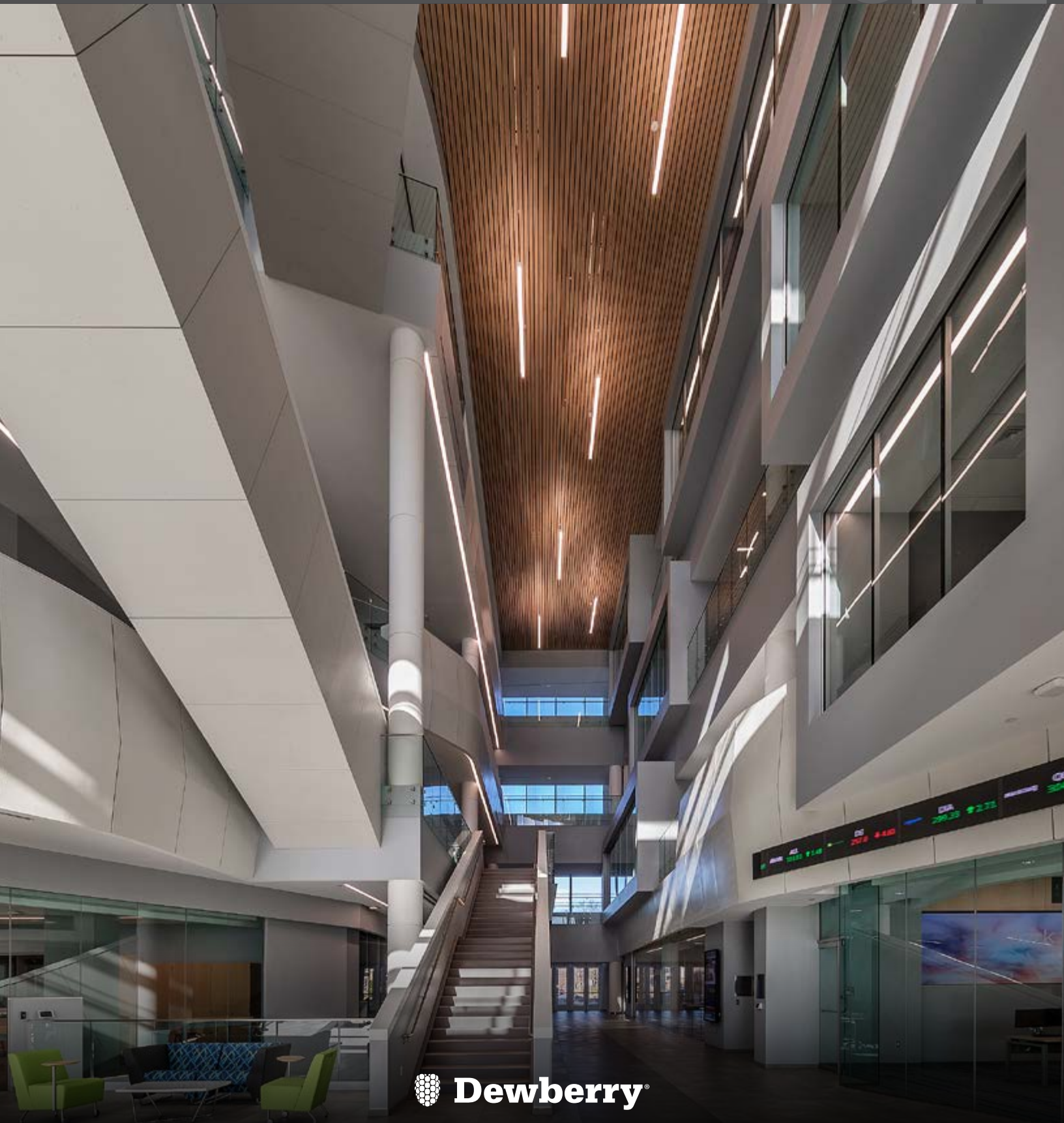


CORPORATE SOCIAL RESPONSIBILITY **REPORT**

2022



Dewberry®

OUR COMMITMENT

Corporate social responsibility is the evolving idea that a company, in alignment with its business goals, should keep front of mind how capable it is when it comes to promoting sustainable, diverse, and resilient outcomes. During our respective tenures with Dewberry, we have seen time and again that Dewberry looks beyond jobs won to what else we as individuals or as a company can accomplish within towns and regions to put the long-term vibrancy of these places front and center. We believe a sustainable community is one that can provide a robust environment where people come together and thrive indefinitely.

Community-focused engagement is also a touchstone for Dewberry. Over the last 67 years, Dewberry and its employees have always taken seriously their role in lifting up the places where we raise our families. The idea of investing ourselves in the long-term prosperity and health of the places we work is baked into our value system. We are dedicated to community philanthropy through acts of good will, stewardship, and community outreach. Also by seeking diversity in our people, pursuits, and partners, we attain continuous improvement in our operational effectiveness. The value in leaning into this kind of diversity, involving ever-wider circles of people, has been to bring new levels of collaboration, efficiency, and creativity to solutions we offer in support of more resilient communities.

Much like a city is responsible for its progress, we recognize our potential for self-improvement. As we continued our own evolution for how we see our community, we looked inward and welcomed many new employees into our planning processes on multiple company initiatives. For example, in 2022 we added people with different backgrounds and skills to corporate planning tasks, which led to new ways for employees not previously involved to connect and contribute to the organization’s future. We’ve also refreshed our sustainability initiative and welcomed people with different ideas into leadership positions. This year we also implemented the next generation of professional development programs and included classes open to all employees on professional risk mitigation, budgeting to run a business, and cultivating and managing professional relationships.

There is much more to our story, and we hope you enjoy reading this issue’s summary of recent accomplishments. We are energized and proud to be a part of them.

STACEY MCKAVISH

Recruiting and Regional Human Resources Director
Strategic Plan and IDEA Leader

ERICA NELLES, AIA

Senior Principal and Director of Operations
Strategic Plan and IDEA Leader



DIMENSIONS® CORPORATE SOCIAL RESPONSIBILITY REPORT 2022

EXECUTIVE CHAIRMAN

Barry K. Dewberry

CHIEF EXECUTIVE OFFICER

Donald E. Stone, Jr.

