

# Sustainability

## PROGRAM

2017 Year in Review

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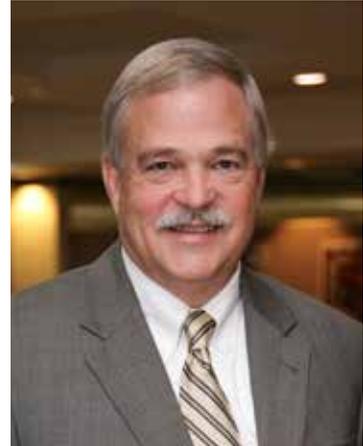
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## A MESSAGE FROM Dan Pleasant

Chief Operating Officer

Our sustainability mission is 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. 2017 marks our fifth annual sustainability report and the third consecutive year following the Global Reporting Initiative (GRI) framework.

With this report, we continue to demonstrate our commitment to community-based practices. Our reporting aligns with the GRI to better understand our opportunities, inform our decision-making process, and communicate our environmental and social impact. This supports our community-based outreach and engagement, imparts our commitment to environmental stewardship, and enhances the process of gathering and checking data.



### In 2017 we accomplished the following:

- Refined our sustainability program by continuing to incorporate long-term planning goals and restructuring the program to drive sustainability more deeply into our operations and project delivery
- Ranked #54 in *Engineering News-Record's* Top 100 Green Design Firms and #136 in Top 200 Environmental Firms
- Volunteered more than 2,260 hours in our communities

This annual report is a key platform for communicating sustainability performance and for external disclosure of our economic, environmental, and social impact. With an emphasis on ecology, mobility, resilience, and technology, we adapt with our ever-changing world and offer our clients sustainable, cost-effective solutions for their goals and challenges. We focus on our clients' return on investment in this evolving economic climate.

 **2,000+**  
EMPLOYEES

 **>50**  
LOCATIONS  
in 18 states

 **\$406**  
MILLION  
in 2017 revenue

 **60+**  
YEARS  
helping clients build and  
shape communities

# 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. We have sustainability advocates at every level to put our plan into action. As you will see in this section, it's important to the firm that our people continue to educate themselves and others on our industry and sustainable practices.*

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## Materiality Assessment

We report our annual metrics by assessing real, material issues as identified by a wide range of internal and external input, including employee surveys, subject matter expert feedback, client input, community outreach, and market research. This allows a broad and informed understanding of sustainability and contributes to the prioritization of our actions and work.

We defined “material” issues as those with significant economic, social, or environmental impacts. The materiality matrix is also informed by 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, among other factors. The matrix is intended as a preliminary analysis to determine the content of this report and will be continuously reviewed for relevance.

## Training and Development

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. This includes supporting the learning needs across the organization from the Fairfax, Virginia, headquarters to local offices across the U.S. In 2017, we recorded more than 10,000 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

**10,000+**  
**eTRAINING**  
course completions

Through training and corporate incentives, Dewberry also seeks to increase third-party sustainable accreditation of its professionals.



**24** ENV SP  
accredited employees

**160** LEED AP  
accredited employees

**5** GREEN  
GLOBE  
professionals

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**67%** of architectural staff have achieved third-party  
**SUSTAINABLE ACCREDITATION**

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## Memberships

*A significant number of Dewberry employees are members and/or have a leadership role in these professional organizations.*

- Alliance of Hazardous Materials Professionals (AHMP)
- American Concrete Institute (ACI)
- American Correctional Association (ACA)
- American Council of Engineering Companies (ACEC)
- American Institute of Architects (AIA)
- American Institute of Steel Construction (AISC)
- American Jail Association (AJA)
- American Library Association (ALA)
- American Planning Association (APA)
- American Public Works Association (APWA)
- American Railway Engineering and Maintenance-of-Way Association (AREMA)
- American Road & Transportation Builders Association (ARTBA)
- American Society for Healthcare Engineering (ASHE)
- American Society for Photogrammetry and Remote Sensing (ASPRS)
- American Society of Civil Engineers (ASCE)
- American Society of Heating, Refrigerating, and Air Conditioning Engineers (ASHRAE)
- American Society of Highway Engineers (ASHE)
- American Water Works Association (AWWA)
- Army Engineer Association (AEA)
- Association of Energy Engineers (AEE)
- Association of State Floodplain Managers (ASFPM)
- Building Commissioning Association (BCA)
- Design-Build Institute of America (DBIA)
- Institute for Sustainable Infrastructure (ISI)

