

DIMENSIONS®

SUSTAINABILITY REPORT

2018



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



DIMENSIONS® SUSTAINABILITY REPORT 2018

CHAIRMAN
Barry K. Dewberry

**CHAIRMAN EMERITUS
AND FOUNDER**
Sidney O. Dewberry

CHIEF EXECUTIVE OFFICER
Donald E. Stone, Jr.

CHIEF OPERATING OFFICER
Dan M. Pleasant

BOARD OF DIRECTORS
William T. Boston, Barry K. Dewberry, Sidney O. Dewberry,
Thomas L. Dewberry, Karen S. Grand Pré, Geraldine Knatz,
Donald E. Stone, Jr., Merdith W.B. (Bo) Temple, and Daniel R. Young.



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

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		Appendix/GRI Index

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.



2,000+
EMPLOYEES



60+
YEARS
helping clients
build and shape
communities



\$462.6
MILLION
in 2018 revenue

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.

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.

More than **37** Professional
Memberships

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

DEWBERRY OFFICE LOCATIONS



SAFETY

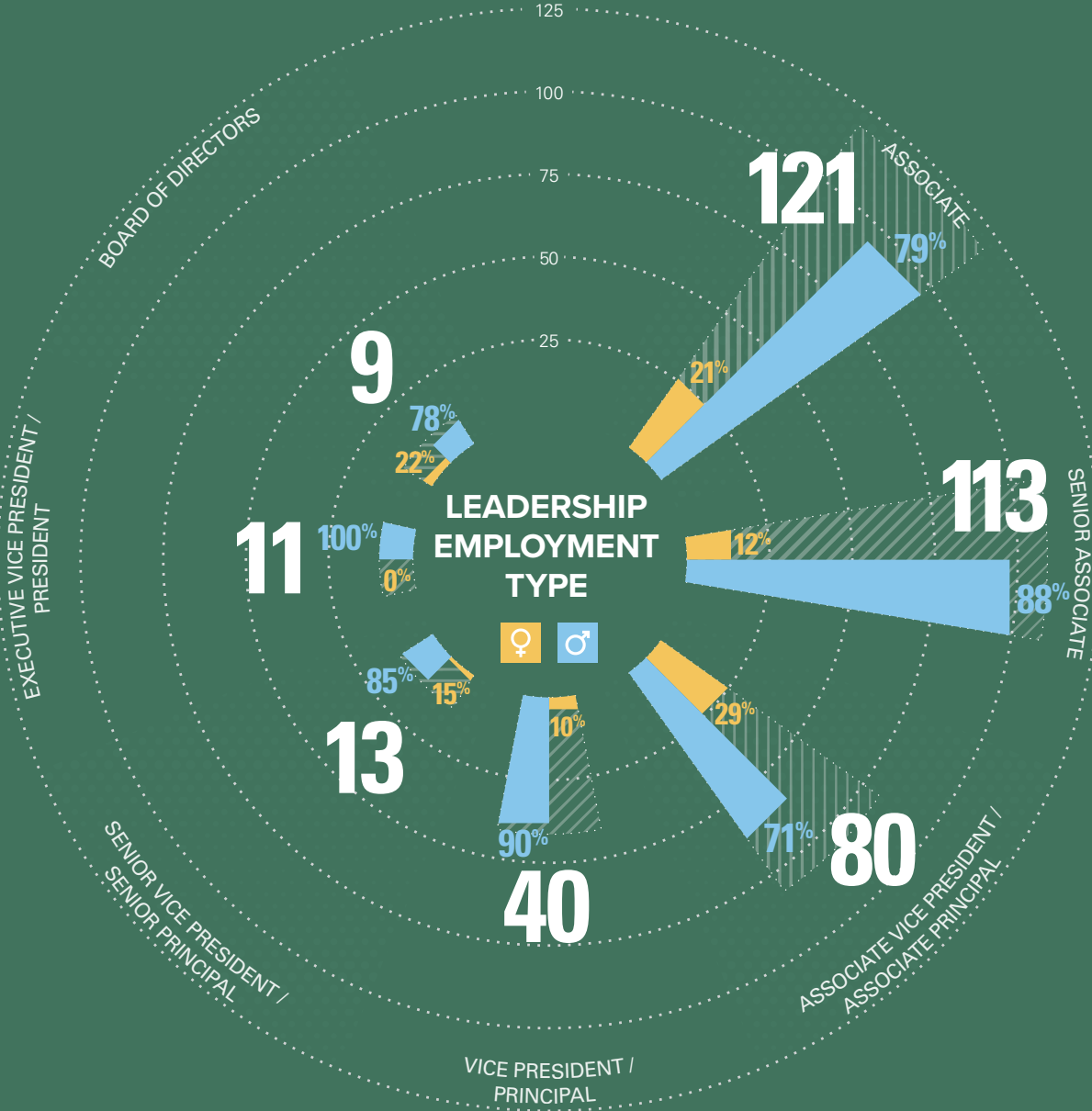
At Dewberry, our vision is simple: every employee should return home at the end of the day, to their family and loved ones, safe and unharmed. Recognizing that any successful safety program requires constant engagement by the program's leadership and managers, and employees, in 2018, we continued to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

