tr>
</tbody>
</table>

### STAKEHOLDER ENGAGEMENT

<table>
<thead>
<tr>
<th>#</th>
<th>General Standard Disclosure</th>
<th>Disclosure or Page Reference</th>
</tr>
</thead>
<tbody>
<tr>
<td>G4-24</td>
<td>Stakeholder groups</td>
<td>Employees, senior management, owners, communities, clients, teaming partners, trade organizations</td>
</tr>
<tr>
<td>G4-25</td>
<td>How stakeholders were identified</td>
<td>Internal and external reporting, intranet, teaming, presentations, discussions, corporate sustainability initiative</td>
</tr>
<tr>
<td>#</td>
<td>General Standard Disclosure</td>
<td>Disclosure or Page Reference</td>
</tr>
<tr>
<td>-----</td>
<td>-------------------------------------------------------------------------------------------</td>
<td>----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>G4-26</td>
<td><strong>Approach to stakeholder engagement</strong></td>
<td>Current activities include engaging with clients and teaming partners regarding project sustainability goals and requirements; participating in industry sustainability, resilience, and economic development organizations; partnering with and financially supporting educational institutions and their students who are engaged in STEM disciplines; promoting ethical hiring and employment practices; and encouraging the professional growth of employees.</td>
</tr>
<tr>
<td>G4-27</td>
<td><strong>Topics raised during stakeholder engagements</strong></td>
<td>We have incorporated sustainability into many of our existing programs, such as new employee orientation and project management training. We also discuss our processes with current clients and partners.</td>
</tr>
</tbody>
</table>

**REPORT PROFILE**

| G4-28 | Reporting period                                                                 | 2018                                                                                                                                                                                                                                                  |
| G4-29 | Date of most recent report                                                                      | Summer                                                                                                                                                                                                                                                  |
| G4-30 | Reporting cycle                                                                               | Annual                                                                                                                                                                                                                                                 |
| G4-31 | Report contact                                                                               | Molly Johnson, Director of Communications                                                                                                                                                                                                               |
| G4-32 | “In accordance” option, GRI Index, and report assurance                                       | The in-accordance option selection is core. External assurance was not used for the 2018 report.                                                                                                                                                           |
| G4-33 | Policy regarding report assurance                                                             | External assurance was not used for the 2018 report; therefore the policy is not applicable.                                                                                                                                                              |

**GOVERNANCE**

| G4-34 | Governance structure of the organization                                                        | page 3                                                                                                                                                                                                                                           |

**ETHICS AND INTEGRITY**

<p>| G4-56 | Code of conduct                                                                              | page 2                                                                                                                                                                                                                                           |</p>
<table>
<thead>
<tr>
<th>#</th>
<th>General Standard Disclosure</th>
<th>Disclosure or Page Reference</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>ECONOMIC</td>
<td></td>
</tr>
<tr>
<td>G4-EC1</td>
<td>Direct economic value generated and distributed</td>
<td>page 3</td>
</tr>
<tr>
<td></td>
<td>ENVIRONMENTAL</td>
<td></td>
</tr>
<tr>
<td>G4-DMA</td>
<td>Materials disclosures on management approach (DMA) for materials</td>
<td>page 18</td>
</tr>
<tr>
<td>G4-EN17</td>
<td>Emissions other indirect GHG emissions (scope 3)</td>
<td>page 18</td>
</tr>
<tr>
<td>G4-DMA</td>
<td>Effluents and waste</td>
<td>page 18</td>
</tr>
<tr>
<td>G4-EN19</td>
<td>Reduction of GHG emissions</td>
<td>page 18</td>
</tr>
<tr>
<td>G4-EN7</td>
<td>Energy reductions in offering the organization's services</td>
<td>page 18</td>
</tr>
<tr>
<td>G4-EN8</td>
<td>Total water withdrawal by source</td>
<td>page 18</td>
</tr>
<tr>
<td></td>
<td>LABOR PRACTICES AND DECENT WORK</td>
<td></td>
</tr>
<tr>
<td>G4-LA5</td>
<td>Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.</td>
<td>page 4</td>
</tr>
<tr>
<td>G4-LA9</td>
<td>Average hours of training per year per employee by gender, and by employee category</td>
<td>page 2</td>
</tr>
<tr>
<td>#</td>
<td>General Standard Disclosure</td>
<td>Disclosure or Page Reference</td>
</tr>
<tr>
<td>----</td>
<td>----------------------------</td>
<td>------------------------------</td>
</tr>
<tr>
<td></td>
<td><strong>HUMAN RIGHTS</strong></td>
<td></td>
</tr>
<tr>
<td>G4-HR3</td>
<td><strong>Total number of incidents of discrimination and corrective actions taken</strong></td>
<td>In all incidents, appropriate action has been taken and reviewed by an established review process.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td><strong>SOCIAL</strong></td>
<td></td>
</tr>
<tr>
<td>G4-SO1</td>
<td><strong>Local communities. Percentage of operations with implemented local community engagement, impact assessments and development programs</strong></td>
<td>page 13</td>
</tr>
<tr>
<td>G4-SO4</td>
<td><strong>Communication and training on anti-corruption policies and procedures</strong></td>
<td>page 2</td>
</tr>
</tbody>
</table>