- National Council of Architectural Registration Boards (NCARB)
- National Council of Examiners for Engineering and Surveying (NCEES)
- National Society of Professional Engineers (NSPE)
- National Society of Professional Surveyors (NSPS)
- Project Management Institute (PMI)
- Society for Human Resources Management (SHRM)
- Society for Marketing Professional Services (SMPS)
- Society of American Military Engineers (SAME)
- Society of Wetland Scientists (SWS)
- Society of Women Engineers (SWE)
- Transportation Research Board (TRB)
- U.S. Green Building Council (USGBC)
- Urban Land Institute (ULI)
- Water Environment Federation (WEF)

## External Charters

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

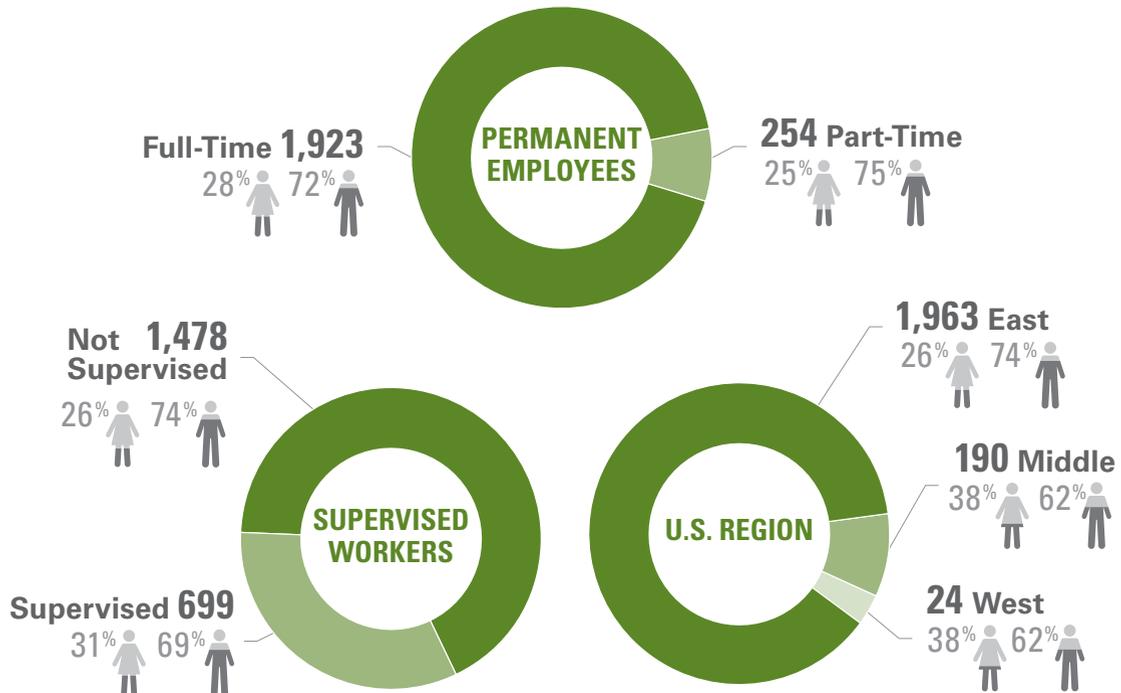
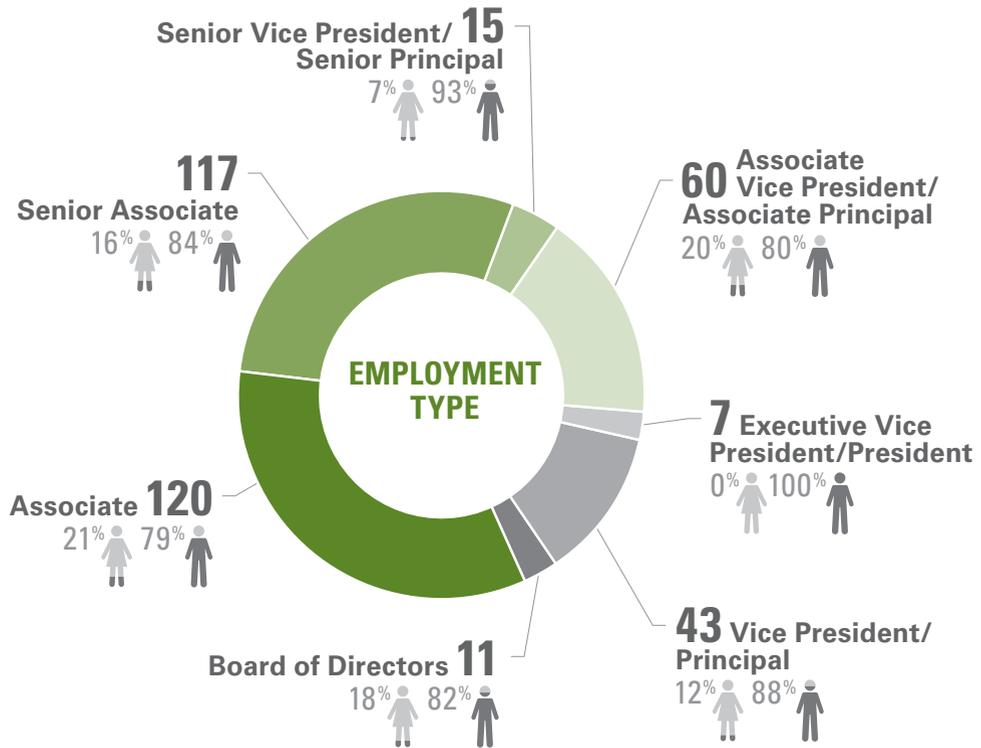
- AIA's Architecture 2030
- Building Research Establishment Environmental Assessment Method (BREEAM)
- Carbon Disclosure Project
- ENERGY STAR
- Federal mandates
- Global Reporting Initiative
- Green Building Certification Institute (GBCI)
- Institute of Environmental Management and Assessment
- International WELL Building Institute
- ISI
- LEED
- Local, regional, and state-level STEM initiatives