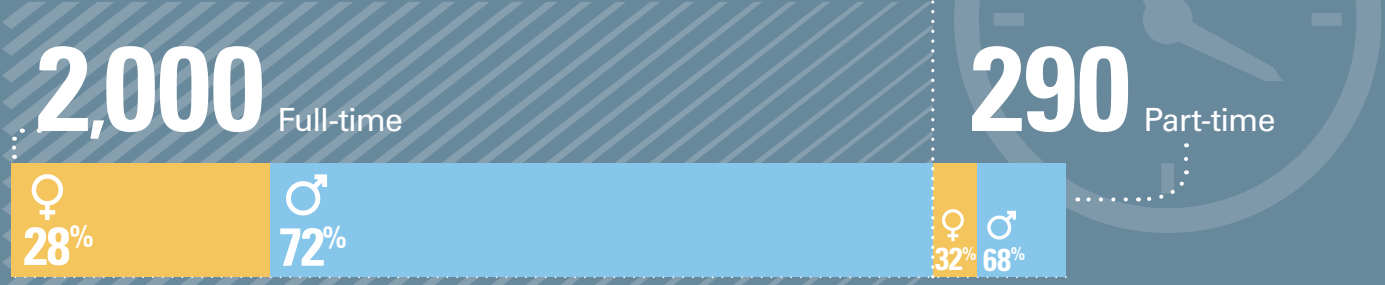
EMPLOYEE BREAKDOWN

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. 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.

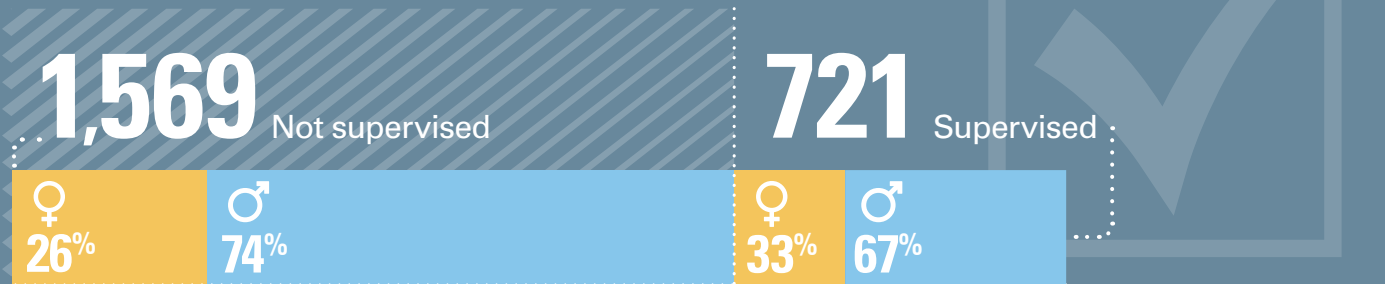


The employee breakdown information, in accordance with the GRI report item G4-10, addresses population by gender. We comply with federal as well as applicable state and local laws governing non-discrimination in employment in locations where the company has offices. We are an Equal Opportunity Employer 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.

