

CORPORATE SOCIAL RESPONSIBILITY **REPORT**

2020







## OUR COMMITMENT

This year, I'm proud to introduce a broader, comprehensive, and inclusive Corporate Social Responsibility (CSR) Report. The CSR report is a reflection of our "Dewberry at Work" principles, through which we affirm our commitment to supporting our clients and communities, developing sustainable solutions, and promoting diversity of thought and background within our firm and our industry.

Dewberry's accomplishments during 2020 aligned with our 2025 strategic plan, with much progress toward our corporate goals of cultivating leadership and recruiting and retaining exceptional talent. For example, we established a leadership competency model that serves as the foundation for multiple initiatives including a new leadership development program. We also focused on expanding and further codifying our compliance goals and initiatives to promote equity for employees, in terms of awareness, salary, education, recruiting, and professional development. We introduced employee resource groups and will continue to expand this program as a way of giving voice to more employees around shared demographics and interests and serving as an important resource in the endeavor to meet our diversity and inclusion objectives.

During a challenging and unexpected year, I'm immensely proud that our employees upheld their commitment to community service and engagement, contributing more than 4,400 hours of their time to volunteer activities. Dewberry's culture and ethical standards have been a natural fit for the broad-reaching concepts defined as corporate social responsibility. We look forward to more steady progress in 2021.

**MOLLY JOHNSON**  
Chief Communications Officer



DIMENSIONS® CORPORATE SOCIAL RESPONSIBILITY REPORT 2020

EXECUTIVE 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,  
Larry L. Melton, and Donald E. Stone, Jr.



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

Contact Molly Johnson with comments at [media@dewberry.com](mailto:media@dewberry.com)

©2021 Dewberry®. All rights reserved.

OUR HEADQUARTERS

8401 Arlington Boulevard  
Fairfax, Virginia 22031-4666  
703.849.0100

Craig Johnson, PE, 24GE03157500  
Dewberry Engineers Inc., 24GA8047600



[www.dewberry.com](http://www.dewberry.com)



[@TheDewberryWay](https://twitter.com/TheDewberryWay)



[/company/dewberry/](https://company.dewberry/)



[@dewberryatwork](https://www.instagram.com/dewberryatwork)



[/TheDewberryWay/](https://www.facebook.com/TheDewberryWay/)



[/user/TheDewberryWay](https://www.youtube.com/user/TheDewberryWay)

IN THIS REPORT

I 1

For Our Communities

1 Community Engagement

7 Project Highlights

13 AIA 2030 Update

I 15

For Our People

15 Training and Development

16 Benefits and Wellness

I 17

Our Company

17 Corporate Information

19 Employee Balance

21 Point of Contact  
and 2020 Report

Materiality Assessment

Global Reporting Initiative

I 22

Appendix/GRI Index

ON THE COVER

Meridian Technology Center STEM Addition Stillwater, OK

IMAGE TO THE LEFT

Elizabeth River Living Shoreline Norfolk, VA

# 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."

## COMMUNITY ENGAGEMENT

### SERVING COMMUNITIES IN NEED

#### Virtual Walks for the American Heart Association

Members of our Daphne, Alabama, office participated in the Baldwin Heart Walk Digital Experience for the American Heart Association to raise money for those impacted by heart disease or stroke.

#### Donation Luncheon

Our Fairfax, Virginia, office hosted a socially distant luncheon to reconnect with coworkers and provide canned food donations to those in need. They collected \$375 worth of canned food donations for Food for Others and donated all leftover packed lunches to the Embry Rucker Community Shelter.



**4,400+ HOURS**  
volunteering in our communities

### Recycling Graduation Gowns

A transportation engineer in our Fairfax office worked with an organization to donate gently used graduation gowns to be used as personal protective equipment in medical facilities across the country.

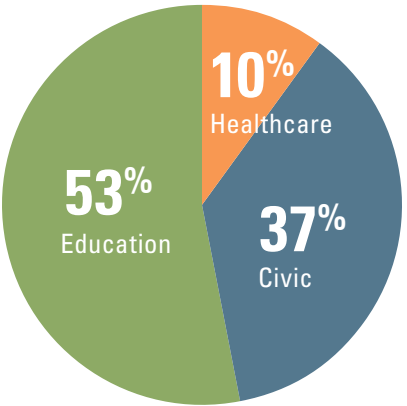
### Masks for All

An employee in our Orlando, Florida, office worked diligently to sew masks for the entire survey team at that office. She created more than 25 masks in one weekend and continued to make more as needed.

Employees in our Bloomfield, New Jersey, office sewed and taught others how to sew masks to be donated to local medical institutions during the springtime shortage of personal protective equipment in the area.

### CHARITABLE CONTRIBUTIONS

Dewberry donates annually to local and nationally based organizations across the country.







### Sandwiches for People in Need

Our Mount Laurel, New Jersey, office volunteers at least twice a year at Cathedral Kitchen to make and package sandwiches.

Photo taken in February 2020

### Chili Cookoff

Our Daphne, Alabama, office participated in the 20<sup>th</sup> annual Ecumenical Ministries Chili for Charity cookoff. Proceeds from the event provide aid to low-income families and individuals in Baldwin County.

Photo taken in early March 2020



### Valentine's Day Cheer

Members of our Orlando office spent time creating Valentine's Day cards for a local assisted living and skilled nursing facility. They hand-delivered cards and flowers to more than 160 residents.

Photo taken in February 2020



## ENVIRONMENTAL CLEANUPS AND ACTIVITIES



### Earth Day

Employees across the enterprise got out to participate in socially distant trash and neighborhood cleanups.

An employee in our Baltimore, Maryland, office volunteered at the Clyburn Arboretum to inspect their deer fence after they received many unwanted visits.

### Reservoir Revitalization

A group of Emerging Professionals in our New York City, New York, office participated in an event at the Ridgewood Reservoir to remove invasive species and learn more about the history of the reservoir.



### River Cleanup

The Emerging Professionals group in our Richmond, Virginia, office coordinated a local river cleanup. After months of neglect due to COVID-19, the group was able to fill more than 10 bags of trash from the river and park.