## Employee Breakdown

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. The employee breakdown information, in accordance with the GRI report item G4-10, addresses population by gender. We continue 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 disciplines. In 2017, we actively recruited females and minorities at more schools in the STEM field. We also

supported our employees' passion for STEM within their communities through volunteer activities.

During 2017, we continued to drive education and awareness around diversity with our managers and executives. 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.

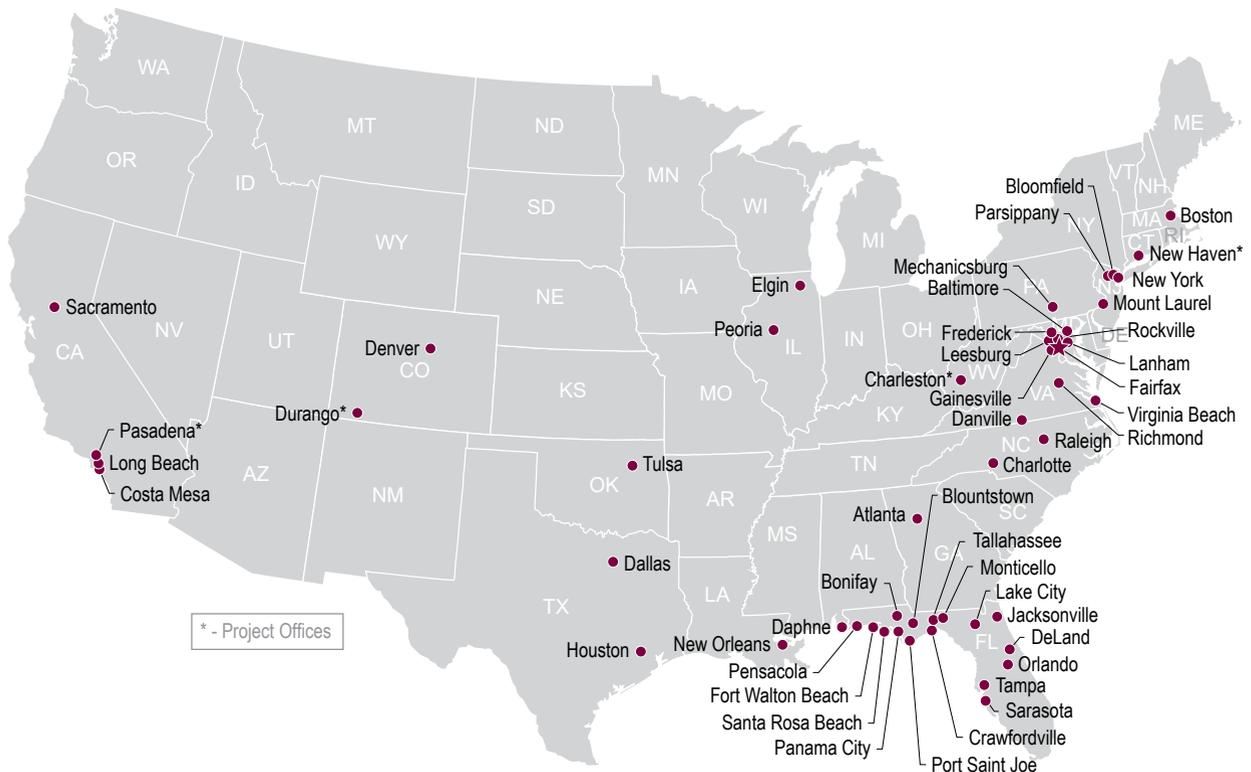


# For Our Communities

Along the coast, in the mountains, and near the plains, communities depend on infrastructure and good design to support their day-to-day needs. Our employees are passionate about being good stewards to these communities, and it's reflected in their work as well as our company's guiding principle: "Make building relationships with clients, the community, and others at Dewberry a priority." Since 2013, we have tracked company volunteer hours through the Presidential Volunteer Service Award. In 2017, we again achieved the gold level with 2269 community service hours tracked.

Our employees engage in community service activities that most closely align with their work—and this is encouraged by leadership. Employees also serve on community boards, chambers of commerce, community re-investment programs, not-for-profits, and organizations like Boy and Girl Scouts of America and Habitat for Humanity. They give their time to enrich their work, their families and friends, and the communities around them.

## Dewberry Office Locations



## Supporting STEM Education



### Orlando Teach-Ins

Members of the Orlando, Florida, office spoke at three local elementary schools about transportation engineering services. After each presentation, the class worked on an activity where they helped our engineers decide where a new road should be built.