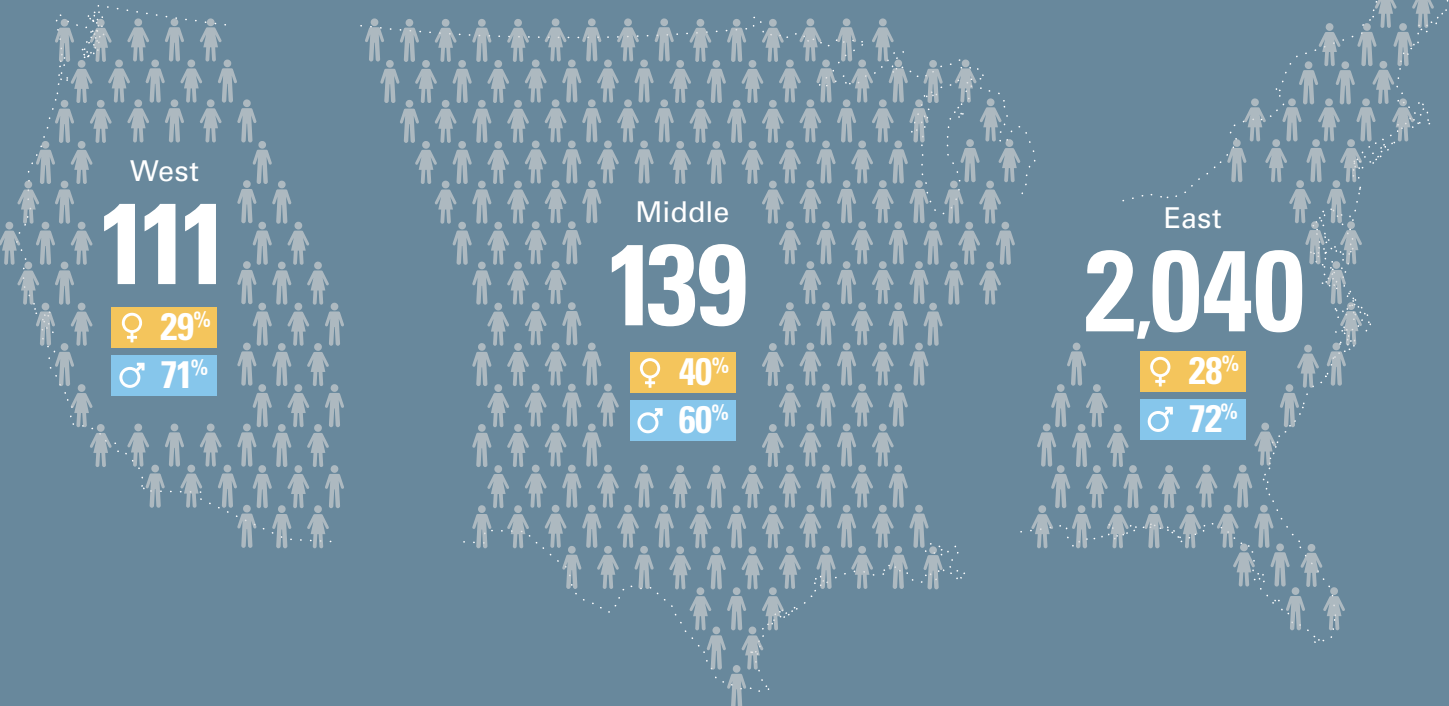
PERMANENT EMPLOYEES



WORKFORCE



U.S. REGION



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

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

SIZE
900,000 square feet

ARCHITECT
HGA

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



COUNTRYSIDE CITY HALL AND POLICE HEADQUARTERS Countryside, IL

CLIENT
City of Countryside, IL

COMPLETION DATE
June 2019 (est.)