## SUPPORTING STEM EDUCATION

### Future City Competition

Volunteers from our Bloomfield office participated as judges and another as a mentor in the Future City Competition, a nationwide STEM-based competition for middle school students.

Photo taken in January 2020



### Book and School Supply Drives

Employees in our Orlando office collected 185 books to donate to a local elementary school. The Orlando office also supported a local school district by collecting and donating supplies for students and teachers as part of the Education Foundation in Osceola County.



### Surveying Merit Badges

Volunteers in our Raleigh, North Carolina, office worked with the Boy Scouts of America to help them earn a merit badge. Employees in our surveying unit helped educate and train eight boy scouts who ultimately received credit for their surveying merit badge.

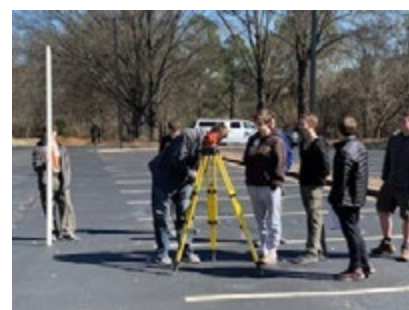


Photo taken in February 2020

### Career Day

A GIS professional in our Tampa, Florida, office volunteered at a middle school career day to speak to the earth science classes about geospatial technology and the work that we do.

Members of our Fairfax transportation, water resources, and site/civil groups volunteered at a local high school's career day to help juniors and seniors learn more about a career path in engineering.

### Introduce a Girl to Engineering Day

Graduate engineers in our Atlanta, Georgia, office volunteered at ACEC Georgia's event where they hosted a booth to teach girls in grades four through eight about watersheds and their importance in water resources engineering.

### Virtual Mentoring

Civil engineers in our Pensacola, Florida, office participated in a virtual mentorship program with the National Flight Academy. Volunteers worked with a high school student interested in STEM to educate them about the field and local Dewberry projects.

### Industry Immersion Experience

Volunteers in our Raleigh office hosted students from North Carolina State University at our office for an industry immersion experience to provide engineering students with exposure to work settings and real-life experiences in teamwork and project collaboration.

### Scholarship

The firm supported the Washington, D.C., Chapter of the Women's Transportation Seminar by sponsoring a scholarship to help women studying transportation at an undergraduate and graduate program in the area.

### Middle School STEM Expo

A volunteer in our Lanham, Maryland, office participated in a middle school STEM expo to educate students on surveying and mapping technology.

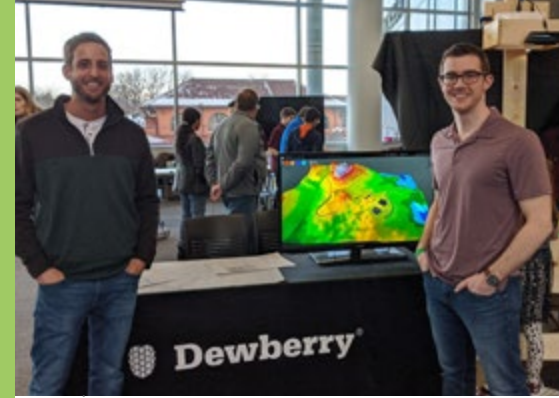
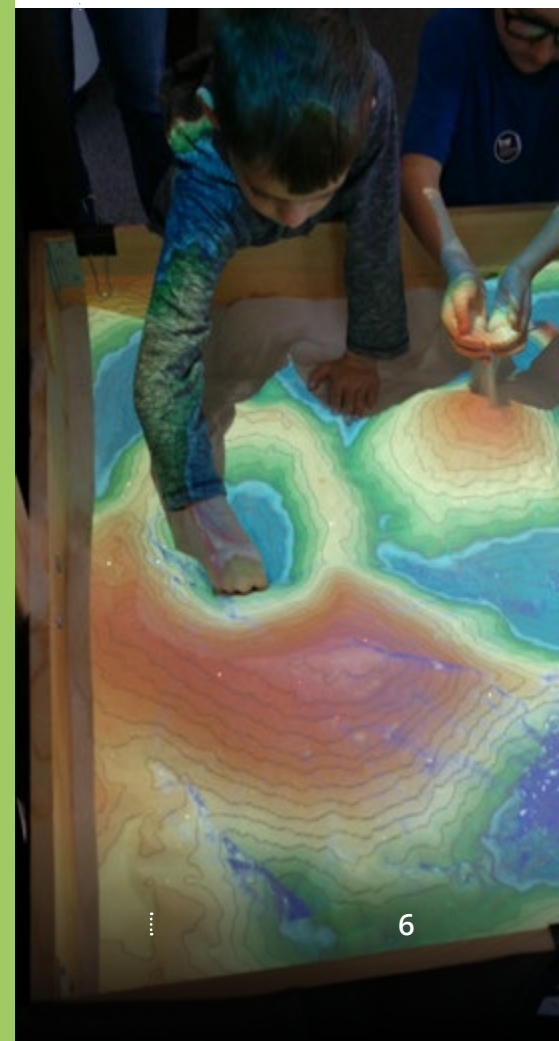


Photo taken in February 2020

### National Engineers Week Exhibit

Employees in our Peoria, Illinois, office built an augmented reality sandbox at the Peoria Riverfront Museum as part of an exhibit for National Engineers Week. The exhibit created a hands-on way for children to learn about topography.

Photo taken in February 2020





# PROJECT HIGHLIGHTS

Every day our teams deliver projects that meet client goals for energy efficiency, environmental sensitivity, resilience, and sustainable design. Designed or delivered in 2020, these projects represent client-focused solutions.

## PHASE 1 SOLAR ARRAY EXPANSION Urbana, IL

### SUSTAINABLE HIGHLIGHT

Solar array designed to offset the power usage of a new hydrogen production plant, which is intended to provide enough hydrogen to fuel a new fuel cell powered bus fleet.