### Fit Brain Summer Camp

For Engineering Day, the Charlotte, North Carolina, office hosted the kids of the Fit Brain summer camp to discuss what engineers do. The kids played two games: build a neighborhood game where they were given pieces of property to develop subdivisions, and the spaghetti marshmallow challenge where the kids were tasked with building the tallest freestanding structure in 18 minutes or less.

### Engineering Day at the Crossroads Center

Our Baltimore, Maryland, office participated in the Crossroads Center's Engineering Day. During this day-long event, we met with ninth-grade math classes to discuss careers in civil engineering and organized team building activities.

### Future Engineers in the Making

Two members of the Denver, Colorado, office helped host 90 seventh-grade girls at the Society of Women Engineers Girls Exploring Science Technology Engineering and Math (GESTEM) day.



## ADDITIONAL STEM-RELATED VOLUNTEER ACTIVITIES

- Bloomfield, New Jersey, team members volunteered to teach a STEM class at a local elementary school
- Our Fairfax, Virginia, office partnered with a second-grade class from Alexandria for eight weeks to talk about everything from building structures and sustainability, to interior design and community planning
- Our architecture community engagement committee in Fairfax hosted J. Michael Lunsford Middle School for their annual "Day at Work"
- Twelve students from local high schools attended the New York City office's Exploring Program where they learned about water resources and environmental engineering
- Mount Laurel, New Jersey, staff participated in Teen Science Café
- Our Frederick, Maryland, office participated in Boonsboro Middle School's second annual career day
- A member of our New Haven, Connecticut, office presented on coastal storms and risk to a local third-grade class
- The Bloomfield office attended the Metropolitan Steel Bridge Competition

## Participating in Park and Water Cleanups



### Annual Dundee Preserve Cleanup

The Bloomfield and Parsippany, New Jersey, offices teamed up on the fourth annual cleanup of the Dundee Preserve where they collected trash along the Passaic River.