BOARD OF DIRECTORS

William T. Boston, Barry K. Dewberry, Thomas L. Dewberry,
Karen S. Grand Pré, Thomas Greenspon, Geraldine Knatz,
Larry L. Melton, Jr., 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

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IN THIS REPORT

I 1	I 17	I 21
For Our Communities	For Our People	Our Company
.....
1 Community Engagement	17 Training and Development	21 Corporate Information
.....
7 Sustainable Project Highlights	19 Inclusion, Diversity, Equity, and Accessibility	27 Employee Balance
.....
15 AIA 2030 Update	20 Benefits and Wellness	29 Point of Contact and 2022 Report
	
		29 Materiality Assessment
	
		29 Global Reporting Initiative
		I 30
		Appendix/GRI Index

ON THE COVER
Bradley Engineering Convergence Center Peoria, IL

IMAGE TO THE LEFT
Employees from our Pensacola, Florida, office

FOR OUR COMMUNITIES

Our employees are passionate about being good stewards of 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."



4,500+ HOURS
volunteering in our communities

2022 COMMUNITY ENGAGEMENT

Love in an Envelope

Members of our Orlando, Florida, office created more than 170 handmade Valentine's Day cards for residents at a local assisted living facility.



SERVING COMMUNITIES IN NEED

Packing Meals for U.S. Hunger (Feeding Children Everywhere)

As part of the International Bridge, Tunnel and Turnpike Association (IBTTA) Technology Summit, an engineer in our Orlando office helped pack 15,000 meals with other volunteers for Central Florida families in need.



Donating to Women in Need

After holding the annual "A Walk in Her Shoes" event, WTS Central Florida partnered with Dress for Success to collect donations for women in need that are entering the workforce. Employees from our Orlando office helped collect more than 170 pairs of shoes.



Making Meals in Massachusetts

Members of our Boston, Massachusetts, office went to Community Servings to assist with meal preparation for the chronically ill.



Ballin' on Belrose

Our Daphne, Alabama, office participated in the inaugural "Ballin' on Belrose" event, which was a 10.5-mile walk along Belrose Avenue. The Baller Dream Foundation supports young people and their families impacted by cancer by fostering a long-lasting relationship with them.



Gainesville Emerging Professionals Host Food Drive

The Emerging Professionals group from our Gainesville, Virginia, office hosted a food drive to support the Haymarket Food Pantry. The office collected more than 180 pounds of donated canned goods.





740+ Food Boxes Provided to the Denver Metro Area

Employees from our Greenwood Village, Colorado, office volunteered at the Food Bank of the Rockies to help pack more than 740 boxes of food. This provided 19,813 meals to underprivileged seniors in the Denver metro area.



Luther Jackson Middle School Toiletry Drive

Our Fairfax, Virginia, office put together a toiletry donation drive to give thanks to Luther Jackson for the years of friendship with Dewberry.



Orlando Shares-A-Meal with Ronald McDonald House

Employees from our Orlando office prepared and served dinner for the families at a local Ronald McDonald House.



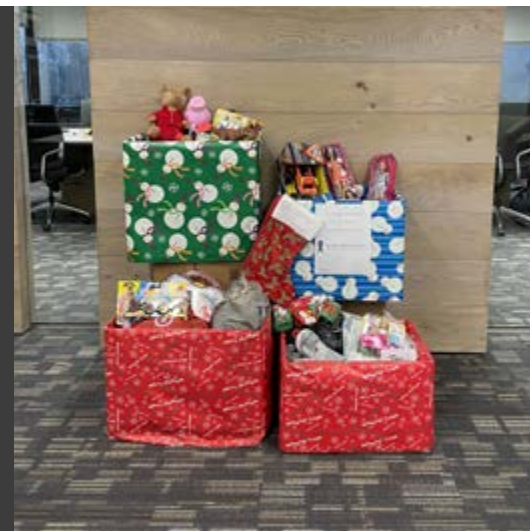
Wanda's Walkers Support American Heart Association

Employees in our Daphne, Alabama office walked for the American Heart Association to honor our own Wanda LaCoste. Wanda's Walkers walked to continue support for medical research of heart disease and stroke.



New York City Water Team Engages with East Harlem Community

The water team from our New York City office partnered with the New York City Housing Authority, Green City Force, and Grain Collective to receive community feedback on the above-ground amenity options for the Clinton Houses Cloudburst Project. The event allowed the East Harlem community to voice their preferences and offered educational opportunities about cloudburst projects and flood mitigation solutions.



Lanham Office Holiday Donation Drive

To make the holidays a little happier for local children served by The Blue Ribbon Project, our Lanham, Maryland, office showed its generous holiday spirit by donating toys and clothing.



Giving Thanks in Orlando

Members from our Orlando office hosted a Thanksgiving Food Drive to benefit the Second Harvest Food Bank of Central Florida. They raised money and collected food items for those in need.



Charlotte Volunteers for the Salvation Army Christmas Bureau

The Charlotte, North Carolina, office volunteered at the Salvation Army Christmas Bureau to help provide gifts for thousands of children in need in the area.

ENVIRONMENTAL CLEANUPS AND ACTIVITIES

Cleaning Up the Avery Plaza

Volunteers from the Tulsa, Oklahoma, office continued their annual tradition of cleaning up the Avery Plaza area.

Beach Clean-ups

Volunteers from our Long Beach, California, office celebrated Earth Day by kicking off beach clean-ups for the year at Mother’s Beach.

Raleigh Team Cleans Stream

Employees from our Raleigh, North Carolina, office filled up more than 10 bags of trash from the stream and Rocky Branch greenway trail.

Daphne Office Scours Shores

Keeping up with tradition, employees from our Daphne office joined nearly 300 volunteers and supported the 35th Annual Alabama Coastal Cleanup.

Keep Pensacola Beautiful

Members from our Pensacola, Florida, office adopted a section of Bayfront Parkway as part of the Keep Pensacola Beautiful organization.

Clear Water Alabama

The environmental team in our Daphne office helped to identify sites and participate in training sessions for the annual Clear Water Alabama training. The event, held by the Southeast Chapter of the International Erosion Control Association, provides training to erosion and sediment control professionals involved in the installation or design of erosion control, sediment control, and stormwater sirens.

SUPPORTING STEM EDUCATION

Back to School

Volunteers from our Fairfax office spoke to a class of high school students interested in careers in geospatial technology.

STEM Outreach in Central Florida

Along with the Central Florida Expressway Authority (CFX) and other consultants, we sponsored a STEM outreach program for Orange County Public Schools. We also traveled to the Beep home office and to University of Central Florida for a presentation on college courses and careers in STEM.

Donating Books to Elementary Students

Our Fairfax office continued its sponsorship with Luther Jackson Middle School to help purchase and distribute books to elementary students at Westlawn Elementary School.