CLIENT  
Champaign-Urbana  
Mass Transit District

## COUNTRYSIDE CITY HALL & POLICE Countryside, IL

### SUSTAINABLE HIGHLIGHT

First Net Zero designed government building in the state of Illinois. Read the feature in the [2020 Annual Review](#) for more information.

CLIENT  
City of Countryside

## FAIRGROUNDS TRIBUTARY Thornton, CO

### SUSTAINABLE HIGHLIGHT

Designed specifically to reestablish wetlands and future watershed conditions.

CLIENT  
Mile High Flood District

## BUCKS COUNTY COURTHOUSE Doylestown, PA

### SUSTAINABLE HIGHLIGHT

High-efficiency mechanical systems with LEED® lighting solutions to achieve predicted energy use intensity (pEUI).

CLIENT  
Bucks County

■ Bucks County Courthouse Renovation



■ City of Louisville Wastewater Treatment Plant Improvements

## WASTEWATER TREATMENT PLANT IMPROVEMENTS Louisville, CO

CLIENT  
City of Louisville

### SUSTAINABLE HIGHLIGHT

Exceeds EPA effluent permit requirements and uses a Johannesburg process and plan/design for future lower effluent nutrient limits that resulted in 0.3 mg/L phosphorus and 6 mg/L total inorganic nitrogen—achieving this high level of nutrient removal with no added chemicals. Read [Strategies for Reducing Aeration Energy at Water Resource Recovery Facilities](#) to learn more.

## SANTA RITA WATER RECLAMATION FACILITY IMPROVEMENTS Durango, CO

CLIENT  
City of Durango

### SUSTAINABLE HIGHLIGHT

Anaerobic digester design utilized state-of-the-art linear motion mixer, which reduced mixing energy by 200%. Read [What is Carbon Balancing? A Look at Converting Biological Nutrient Removal to Low Levels](#) to learn more.

## VIENNA POLICE STATION Vienna, VA

CLIENT  
City of Vienna

### SUSTAINABLE HIGHLIGHT

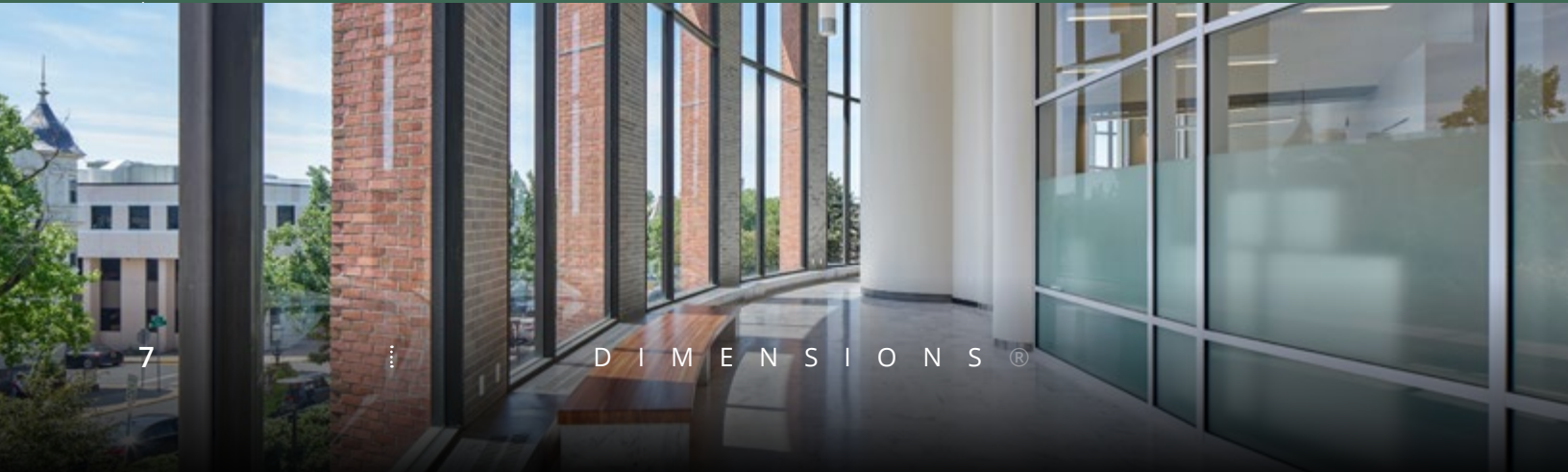
Designed to LEED® Silver criteria and created a public plaza for the community with native, low-maintenance landscaping in surrounding planted areas. Read [Aligning Police Priorities with Community Needs](#) to learn more.

## SEA LEVEL WISE Virginia Beach, VA

CLIENT  
City of Virginia Beach

### SUSTAINABLE HIGHLIGHT

Vulnerability and flood risk exposure impact statement used to develop planning, policy, and engineered flood risk reduction measures to mitigate short- and long-term risks. Watch [My Project Story](#) to learn more.





**MADE IN NEW YORK (MINY) BUSH TERMINAL**

Brooklyn, NY

**SUSTAINABLE HIGHLIGHT**

Uses a hydrodynamic separator and outfall to the New York Harbor to reduce flow to the combined sewer helping New York City meet the terms of its Consent Order and brings critical infrastructure controls such as electrical control panels for new site features and reduced pressure zones for water systems above flood levels.

**CLIENT**

Gilbane

**OWNER**

New York City Economic Development Corporation

**SOLAR CANOPY STUDY** Frederick County, MD

**SUSTAINABLE HIGHLIGHT**

Engineering study and assistance with state-funded grant applications resulting in solar canopy installations over parking bays.

**CLIENT**

Frederick County

**LOUDOUN COUNTY DISTRICT COURTHOUSE**

Leesburg, VA

**SUSTAINABLE HIGHLIGHT**

Designed to LEED® Silver and reduced the footprint by consolidating the district court, commonwealth attorney, probation and parole, and community corrections spaces all into a single location.

**CLIENT**

Loudoun County

**ELIZABETH RIVER LIVING SHORELINE** Norfolk, VA

**SUSTAINABLE HIGHLIGHT**

Contributes to regional resilience planning efforts by considering sea level rise. Watch [What is a Living Shoreline](#) to learn more.