### Milby Park Restoration

In Houston, Texas, a team of six participated in a riparian-zone restoration project in Milby Park, planting a total of 26 trees and mulching even more.

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



**2,269**  
HOURS  
VOLUNTEERING  
in our communities



### Annual Cyrus Avery Route 66 Cleanup

The Tulsa, Oklahoma, office celebrated Earth Day by cleaning up Dewberry's designated area near the Cyrus Avery Plaza.

## ADDITIONAL ENVIRONMENTAL RELATED ACTIVITIES

- New Orleans staff took part in the 10,000 trees for Louisiana campaign
- The Raleigh, North Carolina, office participated in the Professional Engineers of North Carolina Stream Clean
- The Peoria, Illinois, office supported the Adopt-A-Box Planters program
- The Daphne, Alabama, employees sponsored the annual Coastal Kids Quiz
- The Long Beach and Pasadena, California, offices helped with a Los Angeles River clean-up
- The Peoria office adopted multiple planting boxes through Keep Peoria Beautiful
- Fairfax staff partnered with the Young Professionals Committee of the Virginia Water Environment Association (VWEA), the VA American Water Works Association (AWWA), George Mason University's new VWEA student chapter, and Friends of the Accotink Creek to clean up a local stream

## Serving Communities in Need



### Sandwiches for the Homeless

Members of the Mount Laurel office spent their lunch hour making more than 225 lunches for the homeless in Camden County, New Jersey.



### Heart of Illinois United Way Day of Caring Food Drive

Peoria staff volunteered at the Midwest Food Bank Drive. We contributed our largest donation ever with a record 703 items, which went to those in need, as well as for Texas hurricane relief.



### Fairfax Adopt-a-Family

Members of the Fairfax office adopted two families from the Volunteer and Partner Services division of the Fairfax County Department of Family Services. Thanks to generous donations, we were able to buy more than 70 gifts.

## Canstruction

Each year, multiple Dewberry offices participate in Canstruction—a charity competition where architects, engineers, contractors, and students design and build huge structures made entirely of canned and non-perishable goods. At the end of each competition, the food is donated to local food banks.

Our Tulsa office raised money for more than 2,200 cans and built a giant box of crayons titled, “Coloring Outside the Box.” The Fairfax office along with our partners at Hitt Construction built a Smokey the Bear replica that included more than 4,000 cans of food. The Richmond office created a spaceship that represented the local competition theme “Exploring the Galaxies.” In addition to donating 800 canned goods, the Richmond office raised \$1,000 for FeedMore, which provides meals to the community.



We donated  
**7,000**  
CANS  
of FOOD

to the Capital Area  
Food Bank, Feed More's  
Central Virginia Food Bank,  
and the Community Food  
Bank of Eastern Oklahoma



## ADDITIONAL SERVICE ACTIVITIES

- The Rockville, Maryland, and Richmond offices participated in local toy drives
- The Raleigh office supported Alliance Medical Ministry, Hearts for Children, Durham Public Schools, Homeless in Raleigh, and Hillside Center and Rehab
- Boston, Massachusetts, staff supported the local chapter of Cradles to Crayons and held their third annual winter apparel drive in support of The Friends of Boston's Homeless
- The Fairfax office held their annual Winter Clothing Drive
- Gainesville, Virginia, staff participated in the Annual Strike for Stronger Families Bowl-a-Thon
- The Raleigh office held a food drive for the Food Bank of Central and Eastern North Carolina
- Members of the Fairfax office partnered with Fairfax County's Facets Program's Thanksgiving Food Drive

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## Charitable Contributions

### Hurricane Relief

During the 2017 hurricane season, we matched employee donations and donated \$31,730 to the American Red Cross for relief efforts.

## Recognition

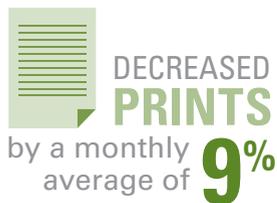
For many years, our Tulsa office has supported Habitat for Humanity through service, design, and volunteer construction labor. In December, we received a merit award in the AIA Eastern Oklahoma Residential Design awards program for a prototype home design. The home has now been constructed several times over the past year with many variations highlighting the flexibility of the prototype plan. The awards jury was impressed with the project outcome related to the limited budget and volunteer capabilities.