Mission Tomorrow – Pipeline to the Future

Engineers from our Richmond, Virginia, office attended a ChamberRVA outreach event called Mission Tomorrow, educating 12,000 eighth graders from the greater Richmond area about potential career opportunities.

The Big Build in D.C.

Members from our Fairfax office helped at The Big Build at the National Building Museum in Washington, D.C., an event that engages a next generation of builders.

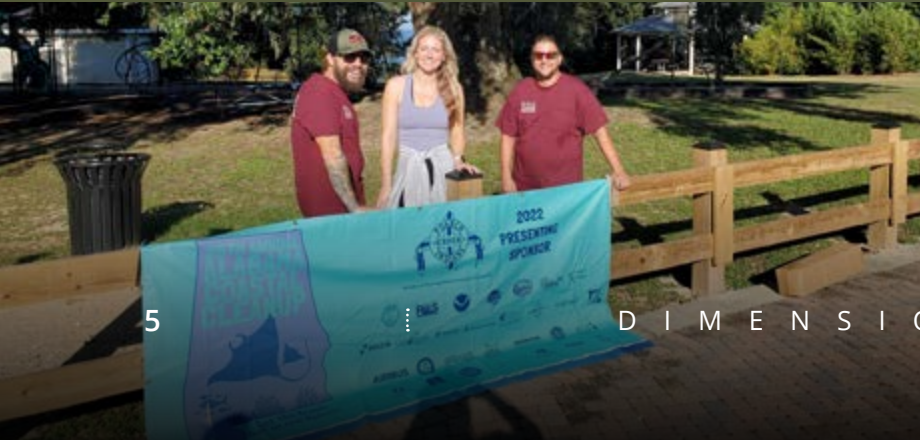


3rd Annual Wake County Boy Scouts Survey Merit Badge Day

The survey staff from our Raleigh office participated in the BSA Merit Badge University. The event brought over 300 scouts to the Raleigh area and gave them an opportunity to earn merit badges over the course of one day. Dewberry hosted 10 scouts to earn their badge in surveying.

Virginia Tech Land Development Design Initiative Outreach

Members from our Charlotte office visited Virginia Tech to participate at the Land Development Design Initiative annual spring semester design charette.



SUSTAINABLE PROJECT HIGHLIGHTS

Every day our teams deliver projects that meet client goals for energy efficiency, environmental sensitivity, resilience, and sustainable design. To that end, we added this strategy to our 2020-2025 Strategic Plan, “Implement sustainability internally and externally to strengthen Dewberry’s leadership across all markets, serve our clients’ needs, and be responsible stewards of the environment.” Designed or delivered in 2022, these projects represent client-focused sustainable solutions.

BETHLEHEM DECANT FACILITY Manassas, VA

Features water use reduction, soil conservation, salvaged material reuse, diversion of reusable soil from disposal, storage and collection of recyclables, and recycled organic matter.

CLIENT
M&F Concrete, Inc.

OSF HEALTHCARE MINISTRY HEADQUARTERS Peoria, IL

Fully restored by OSF HealthCare, the Holabird and Roche 1905-designed building features a focus on wellness with a prominent active stair at the core, biophilic furnishings and finishes, extensive access to daylight and views, and an accessible green roof patio.

CLIENT
The Order of St. Francis



COCKEYSVILLE OPERATIONS CENTER SOLAR Cockeysville, MD

Includes new structures with rooftop solar, retrofit of rooftops with solar, and connects to a controller for distributed energy to buildings and electric fleet vehicles on site.

CLIENT
Baltimore Gas and Electric Company (BGE)

AVON OPERATIONS CENTER Albemarle County, VA

Engineering services for the Albemarle County Service Authority Virginia Maintenance Facility, which includes interior and exterior LED lighting, electric vehicle chargers, water bottle filling stations, energy recovery enthalpy wheels, energy-saving netmetering photovoltaic features, and high volume, low speed (HVLS) fans.

CLIENT
Albemarle County Service Authority

BROOKVILLE BUS DEPOT Montgomery County, MD

Prepared the civil construction documents for the installation of a photovoltaic system at Montgomery County’s Brookville Bus Depot. The system supplies energy to a microgrid that will charge batteries for up to 70 electric buses and is aligned with the county’s climate goals, which include converting its publicly owned vehicles to zero-emission vehicles by 2035.

CLIENT
TotalEnergies (Formerly SunPower)

BRADLEY ENGINEERING CONVERGENCE CENTER Peoria, IL

Incorporating guiding principles for LEED® Silver certification and joining two other LEED campus buildings, design also included oversight from the student-led Bradley University Bgreen committee and Campus Reducing Our Impact initiatives involving guidelines for responsible sourcing of food and beverages, environmental management of waste generation and recycling, and bio-sensitive cleaning strategies.

CLIENT
Bradley University

CROSS CONNECTION CONTROL - BACKFLOW PREVENTER TESTING
INFORMATION MANAGEMENT SYSTEM Chelsea, MA

Designed an information management system (IMS) using a GIS-based application to track program compliance of the city's Cross Connection Control Program, which includes required annual and semi-annual field testing of publicly and privately owned backflow prevention devices fitted to building and facility water services. Compliance tracking includes notifications, repairs, and retesting to protect the public water supply from potential sources of contamination.

CLIENT
City of Chelsea

DESIGN OF MARSH TERRACES IN BACK BAY Virginia Beach, VA

Engineering and grant support services to complete design of marsh terraces in Virginia Beach's Back Bay. A sand slurry is intended to be pumped offshore to the marsh site to create the structure and aid in successfully growing native plantings. As designed, the project will restore over 33 acres of estuarine wetlands, promote regrowth of aquatic vegetation, and reduce coastal erosion and wave hazards. In 2022, we helped the city secure a \$9.9 million grant from the National Coastal Resilience Fund to construct this project.

CLIENT
City of Virginia Beach

HOUSTON METHODIST MEDICAL OFFICE BUILDINGS Houston, TX

Achieved a predicted lighting power density (pLPD) reduction of 28.4% for 69 active projects with Houston Methodist Medical Office Buildings, which equaled 768,000 gross square feet of interiors-only projects.

CLIENT
Houston
Methodist Hospital



WASTEWATER TREATMENT PLANT EXPANSION
AND IMPROVEMENTS Gypsum, CO

Planning and design of an improved wastewater treatment process that will reduce nutrients, including nitrogen and phosphorus, discharged to the Colorado River.