**CLIENT**

Norfolk Southern

Elizabeth River Living Shoreline



University of Illinois Springfield Student Union

**STUDENT UNION** Springfield, IL

**CLIENT**

University of Illinois Springfield

**SUSTAINABLE HIGHLIGHT**

Achieved LEED® Gold and features a green roof designed to reduce heat gain through the roof surface and reduce heat island effect.

**ENGINEERING INNOVATION BUILDING** Chicago, IL

**CLIENT**

University of Illinois at Chicago

**SUSTAINABLE HIGHLIGHT**

Targeted to achieve LEED® Silver and features a large natural native grass open space to the east of the building, a high-efficiency mechanical system that provides 28% energy cost savings, and 30% reduction in indoor water use over a similar/comparative laboratory baseline building design.

**AVOCET TOWER** Bethesda, MD

**DEVELOPER**

Stonebridge

**SUSTAINABLE HIGHLIGHT**

Designed to LEED® Platinum criteria and features View Smart Glass glazing and a state-of-the-art dedicated outdoor air system (DOAS) chilled water HVAC system.

**DESIGN ARCHITECT**

Pickard Chilton

**ARCHITECT OF RECORD**

Cooper Carry

**CONSTITUTION SQUARE DEPARTMENT OF JUSTICE BUILDINGS 3 AND 4** Washington, D.C.

**DEVELOPER**

Stonebridge

**SUSTAINABLE HIGHLIGHT**

Designed to LEED® Platinum and Gold criteria with our work including MEP design, construction administration, and energy modeling.

**ARCHITECT**

HOK



**42<sup>ND</sup> STREET SHUTTLE PROJECT** New York, NY

**SUSTAINABLE HIGHLIGHT**

First project from MTA C&D that will be reviewed for Envision™ certification.

**CLIENT**

Metropolitan Transportation Authority Construction and Development (MTA C&D)

**NEW FBI BUILDING** San Juan, PR

**SUSTAINABLE HIGHLIGHT**

Designed to LEED® Gold criteria and features mechanical systems that utilize multiple strategies to reach the goal for the 155,000-square-foot class A office building.

**CLIENT**

The Walsh Group

**OWNER**

Federal Bureau of Investigation

**SUSTAINABLE AND RESILIENT SOLUTIONS  
INTEGRATING GREEN, GREY, AND BLUE  
INFRASTRUCTURE** Jamaica Bay Tributary areas, NY

**SUSTAINABLE HIGHLIGHT**

Green infrastructure that provides an ecological framework for social, economic, and environmental health of the surroundings.

**CLIENT**

New York City Department of Environmental Protection and New York City Economic Development Corporation

**CHATHAM COUNTY COURTHOUSE** Savannah, GA

**SUSTAINABLE HIGHLIGHT**

Designed to LEED® certification with an atrium that replicates a city street and is separated from the rest of the building so it is not heated or air conditioned to the same level—acting as a buffer.

**CLIENT**

Chatham County

Chatham County Courthouse



New Jersey Department of Transportation (NJDOT) Beneficial Reuse of Dredged Material

**BENEFICIAL REUSE OF DREDGED MATERIAL**

**SUSTAINABLE HIGHLIGHT**

Sustainable dredged material management program, which features beach replenishment, marsh restoration, island stabilization, and dredge restoration as options. Read [Maintenance Dredging: An Economic Necessity and a Recyclable Opportunity](#) to learn more.

**CLIENT**

NJDOT Office of Maritime Resources

**MINISTRY HEADQUARTERS** Peoria, IL

**SUSTAINABLE HIGHLIGHT**

Leverages a sustainable approach to drive economic development in the city.

**CLIENT**

The Order of Saint Francis (OSF) Health System

**FOUNDER’S HALL** Edwardsville, IL

**SUSTAINABLE HIGHLIGHT**

Designed to LEED® Silver criteria and reuses existing office, classroom, and collaboration furniture. which resulted in \$3 million savings in materials reuse and reduced the demand for new materials and waste, lessening impacts associated with extraction and processing.

**CLIENT**

Southern Illinois University at Edwardsville

**WINDSOR PARK FITNESS** New York, NY

**SUSTAINABLE HIGHLIGHT**

Designed to meet the requirements of the Passive House standard for ultra-low energy usage.

**CLIENT**

Allen + Killcoyne Architects

**OWNER**

Windsor Park Owners Corp.



OUR COMMITMENT TO AIA'S 2030 CHALLENGE

We have been a signatory of the AIA 2030 Challenge since 2008, and have been reporting project data annually since 2014. To date we have reported 546 project submissions, including 20,546,298 gross square feet (GSF) of designed and constructed projects. In 2020, 31.5% of GSF of projects were energy modeled, the average reduction in predicted Energy Use Intensity was 49%, and two of our projects met the AIA 2030 Challenge target of 80% predicted Energy Use Intensity reduction. Additionally, 61% of our projects met the predicted Lighting Power Density reduction AIA 2030 Challenge target of 25%.