# For Our World

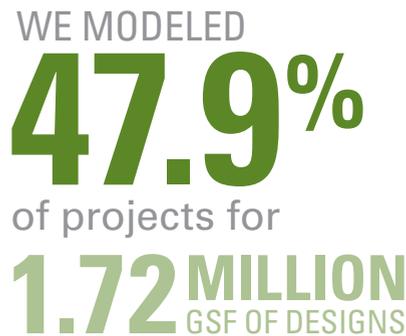
## Our Secure Paper-Shredding and Recycling Program

This past year, we improved our recycling program to help reduce greenhouse gas emissions and preserve natural resources.



## Our Commitment to AIA's 2030 Challenge

Since 2008 when we made our commitment to the [AIA 2030 Challenge](#), we have reported on 283 projects, including 11.8 million gross square feet (GSF) of designed projects. In 2017 we improved our average predicted energy use intensity (pEUI) by five percent to 49.3% reduction. We are firmly on track for our internal road map to Net Zero designs by 2027—three years before the challenge goal. We have also designed our first Net Zero project, combining high-efficiency mechanical systems, active sunlight harvesting, super insulated envelope, and PV power generation.



**28.4%**  
of projects met  
challenge of

**25%**  
REDUCTION IN  
LIGHTING  
POWER DENSITY

DEWBERRY SUBMITTED STATISTICS ON

**55 PROJECTS**  
including

**2.1 MILLION**  
GROSS SQUARE FEET



Overall average of

**19%**



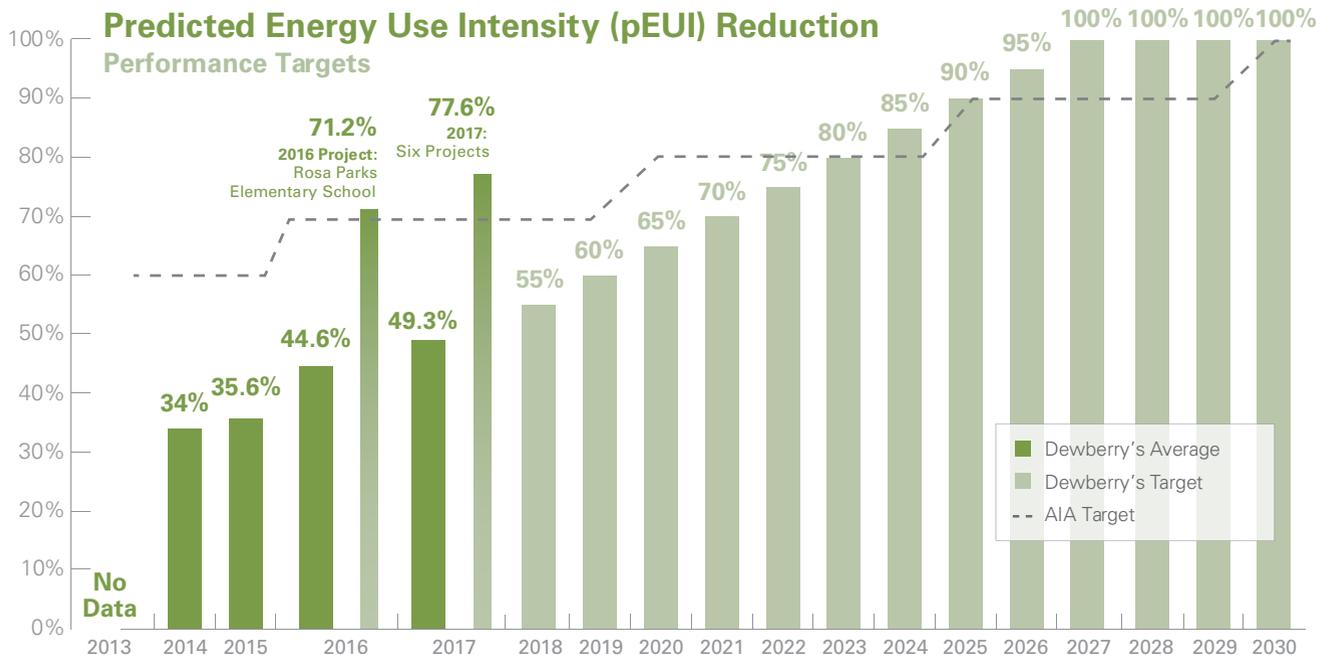
**REDUCTION**

OF lighting power density  
OR watts per square foot

**49.3%**

**REDUCTION**

OF predicted  
energy use  
intensity  
(pEUI)