CLIENT
Town of Gypsum

EVSMART PROGRAM Baltimore and surrounding counties, MD

Designing Level 2 and Level 3 electric vehicle charging stations placed at public locations around the greater Baltimore region, including public offices, multi-family residential buildings, stadiums, and city streets.

CLIENT
BGE

FAST-CHARGING NETWORK DESIGN AND PERMITTING Nationwide

Designed and provided permitting for more than 400 electric vehicle charging network sites nationwide.

CLIENT
Multiple automotive
and energy clients

GREEN STORMWATER INFRASTRUCTURE CANDIDATE LOCATION
SITING APPLICATION Somerville, MA

Implementing new technology to assess siting of green stormwater infrastructure to mitigate flooding across the city.

CLIENT
City of Somerville





JUDSON UNIVERSITY DAWSON TURF FIELD Elgin, IL

Integrated a sub-grade stormwater system that is contained 100% beneath the limits of an outdoor turf field to address a 100-year rainfall event; therefore additional site detention area was not needed.

DEVELOPER
Judson University

HOFFMAN TOWN CENTER Alexandria, VA

Mechanical, electrical, and plumbing engineering services for the Hoffman Town Center project, also known as Carlyle Crossing, a mixed-use facility that consists of three high rise residential towers located on top of a five-story podium for parking, a Wegmans, and future retail with a total project area of approximately 1.5 million square feet. The project incorporates several sustainable features, such as heat-recovery outside air handling units, and is pursuing LEED® Gold certification pending final construction point submission.

OWNER
Stonebridge

ARCHITECT
Cooper Carry

MARY B. AND ROBERT J. WRIGHT LEARNING AND INFORMATION CENTER Austin, TX

Designed sustainable features, including the restoration of an original brick exterior wall; new LED lighting, including replicas of original copper fixtures; restoration of original gothic windows, arched wood panels, and library bookcases; and repurposed an existing pecan tree into a featured piece of furniture.

CLIENT
Austin Presbyterian Theological Seminary

NEW STATE PSYCHIATRIC HOSPITAL Tulsa, OK

Designed to incorporate specific biophilic strategies that leverage nature’s ability to affect a person’s mental state, including materials that will feel warm, welcoming, and familiar to visitors and intend to reduce stress, improve memory, and increase feelings of kindness, happiness, and creativity.

CLIENT
Oklahoma State University Medical Center

NEW JERSEY STATE OFFSHORE WIND ENERGY PROGRAM SUPPORT New Jersey

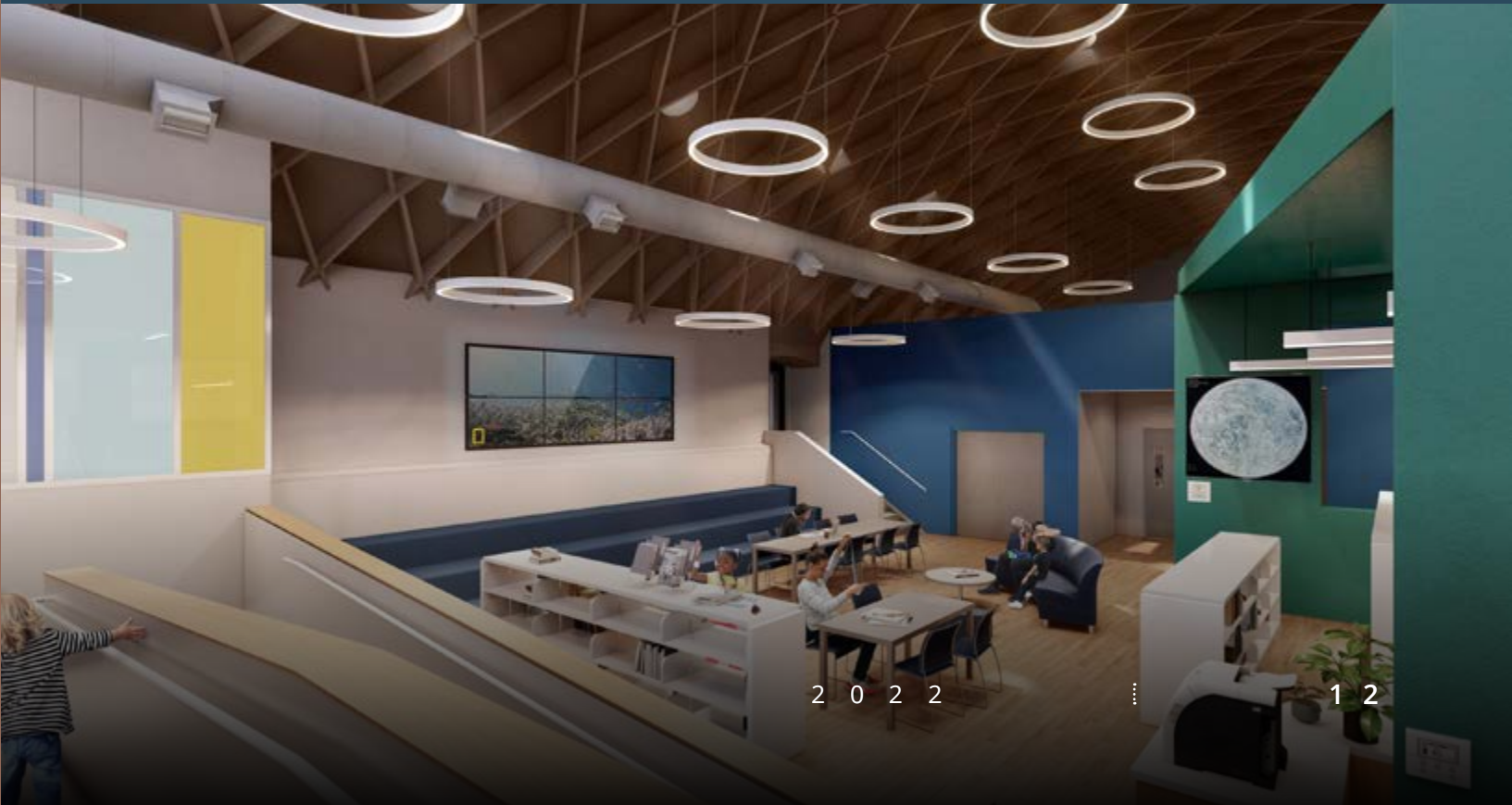
Evaluated the potential environmental impact and regulatory permitting requirements of proposed projects from 13 companies that were accepted by the New Jersey Board of Public Utilities. These included four types of offshore wind-related transmission proposals from qualifying bidders that were evaluated to determine the most efficient, cost-effective, and environmentally protective transmission solutions.