SIZE
34,900 square feet

- SERVICES PROVIDED**
- Architecture
 - MEP design
 - Building structures

- Interior design
- Signage
- Grant research

- Energy modeling
- Security/technology and audio visual

SUSTAINABLE FEATURES

FIRST NET-ZERO
energy neutral
municipal building
of its kind in Illinois

LEED SILVER
targeted

GEOTHERMAL
mechanical system

UNDERGROUND
stormwater storage

NATIVE
landscape design

LED LIGHTING

SOLAR ARRAYS

GREEN ROOF





ROSSLYN CENTRAL PLACE Arlington, VA

CLIENT
JBG Smith

COMPLETION DATE
2018

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

SIZE
600,000 square feet
+ 32 stories

ARCHITECT
Beyer Blinder Belle

SUSTAINABLE FEATURES

LEED **PLATINUM**

20/21 LEED POINTS
achieved under the LEED Energy Optimization scale

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
- Environmental engineering
- Landscape architecture
- Traffic engineering
- Land surveying
- Construction administration

SUSTAINABLE FEATURES

GREEN stormwater infrastructure



BIOSWALES



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 REDUCTION**


We modeled **40.1%** of projects for **1.23 MILLION** GSF of designs

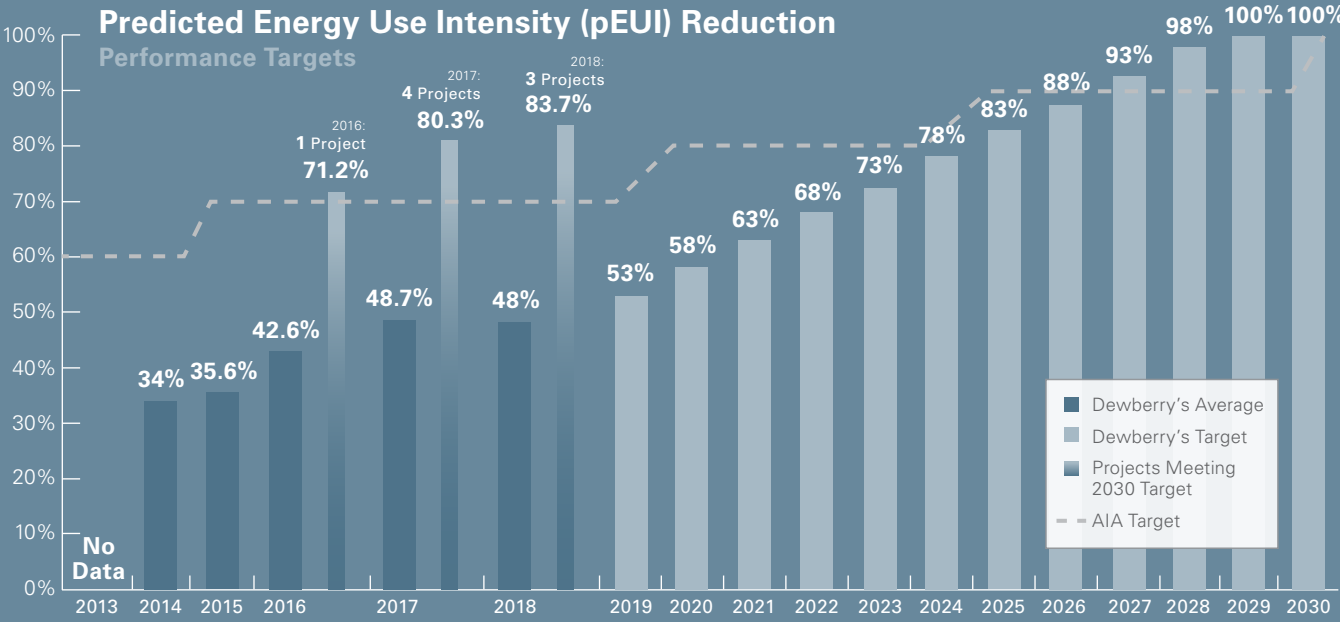


51.7% of projects met challenge of **25% REDUCTION IN LIGHTING** power density

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)



COMMUNITY ENGAGEMENT

SERVING COMMUNITIES IN NEED

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.**



We donated
2,400+
CANS
of **FOOD**



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.

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.

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.

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.

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.





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.

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.

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.

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

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

FOR OUR WORLD

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



3,714 TREES PRESERVED

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



QUESTIONS?

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

MOLLY JOHNSON
Director of Communications
sustainability@dewberry.com
703.849.0100

SUSTAINABILITY PROGRAM 2017

Download last year’s sustainability program report at:

http://www.dewberry.com/docs/default-source/brochures/sustainabilityprogram2017yearinreview_v2.pdf?sfvrsn=6cdfb128_4



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.