2 projects met the challenge goal of

**80%** pEUI  
REDUCTION

We modeled

**31.5%** of projects for

**737,473** square feet of designs




**61%** of projects met challenge of

**25%** REDUCTION IN LIGHTING power density

Dewberry submitted statistics on


**100** PROJECTS including **3.3** MILLION gross square feet

Overall average of

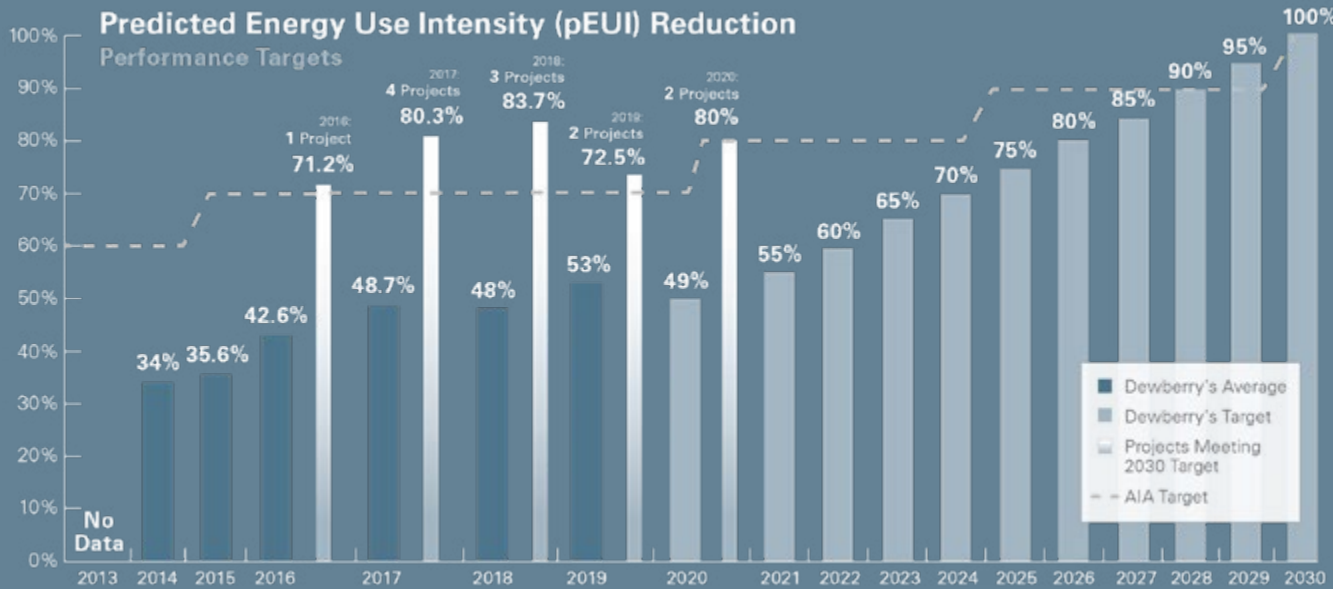
**39%** 

**REDUCTION** of lighting power density or watts per square foot

Overall average of

**49%** 

**REDUCTION** of predicted energy use intensity (pEUI)





## FOR OUR PEOPLE

### TRAINING AND DEVELOPMENT

The mission of our training and development team is to improve the performance of the company by identifying and delivering learning services needed by employees and management. This includes the design and development of custom workshops, the identification of third-party training content, the development of on-the-job resources, and the management of the Dewberry Talent Center, which is the central online learning portal for learning content. In 2020, we rolled out a new learning management system companywide.

We also quickly responded to the needs of our employees and developed and delivered virtual programs on topics such as project management, career planning, and custom interpersonal and team-building workshops.

The training available to employees covers a wide range of topics.

- Accounting and finance
- Corporate (includes courses that help staff understand the company's broad service offerings and how the organization is structured)
- Human resources, ethics, and compliance
- Management and leadership
- Professional development that includes soft skills and productivity-related offerings
- Project management
- Safety
- Sales and marketing
- Software and systems
- Specialty training that includes courses designed for specific job functions or software, such as Arc GIS, Revit, and drones
- Industry-specific specialty training

Working in partnership with local offices, business units, and executives, our training and development team continues to expand the learning services available to employees both virtually and in-person.

Many of our employees share a passion for sustainability, supported by our training and development goals and resources, as well as through professional development programs and working with clients to create and deliver innovative and sustainable solutions.

# 14,700+

training courses  
completed in 2020



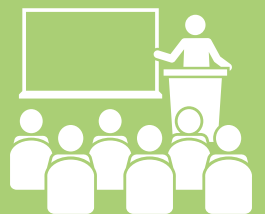
## 138



## 23



## 5



## 40+

 PROFESSIONAL  
ASSOCIATIONS

Many of our employees are  
members of professional  
organizations and hold  
leadership roles

TOTALS TO DATE



# OUR COMPANY

## ETHICS AND COMPLIANCE

We are committed to operate in accordance with uncompromising ethical standards and in full compliance with all laws and regulations. We require every employee to adhere to ethical standards as defined in our Code of Conduct. As such, our employees are expected to conduct themselves as to never compromise our organization's commitment to honesty, impartiality, or reputation. Every action by an employee must be legal, fair to all concerned, in the best interests of our members/shareholders, employees, 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.