CLIENT
The Brattle Group for New Jersey Board of Public Utilities

OLYMPIA SOUTH ELEMENTARY SCHOOL Atlanta, IL

Artificial light is substantially reduced due to a design that’s guided by a biophilic connection to the outside through an extensive use of roof-mounted solar tubes, connecting the sky to the interior space.

CLIENT
Olympia Community Unit School District 16





RAD POWER BIKE RETAIL STORES Peoria, IL

Developed the retail location design for Rad Power Bikes, a leader in sustainable, alternative transportation, focused on minimizing impact to the planet. Features include adaptive fixture design, reducing the need to replace for new products, energy-efficient lighting selections, and repurposed and reclaimed design elements.

CLIENT
RAD Power Bikes

WASHINGTON GAS DISTRIBUTION REPLACEMENT Maryland, Virginia, and Washington, D.C.

Reliability improvements system wide to the existing gas distribution infrastructure to reduce gas leaks and emissions.

CLIENT
Washington Gas

CLEVELAND DIVISION OF POLICE HEADQUARTERS Cleveland, OH

Designed to attain LEED® Silver certification and tracking toward attaining LEED Gold; and registered under the U.S. Green Building Council LEEDv4, a newer criteria that has raised green building requirements. (Unbuilt)

CLIENT
City of Cleveland

SUPERIOR WASTEWATER TREATMENT FACILITY BLOWER REPLACEMENT Superior, CO

Replacing 22-year-old blowers with more energy-efficient ones for the secondary aeration process at the wastewater treatment facility. Aeration typically accounts for more than 50% of energy usage at a facility.

CLIENT
Town of Superior

SUPERIOR WATER TREATMENT PLANT GRANULAR ACTIVATED CARBON SYSTEM Superior, CO

Helped the town to remove a smoky taste and odor compounds in the drinking water supply caused by Colorado’s most destructive wildfire. Our team used a collaborative design-build approach with Garney Construction to expedite design and construction to within five months; and delivered a forward-looking solution that has the ability to remove per- and polyfluorinated substances (PFAS).

CLIENT
Town of Superior

SPRING GARDENS SOLAR CANOPY, ELECTRIC VEHICLE FLEET, AND MICROGRID Baltimore, MD

Designed a 30,000-square-foot solar canopy, 500 kWh battery storage system, and 42 Level 2 and Level 3 electric vehicle chargers; and integrated an existing solar field to provide power needs for electric vehicle fleets with excess capacity to supply a nearby operations building, a battery energy storage system, and power to the grid.

CLIENT
BGE

VIENNA POLICE STATION Vienna, VA

Designed to improve interaction with the environment and passive recreation through proximity to walkable amenities, open space, and native plant species. Additional features include plumbing fixtures that reduce indoor potable water consumption, optimized HVAC performance, and building materials with environmentally, economically, and socially preferable life-cycle impacts. Strategies were implemented to keep waste out of landfills, including during construction.

CLIENT
Town of Vienna



OUR COMMITMENT TO AIA’S 2030 CHALLENGE

We have been a signatory of the American Institute of Architects (AIA) 2030 Commitment since 2009 and have been reporting project data annually since 2014. To date we have reported 804 project submissions, including 27,138,924 gross square feet (GSF) of designed and constructed projects. Last year, 64.4% of GSF of projects were energy modeled and the average reduction in predicted Energy Use Intensity was 51%. Additionally, 90.4% of our projects met the predicted Lighting Power Density reduction AIA 2030 Challenge target of 25%.




We modeled
64.4%
of projects for
922,377
square feet of designs




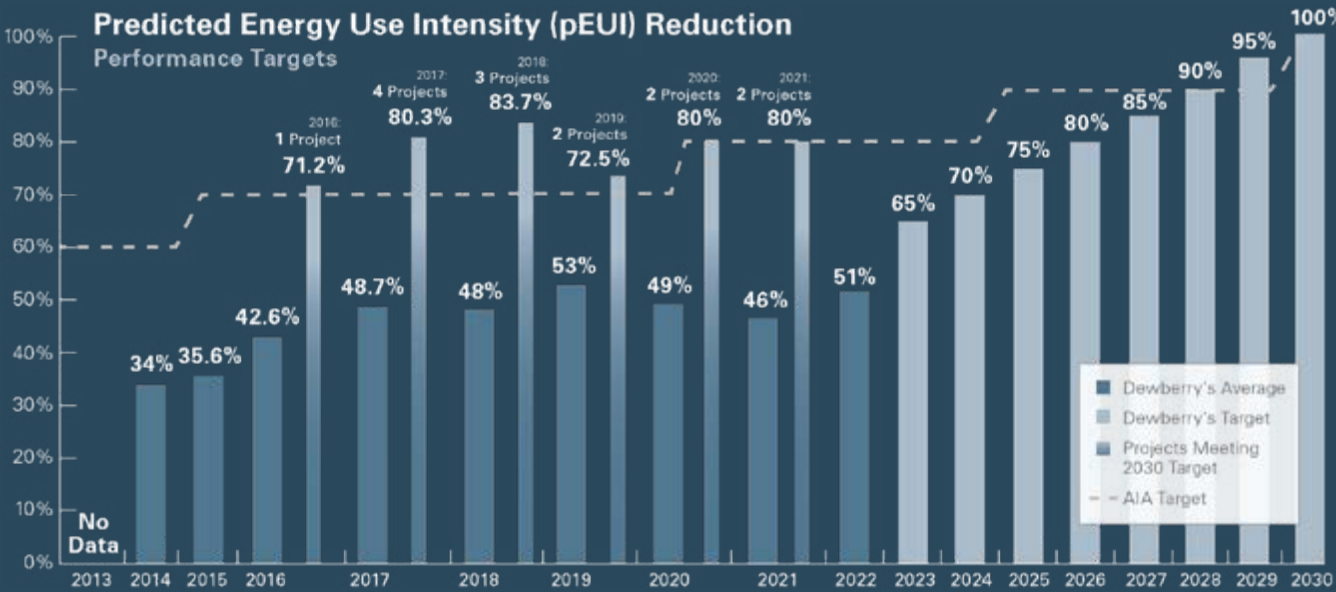
90.4%
of projects met the challenge of
25% REDUCTION
IN LIGHTING
power density

Dewberry submitted statistics on

137 PROJECTS including
2.6 MILLION gross square feet

Overall average of
33.7% 
REDUCTION
OF LIGHTING POWER DENSITY
OR WATTS PER SQUARE FOOT

Overall average of
51% 
REDUCTION
OF PREDICTED ENERGY USE
INTENSITY (pEUI)



FOR OUR

PEOPLE



TRAINING AND DEVELOPMENT

In 2022, we launched new leadership development programs aimed at different maturity levels and needs of our professionals. In our Leading Self program, we delivered monthly workshops for any employee wishing to build their leadership skills, whether they have direct reports or are individual contributors. In our Leading Others program, 24 mid-level managers completed a five-month learning journey focused on the leadership skills critical to develop individuals and build high-performing teams. We also continued our formal project management and client management programs, which reached more than 50 employees.