APPENDIX/GRI INDEX

#	General Standard Disclosure	Disclosure or Page Reference
STRATEGY AND ANALYSIS		
G4-1	COO Letter	Inside cover
ORGANIZATIONAL PROFILE		
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

#	General Standard Disclosure	Disclosure or Page Reference
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.
G4-13	Organizational changes during the reporting period	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.
G4-14	Precautionary principle	<p>Specific internal policies adapted to manage environmental and social impacts include the following:</p> <ul style="list-style-type: none">• 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

#	General Standard Disclosure	Disclosure or Page Reference
G4-16	Membership associations	Representative associations include: Alliance of Hazardous Materials Professionals; American Concrete Institute; American Correctional Association; American Council of Engineering Companies; American Institute of Architects; American Institute of Steel Construction; American Jail Association; American Library Association; American Planning Association; American Public Works Association; American Railway Engineering and Maintenance-of-Way Association; American Road & Transportation Builders Association; American Society for Healthcare Engineering; American Society for Photogrammetry and Remote Sensing; American Society of Civil Engineers; American Society of Heating, Refrigerating, and Air Conditioning Engineers; American Society of Highway Engineers; American Water Works Association; Army Engineer Association; Association of Energy Engineers; Association of State Floodplain Managers; Building Commissioning Association; Design-Build Institute of America; Institute for Sustainable Infrastructure; National Council of Architectural Registration Boards; National Council of Examiners for Engineering and Surveying; National Society of Professional Engineers; National Society of Professional Surveyors; Project Management Institute; Society for Human Resources Management; Society for Marketing Professional Services; Society of American Military Engineers; Society of Wetland Scientists; Society of Women Engineers; Transportation Research Board; U.S. Green Building Council; Urban Land Institute; and Water Environment Federation

#	General Standard Disclosure	Disclosure or Page Reference
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IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES

G4-17	Entities included in financial statements	Dewberry Engineers Inc. Dewberry Architects Inc. Dewberry Design-Builders Inc.
G4-18	Process for defining report boundaries and content	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.
G4-19	Material aspects included in the report	page 19
G4-20	Descriptions of material aspect boundaries within the organization	page 19
G4-21	Descriptions of material aspect boundaries outside the organization	We have developed a materiality matrix worksheet intended as a preliminary analysis of our material aspects and boundaries.
G4-22	Restatements	Not applicable for 2018
G4-23	Changes from previous reports in terms of scope and/or boundaries	Not applicable for 2018

STAKEHOLDER ENGAGEMENT

G4-24	Stakeholder groups	Employees, senior management, owners, communities, clients, teaming partners, trade organizations
G4-25	How stakeholders were identified	Internal and external reporting, intranet, teaming, presentations, discussions, corporate sustainability initiative

#	General Standard Disclosure	Disclosure or Page Reference
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G4-26	Approach to stakeholder engagement	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.
G4-27	Topics raised during stakeholder engagements	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.

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
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ETHICS AND INTEGRITY

G4-56	Code of conduct	page 2
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#	General Standard Disclosure	Disclosure or Page Reference
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ECONOMIC

G4-EC1	Direct economic value generated and distributed	page 3
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ENVIRONMENTAL

G4-DMA	Materials disclosures on management approach (DMA) for materials	page 18
G4-EN17	Emissions other indirect GHG emissions (scope 3)	page 18
G4-DMA	Effluents and waste	page 18
G4-EN19	Reduction of GHG emissions	page 18
G4-EN7	Energy reductions in offering the organization’s services	page 18
G4-EN8	Total water withdrawal by source	page 18

LABOR PRACTICES AND DECENT WORK

G4-LA5	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.	page 4
G4-LA9	Average hours of training per year per employee by gender, and by employee category	page 2

#	General Standard Disclosure	Disclosure or Page Reference
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HUMAN RIGHTS

G4-HR3	Total number of incidents of discrimination and corrective actions taken	In all incidents, appropriate action has been taken and reviewed by an established review process.
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SOCIAL

G4-SO1	Local communities. Percentage of operations with implemented local community engagement, impact assessments and development programs	page 13
G4-SO4	Communication and training on anti-corruption policies and procedures	page 2