12+

EXTERNAL CHARTERS

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

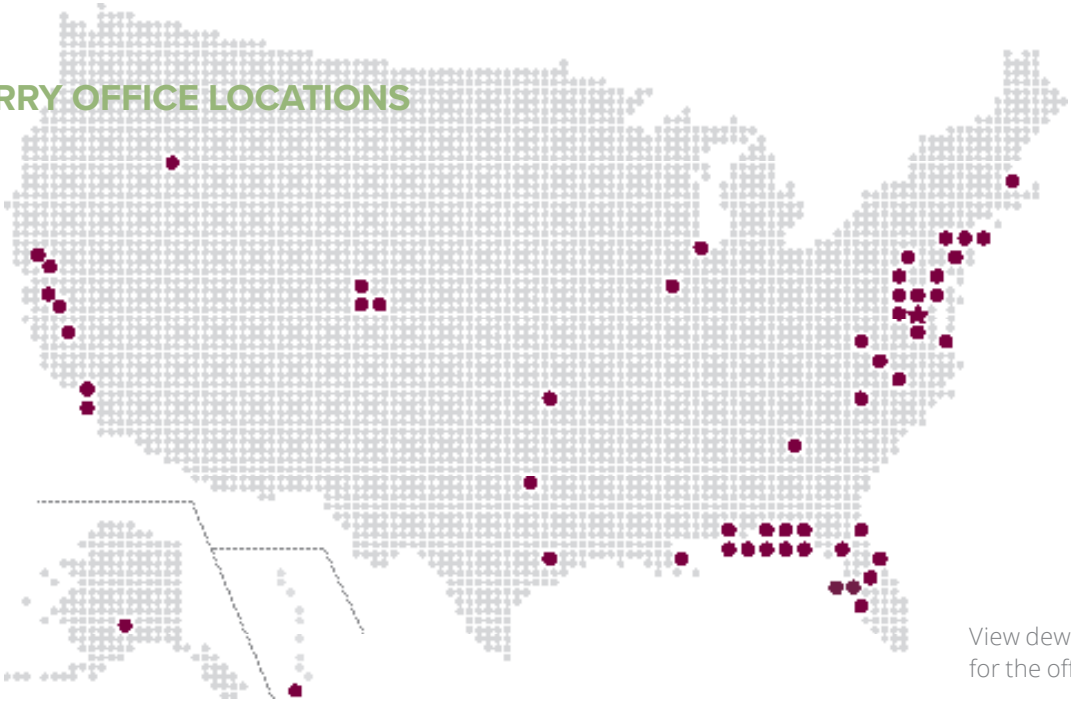
## GOVERNANCE

Dewberry is a privately held, family-owned business. Barry K. Dewberry is the executive chairman of the board of directors, where eight directors serve, consisting of three 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, chief communications officer, and legal counsel, 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 executive chairman of the board of directors, the chief executive officer, and oversight committees.

## SUPPLIER DIVERSITY PROGRAM

We are committed to developing valuable relationships with businesses that are minority, woman, disadvantaged, veteran, and LGBTQ+-owned, and small, HubZone, and 8 (a); providing maximum practicable opportunities for suppliers that can offer innovative, competitive, cost-effective, and quality products and services. Purchasing goods and services from these businesses results in continuous improvement of our supply chain, expansion of our markets, and overall economic success of our suppliers, clients, and communities. This effort makes our company stronger and underpins our corporate social responsibility.

## DEWBERRY OFFICE LOCATIONS



View dewberry.com for the office list.

## SAFETY AND SECURITY

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. In 2020, we continued to actively monitor and support our employees' use of our health and safety protocols, to include those specific to the COVID-19 pandemic. We also revised our existing pandemic standard operating procedure and developed measures such as contact tracing, targeted cleaning, and office-level guidance and signage in line with the Centers for Disease Control and Prevention.

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

We also have staff dedicated to building and cyber security, and in 2020 trained employees and delivered regular communication on phishing schemes and banking information security protocols.