Employees also access continuing education courses and other learning resources to grow their industry-specific expertise and earn or maintain their professional licenses and certifications. All programs encourage employees to take ownership of their careers and help advance the strategic goals of the organization. The growing list of training available to employees covers a wide range of topics, including the following.

- Accounting and finance
- Human resources, ethics, and compliance
- Leadership and interpersonal skills
- Project management and client management
- Safety
- Sales and marketing
- Software and systems
- Industry-specific specialty training

12,000+
Training courses
completed

SUSTAINABILITY PRESENTATION SPEAKING HIGHLIGHTS

- American Public Transportation Association (APTA) Mobility Conference, Green Transit Panel session
- APTA Sustainability Workshop, “Environmental Management System (EMS) to Support Sustainable Planning and Operations”
- Railroad Environment Conference, “Lambert’s Point Terminal – A Living Shoreline Success Story”
- Institute for Sustainable Infrastructure Virtual Conference, “Moving Beyond Compliance”

totals to date



129
LEED AP

21
ENV SP

6
WELL

5
GGP

40+ PROFESSIONAL
ASSOCIATIONS

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

INCLUSION, DIVERSITY, EQUITY, AND ACCESSIBILITY (IDEA)

At Dewberry, we believe that innovation thrives when diverse perspectives are brought to every solution. Led by our board of directors and executive leadership, we set high standards for performance, celebrating and maintaining an inclusive environment that encourages diversity of thought.

In 2022, our actions included the following:

- We made robust leadership development opportunities available to all employees, through Leading Self workshops and participation in corporate initiatives such as the Client Management program and the Employee Resource Groups (ERGs).
- Added new language on every job posting that encourages broader participation; as research has shown that particularly women and minorities are less likely to apply to a posting even if they meet most of the position requirements.
- Onboarded four ERGs with leadership teams and executive sponsors who serve as a resource to our Black and LGBTQIA+ employees, women, and families.
- Continued regular pay equity analysis, unconscious bias training, and broad recruiting, professional development, and retention practices measured against objectives for women and minority participation.



BENEFITS AND WELLNESS

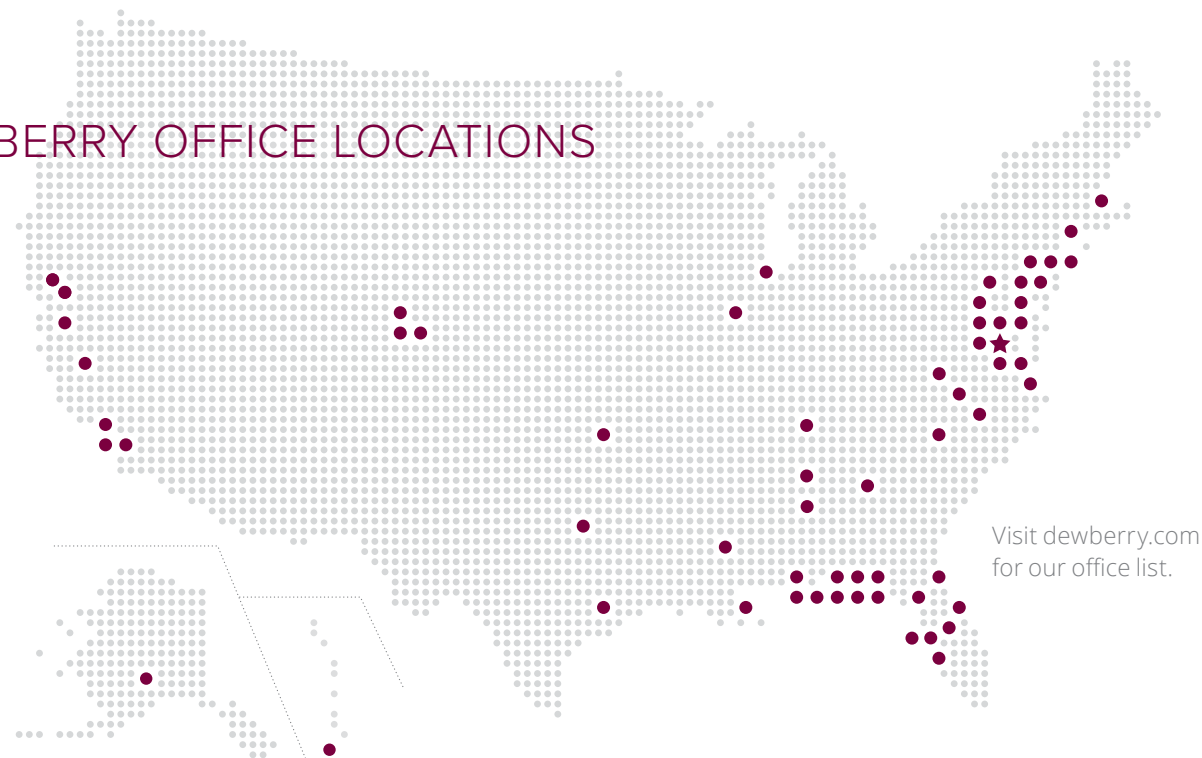
We put our people first, which is why we invest in a benefits and wellness program that includes the following:

- Flexible leave that supports an employee's ability to manage work and personal responsibilities. In 2022, we expanded annual, bereavement, and maternity leave benefits and created a floating holiday.
- An enhanced shared annual leave program so employees may help each other through personal crises and donate their leave to accommodate an unpaid leave of absence.
- Tools that help employees learn simple ways to be more active and eat healthier, address important health issues like diabetes and stress, and participate in an online weight loss program.
- An employee assistance program that helps employees with personal, work, or family problems through counseling and referral services.