## Conclusion

We believe that sustainable and resilient design services bring social and economic value, protect our natural resources, and anticipate long-term benefits in an evolving marketplace. Our commitment is demonstrated through our operations and attitudes, and we continue to report our progress in market-recognized ways. By integrating the GRI reporting structure into our processes we are

evolving with the marketplace and supporting our clients and stakeholders. We are committed to delivering the highest possible sustainable outcomes for our projects, using excellence in design, sustainability, and business as a guiding vision. We also are encouraging our employees to further their sustainability training, achieve credentials, and volunteer in their communities.

## GOVERNANCE

Dewberry is a privately held, family-owned business. Barry K. Dewberry is the executive chairman of the board of directors, where ten directors serve, consisting of six outside independent and experienced business leaders, three 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, legal counsel, and directors of human resources, contracts, communications, and marketing manage company operations. Dewberry's engineering, architectural and design-build disciplines are directed by practice area leadership. The governance structure consists of the board of directors, the chairman of the board of directors, the chief executive officer, and oversight committees.

## ETHICS AND INTEGRITY

Dewberry aspires to conduct its business in accordance with uncompromising ethical standards and in full compliance with all laws and regulations. In the course of conducting Dewberry business, integrity must underlie all Dewberry relationships. Dewberry expects every employee to adhere to ethical standards, promote ethical behavior, and be honest and forthright in dealings with managers, subordinates, and one another as well as with clients, business partners, and the public. Employees must not engage in conduct or activity that may raise questions as to Dewberry's honesty, impartiality, or reputation or otherwise cause embarrassment to Dewberry.

Every action should be judged by considering whether it is legal, fair to all concerned, in the best interests of our members/shareholders, employees, and clients, and able to withstand the scrutiny of outsiders.

In addition, as an entity supporting marketing to, contracting, and working with the U.S. federal government and U.S. government contractors, Dewberry operates under unique legal and regulatory requirements imposed upon federal government contractors. Dewberry is committed to complying with the letter and spirit of these laws and regulations.

The Code of Conduct applies to all employees of the various Dewberry companies and to all of Dewberry's business activities.

## PROCESS FOR DEFINING THE REPORT BOUNDARIES AND CONTENT

We believe the GRI helps us to communicate clearly and openly about sustainability using consistent language and metrics that are shared by other organizations.

1. It's a statement of commitment to sustainability and to being a sustainable business.
2. It continues our legacy of external sustainability reporting.
3. It defines the areas where we will report performance in the future.



## Sustainability Program: 2016 Year in Review

Download last year's sustainability program report at [www.dewberry.com/about/sustainability-program](http://www.dewberry.com/about/sustainability-program)

## Questions?

If you have any questions or comments about our sustainability program report, contact:

**Dan Pleasant**  
Chief Operating Officer  
[sustainability@dewberry.com](mailto:sustainability@dewberry.com) | 703.849.0100

# Appendix/GRI Index

#	General Standard Disclosure	Disclosure or Page Reference
STRATEGY AND ANALYSIS		
G4-1	COO Letter	page 2
ORGANIZATIONAL PROFILE		
G4-3	Organization name	Dewberry
G4-4	Primary brands, products, and services	Alternative project delivery; architecture; building structures; climate change; 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 LLC and Inc.
G4-8	Markets served	Education, energy, federal, healthcare, infrastructure, institutional, private sector, state/local
G4-9	Scale of the organization	page 2
G4-10	Total number of employees by type	pages 4, 15
G4-11	Collective bargaining agreements	Not applicable for 2017
G4-12	Supply chain description	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. We implemented the use of 100 percent renewable, ASTM D6868-compliant, and BPI-certified drinking cups and wooden stir sticks made of renewable resources in our breakrooms. At the same time we implemented the use of wooden stir sticks that are made of renewable resources. This was Dewberry's first step in maintaining a sustainable breakroom program.
G4-13	Organizational changes during the reporting period	Not applicable for 2017
G4-14	Precautionary principle	pages 3, 4, 15 <b>Specific internal policies adapted to manage environmental and social impacts include the following:</b> <ul style="list-style-type: none"> <li>• 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.</li> <li>• A minimum set of sustainability standards for all new construction, major renovation, and interior fit-out projects over 10,000 square feet. With an ongoing commitment to develop and maintain an in-house sustainability training program, 52 percent of architectural professionals have achieved third-party sustainable accreditation.</li> </ul>