2,000+  
EMPLOYEES

60+  
YEARS

helping clients build  
and shape communities

\$463.14  
MILLION

in 2020 revenue

4% or more than

100 EMPLOYEES

represented in health and safety committees

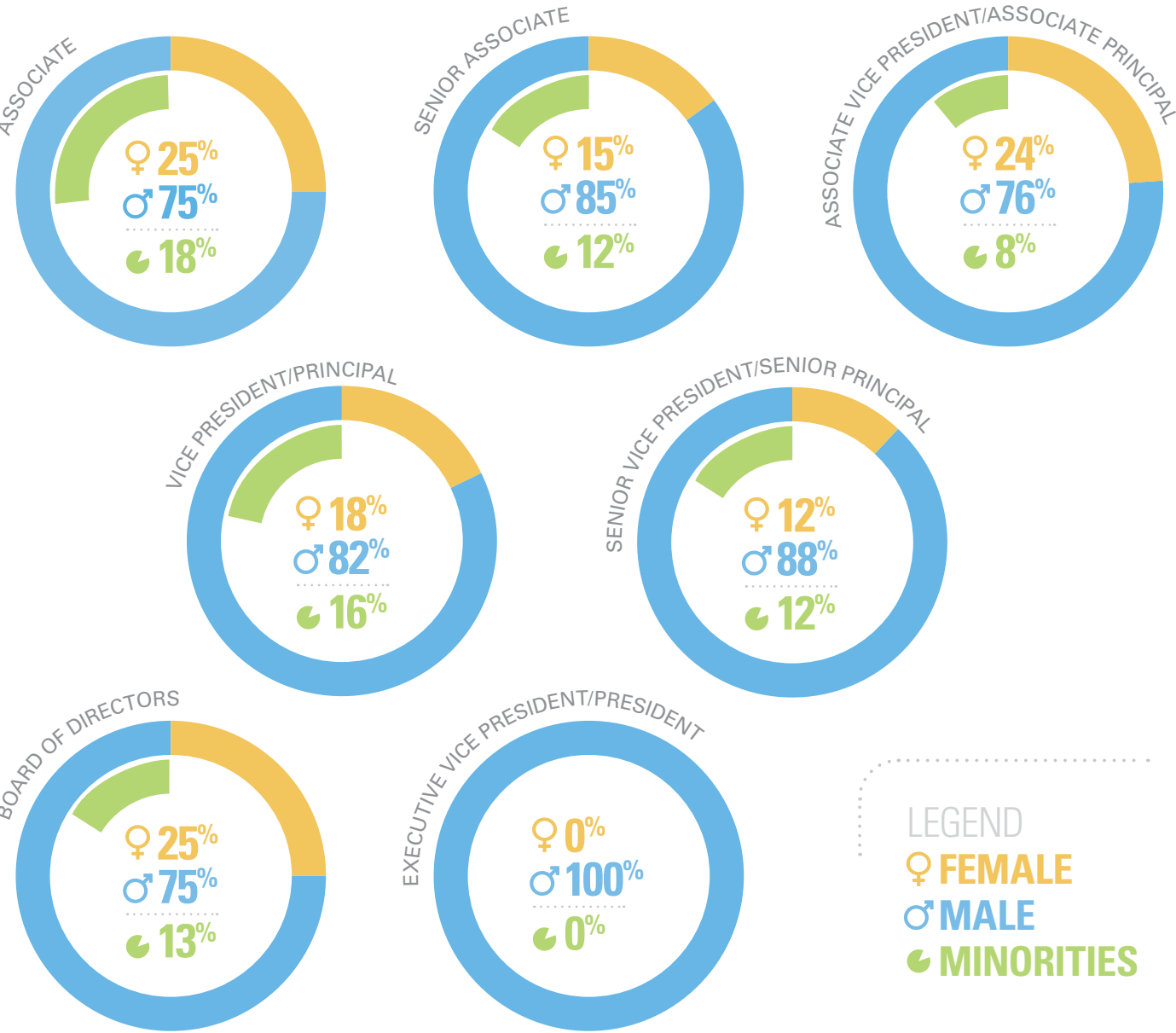
4,500+

safety courses  
completed



EMPLOYEE BALANCE

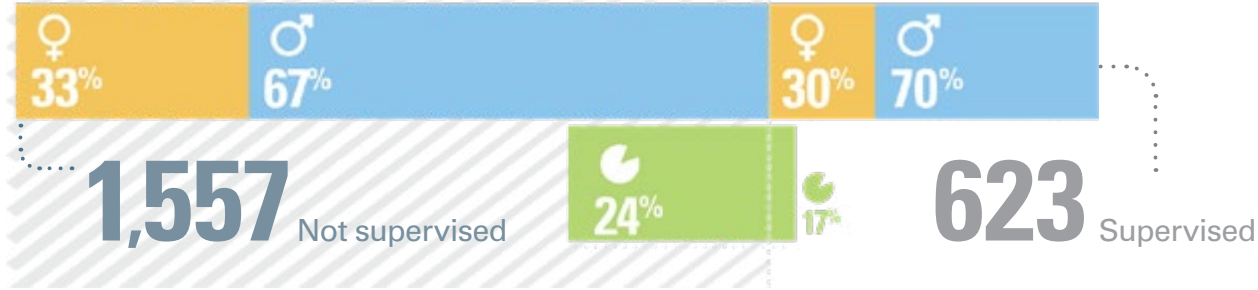
At Dewberry, we embrace an inclusive environment by valuing all individuals and their many diverse backgrounds, which we believe improves client service, creates competitive advantage, and drives market leadership. During 2020, we updated our Strategic Plan Goals 2 and 3, focused on leadership and talent respectively, to more explicitly capture our objectives for diversity and inclusion, receiving rapid approval from the board of directors. We also continued to drive education and awareness around diversity with our managers, executives, and employees. We continued to focus on improving gender and ethnicity balance within our disciplines and employment levels, especially as women and other populations are underrepresented in our industry and other STEM fields.



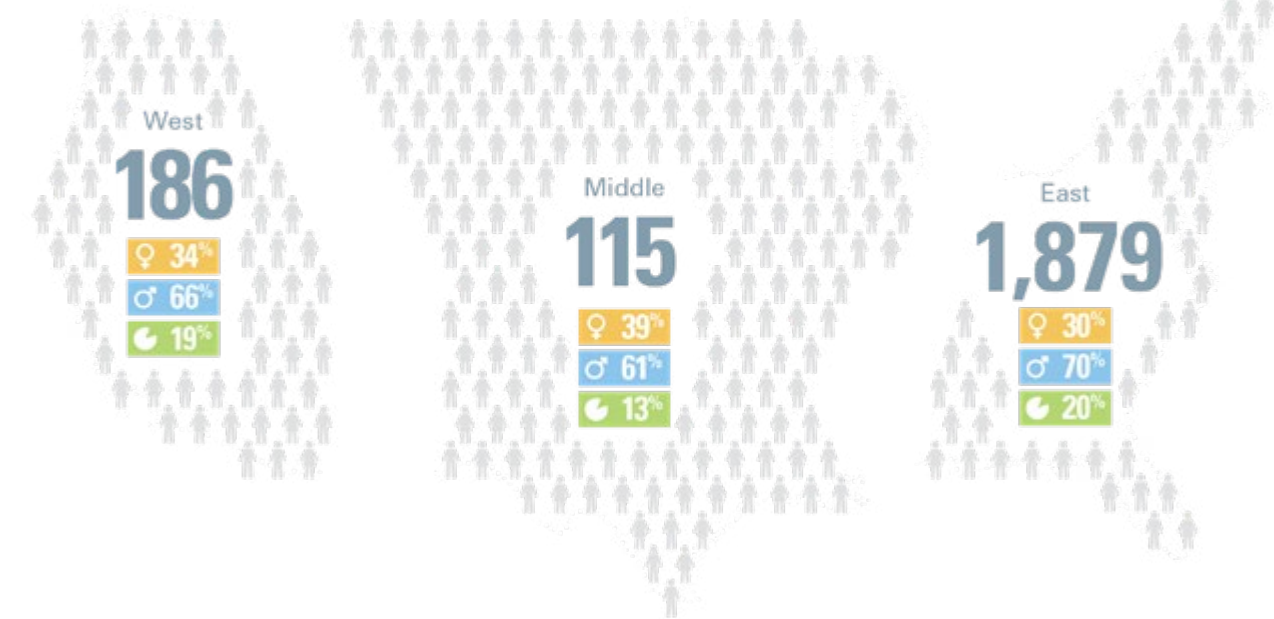
PERMANENT EMPLOYEES



WORKFORCE



U.S. REGION



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.



QUESTIONS?

If you have any questions or comments about our corporate social responsibility report, contact:

**MOLLY JOHNSON**  
Chief Communications Officer  
media@dewberry.com  
703.849.0100

SUSTAINABILITY PROGRAM 2019

Download last year's sustainability program report at:

[https://www.dewberry.com/docs/default-source/documents/2019-externalsustainabilityreport-interactive.pdf?sfvrsn=73dca74f\\_2](https://www.dewberry.com/docs/default-source/documents/2019-externalsustainabilityreport-interactive.pdf?sfvrsn=73dca74f_2)



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 details our commitments to ethics, compliance, safety, sustainability, and community engagement. The GRI helps us to communicate clearly and openly about these items 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	CCO Letter	Inside cover
ORGANIZATIONAL PROFILE		
G4-3	Organization name	Dewberry
G4-4	Primary brands, products, and services	<ul style="list-style-type: none"><li>• Primary brand: Dewberry®</li><li>• Architecture</li><li>• Construction</li><li>• Engineering</li><li>• Environmental</li><li>• Geospatial, mapping, and survey</li><li>• Planning, consulting, and advisory</li><li>• Technology</li></ul>
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 18
G4-10	Total number of employees by type	page 19
G4-11	Collective bargaining agreements	Not applicable for 2020