OUR COMPANY

DEWBERRY OFFICE LOCATIONS



Visit dewberry.com
for our office list.

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; in the best interests of our members/shareholders, employees, and clients. In the spirit of upholding and supporting this integrity, we provide regular training of our employees and provide easy access to resources and reporting systems. We also quickly respond to the needs of our employees and have developed and delivered virtual programs and in-person workshops on topics such as project management, client management, and leadership skills.

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. The governance structure consists of the board of directors, the executive chairman of the board of directors, the chief executive officer, and oversight committees. Barry K. Dewberry is the executive chairman of the board of directors, consisting of outside independent and experienced business leaders, family members, and the CEO, Donald E. Stone, Jr.

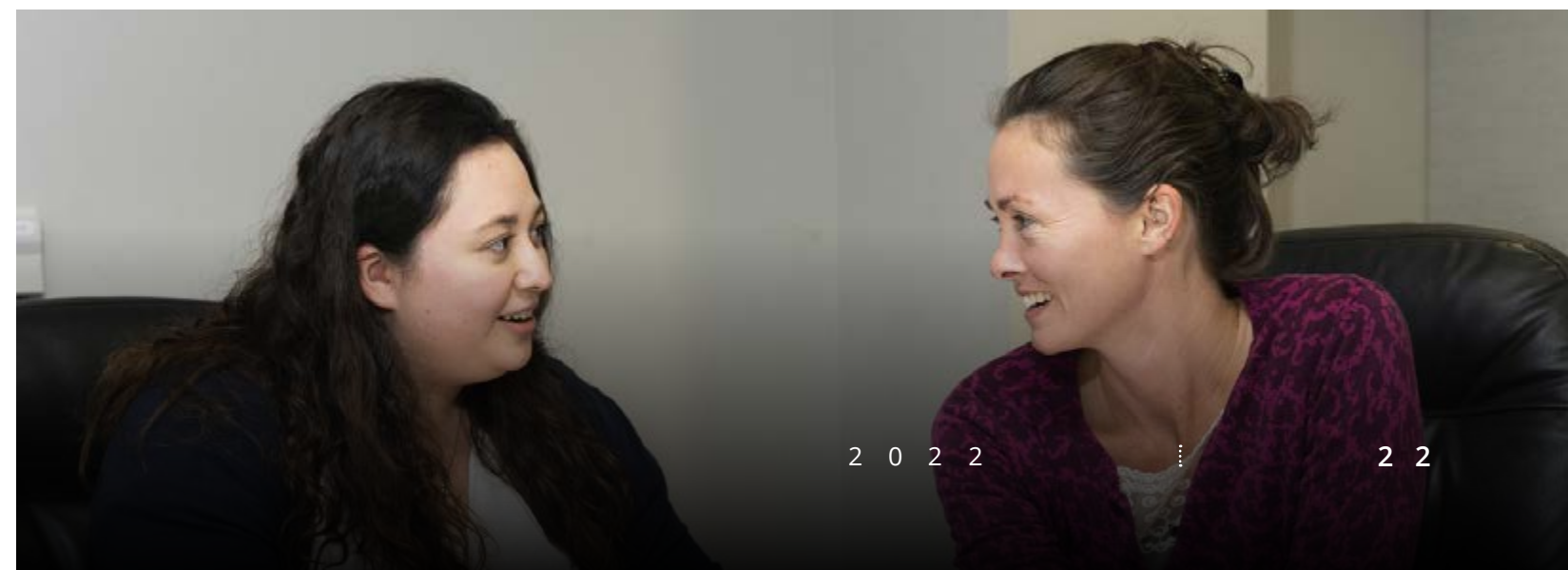
The CEO, at the direction of the board and through the executive chairman, runs the business. A C-level suite, including the chief financial officer, chief information officer, chief compliance and human resources officer, chief communications officer, chief marketing officer, and general counsel, manage company operations. Dewberry's engineering, architectural, alternative project delivery, and construction disciplines are directed by executive-level leadership.

SUSTAINABILITY COMMITMENT

We believe that delivering design and consulting services to our clients that result in the appropriate balance of required economic outcomes with forward-thinking social and environmental outcomes is part of our responsibility. Supporting our professionals' accreditations, education, and training is further elaborated in the People section, on page 17.

SUPPLIER DIVERSITY PROGRAM

We are committed to developing valuable relationships with businesses that are minority, woman, disadvantaged, veteran, and LGBTQIA+-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.



HEALTH, SAFETY, AND ENVIRONMENT

We recognize that prioritizing a safety-first mindset is essential to the success of our clients, company, and community. Our vision is simple: Every employee at Dewberry should return home at the end of the day, to their family and loved ones, safe and unharmed.

Our goals are to achieve the highest standards of safety excellence throughout our operational footprint and empower our employees to recognize and take action to mitigate hazards.

To accomplish these goals, our actions have included the following:

- We have a written health, safety, and environment (HSE) plan, which includes programs designed to protect people, property, and the communities in which we operate.
- We have installed a robust safety training program, focused on providing initial and reoccurring learning and development through job-specific curriculum.
- Projects at Dewberry begin with a risk-based evaluation to determine applicable health and safety-related requirements and guidelines.
- We investigate all reported injuries, incidents, and near-misses to determine the root cause and to mitigate risk of reoccurrence.
- Dewberry has a full-time HSE department, consisting of regional HSE managers and a full-time HSE director.
- Business units have an assigned safety advocate, focused on implementing HSE-related programs and processes in their office and operation.

In 2022, we grew our HSE team of professionals and focused on supporting our field and project teams across the company. We also recommitted to our HSE policy statement, partnered with employees across the company to form safety committees, and stood up an executive leadership team.



FACILITY AND CYBER SECURITY AWARENESS

Security also continues to be critical to the health of our business. We maintain dedicated staff to address facility and cyber security so that threats can be continuously monitored and security improved. In 2022, our main focuses were on cyber defense and risk reduction, and we were successful in improving Dewberry's approach in both areas. Some highlights of this work include the roll out of security awareness training, implementation of a prevention solution to better limit phishing from reaching employee inboxes, and multiple other improvements to lower the chances of being a victim of ransomware or business email compromise attacks.

2,200+
SAFETY COURSES
COMPLETED

0 LOST TIME
INJURIES

ESTABLISHED

10

TENETS OF SAFETY

The number of employees who fail phishing tests continued to decrease with the yearly average down to

4.8%

compared to
industry average 5.8%

OUR FOCUS ON LEADING
INDICATOR-BASED ACTIVITIES
HAS DIRECTLY INFLUENCED
OUR SAFETY-RELATED
LAGGING INDICATORS,
LEADING TO ZERO LOST TIME
INJURIES FOR ALL OF 2022.