#	General Standard Disclosure	Disclosure or Page Reference
G4-15	<b>External charters, principles, or other initiatives</b>	page 4
G4-16	<b>Membership associations</b>	page 4
<b>IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES</b>		
G4-17	<b>Entities included in financial statements</b>	Dewberry Engineers Inc. Dewberry Architects Inc. Dewberry Consultants LLC Dewberry Design-Builders Inc.
G4-18	<b>Process for defining report boundaries and content</b>	page 15 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. We also follow GRI Core method of reporting, using a four-step program as follows: 1. Identification 2. Prioritization 3. Validation 4. Review
G4-19	<b>Material aspects included in the report</b>	pages 3, 7, 13
G4-20	<b>Descriptions of material aspect boundaries within the organization</b>	page 3
G4-21	<b>Descriptions of material aspect boundaries outside the organization</b>	We have developed a materiality matrix worksheet intended as a preliminary analysis of our material aspects and boundaries.
G4-22	<b>Restatements</b>	Not applicable for 2017
G4-23	<b>Changes from previous reports in terms of scope and/or boundaries</b>	Not applicable for 2017
<b>STAKEHOLDER ENGAGEMENT</b>		
G4-24	<b>Stakeholder groups</b>	<b>Direct stakeholder groups:</b> Employees, senior management, owners, communities, clients, teaming partners, trade organizations (page 4)
G4-25	<b>How stakeholders were identified</b>	Internal and external reporting, intranet, teaming, presentations, discussions, trade organizations' sustainable sub-committees, corporate sustainability initiative

#	General Standard Disclosure	Disclosure or Page Reference
G4-26	<b>Approach to stakeholder engagement</b>	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. In 2017, we refreshed the corporate sustainability committee to focus on sustainable practices in our projects.
G4-27	<b>Topics raised during stakeholder engagements</b>	We have incorporated sustainability and GRI process overview into many of our existing programs, such as new employee orientation and project management training. We also discussed our process with current clients and partners.
<b>REPORT PROFILE</b>		
G4-28	<b>Reporting period</b>	page 2
G4-29	<b>Date of most recent report</b>	page 15
G4-30	<b>Reporting cycle</b>	page 2
G4-31	<b>Report contact</b>	page 15
G4-32	<b>"In accordance" option, GRI Index, and report assurance</b>	The in-accordance option selection is core. External assurance was not used for the 2017 report.
G4-33	<b>Policy regarding report assurance</b>	External assurance was not used for the 2017 report; therefore the policy is not applicable.
<b>GOVERNANCE</b>		
G4-34	<b>Governance structure of the organization</b>	page 15
<b>ETHICS AND INTEGRITY</b>		
G4-56	<b>Code of conduct</b>	page 15

#	Specific Standard Disclosure	Disclosure or Page Reference
<b>ECONOMIC</b>		
G4-EC1	<b>Direct economic value generated and distributed</b>	page 2
<b>ENVIRONMENTAL</b>		
G4-DMA	<b>Materials disclosures on management approach (DMA) for materials</b>	page 13
G4-EN17	<b>Emissions other indirect GHG emissions (scope 3)</b>	page 13
G4-DMA	<b>Effluents and waste</b>	page 13
G4-EN19	<b>Reduction of GHG emissions</b>	page 13
G4-EN7	<b>Energy reductions in offering the organization's services</b>	page 13
<b>SOCIAL</b>		
G4-SO1	<b>Local communities. Percentage of operations with implemented local community engagement, impact assessments and development programs</b>	page 7