#	General Standard Disclosure	Disclosure or Page Reference
G4-12	<b>Supply chain description</b>	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 with our suppliers to monitor progress toward their sustainability goals.
G4-13	<b>Organizational changes during the reporting period</b>	N/A
G4-14	<b>Precautionary principle</b>	<p>Drafted an updated sustainability plan—a company-wide guide and tool for implementation of Dewberry’s sustainability vision and mission. The plan is not meant to eclipse any existing processes or programs at Dewberry, rather to show how they are interconnected and part of a holistic plan to move the company forward sustainably.</p> <p>Specific measures include the following:</p> <ul style="list-style-type: none"><li>• Minimum sustainability standards for architectural and engineering design</li><li>• Office operations to improve reduction of waste (e.g., energy and water) and reuse of materials</li></ul>
G4-15	<b>External charters, principles, or other initiatives</b>	<p>Representative charters include:</p> <ul style="list-style-type: none"><li>• AIA’s Architecture 2030 Challenge</li><li>• Building Research Establishment</li><li>• Environmental Assessment Method</li><li>• Carbon Disclosure Project</li><li>• ENERGY STAR</li><li>• Federal mandates</li><li>• Global Reporting Initiative</li><li>• Green Building Certification Institute</li><li>• Institute of Environmental Management and Assessment</li><li>• International WELL Building Institute</li><li>• Institute for Sustainable Infrastructure</li><li>• Leadership in Environmental and Energy Design</li><li>• Local, regional, and state-level STEM initiatives</li></ul>

#	General Standard Disclosure	Disclosure or Page Reference
G4-16	<b>Membership associations</b>	<p>Representative associations include:</p> <ul style="list-style-type: none"><li>• Alliance of Hazardous Materials Professionals</li><li>• American Concrete Institute</li><li>• American Correctional Association</li><li>• American Council of Engineering Companies</li><li>• American Institute of Architects</li><li>• American Institute of Steel Construction</li><li>• American Jail Association</li><li>• American Library Association</li><li>• American Planning Association</li><li>• American Public Works Association</li><li>• American Railway Engineering and Maintenance-of-Way Association</li><li>• American Road &amp; Transportation Builders Association</li><li>• American Society for Healthcare Engineering</li><li>• American Society for Photogrammetry and Remote Sensing</li><li>• American Society of Civil Engineers</li><li>• American Society of Heating, Refrigerating and Air-Conditioning Engineers</li><li>• American Society of Highway Engineers</li><li>• American Water Works Association</li><li>• Army Engineer Association</li><li>• Association of Energy Engineers</li><li>• Association of State Floodplain Managers</li><li>• Building Commissioning Association</li><li>• Design-Build Institute of America</li><li>• Institute for Sustainable Infrastructure</li><li>• National Council of Architectural Registration Boards</li><li>• National Council of Examiners for Engineering and Surveying</li><li>• National Society of Professional Engineers</li><li>• National Society of Professional Surveyors</li></ul>



#	General Standard Disclosure	Disclosure or Page Reference
G4-16	<b>Membership associations</b>	<ul style="list-style-type: none"><li>• Project Management Institute</li><li>• Society for Human Resources Management</li><li>• Society for Marketing Professional Services</li><li>• Society of American Military Engineers</li><li>• Society of Wetland Scientists</li><li>• Society of Women Engineers</li><li>• Transportation Research Board</li><li>• U.S. Green Building Council</li><li>• Urban Land Institute</li><li>• Water Environment Federation</li></ul>

IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES

G4-17	<b>Entities included in financial statements</b>	Dewberry Engineers Inc. Dewberry Architects Inc. Dewberry Design-Builders Inc.
G4-18	<b>Process for defining report boundaries and content</b>	page 21 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	<b>Material aspects included in the report</b>	page 21
G4-20	<b>Descriptions of material aspect boundaries within the organization</b>	page 21
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 2020
G4-23	<b>Changes from previous reports in terms of scope and/or boundaries</b>	Not applicable for 2020

#	General Standard Disclosure	Disclosure or Page Reference
<b>STAKEHOLDER ENGAGEMENT</b>		
G4-24	<b>Stakeholder groups</b>	Employees, senior management, owners, communities, clients, teaming partners, trade organizations
G4-25	<b>How stakeholders were identified</b>	Internal and external reporting, intranet, teaming, presentations, discussions, corporate sustainability initiative
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.
G4-27	<b>Topics raised during stakeholder engagements</b>	We have incorporated sustainability, ethics and compliance, and community engagement 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.
<b>REPORT PROFILE</b>		
G4-28	<b>Reporting period</b>	2020
G4-29	<b>Date of most recent report</b>	April 2020
G4-30	<b>Reporting cycle</b>	Annual
G4-31	<b>Report contact</b>	Molly Johnson, Chief Communications Officer
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 2020 report.
G4-33	<b>Policy regarding report assurance</b>	External assurance was not used for the 2020 report; therefore the policy is not applicable.



#	General Standard Disclosure	Disclosure or Page Reference
---	-----------------------------	------------------------------

GOVERNANCE

G4-34	Governance structure of the organization	page 17
-------	--	---------

ETHICS AND INTEGRITY

G4-56	Code of conduct	page 17
-------	-----------------	---------

ECONOMIC

G4-EC1	Direct economic value generated and distributed	page 18
--------	---	---------

ENVIRONMENTAL

G4-EN17	Emissions other indirect GHG emissions (scope 3)	504,932 kilograms of air emissions
G4-DMA	Effluents and waste	13,908 kilograms of solid and hazardous waste
G4-EN19	Reduction of GHG emissions	134,976 kilograms of greenhouse gas emissions
G4-EN7	Energy reductions in offering the organization’s services	844,405 kilowatt hours
G4-EN8	Total water withdrawal by source	9,188 kilograms of water emissions

#	General Standard Disclosure	Disclosure or Page Reference
---	-----------------------------	------------------------------

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 18
--------	---	---------

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.
--------	--	--

SOCIAL

G4-SO1	Local communities. Percentage of operations with implemented local community engagement, impact assessments and development programs	page 1
G4-SO4	Communication and training on anti-corruption policies and procedures	page 17