FOR OUR WORLD



133.66
TONS OF PAPER
RECYCLED



253,954
GALLONS OF WATER
PRESERVED



3,208
TREES PRESERVED



395,636 kWh
OF ENERGY SAVED,
equal to **1,607**
residential refrigerators operated per year



630 METRIC
TONS
OF CO2 EMISSIONS AVOIDED
EQUAL TO **142** GAS-POWERED CARS
OFF THE ROAD EACH YEAR



0.07 TONS
OF
TOXIC METALS
DIVERTED FROM
LANDFILLS

10,693 LBS
OF SOLID WASTE AVOIDED
 EQUAL TO **839** TRASH
BAGS



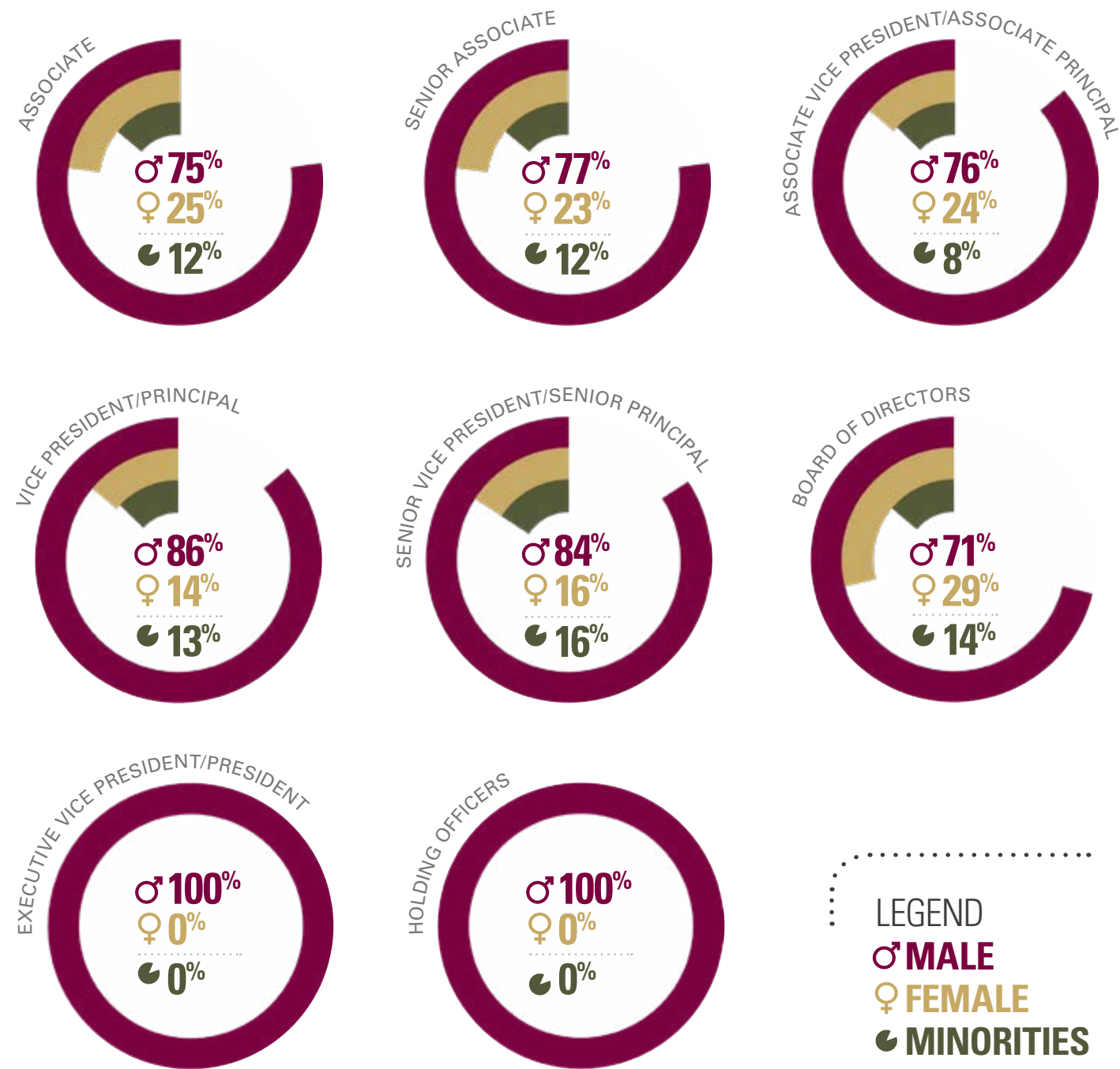
5.96 TONS
OF TOTAL METALS RECOVERED
THROUGH RECYCLING



0.06 TONS
OF
LEAD DIVERTED
FROM
LANDFILLS

EMPLOYEE BALANCE

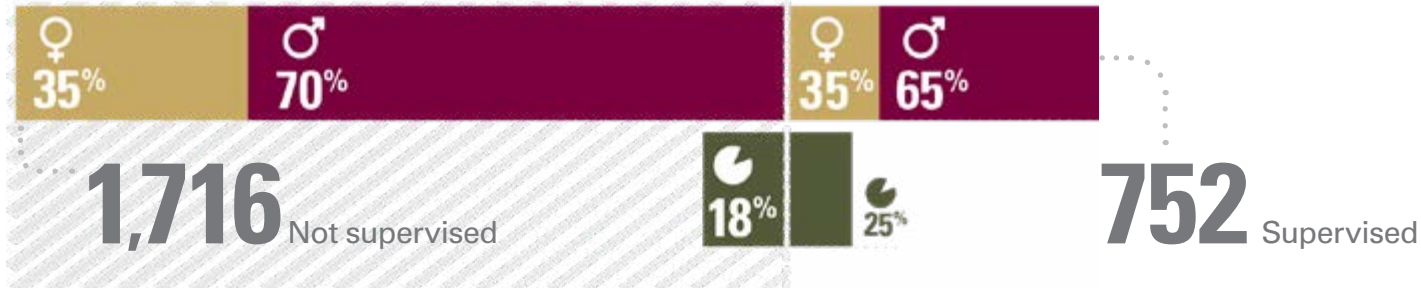
The employee breakdown information, in accordance with the Global Reporting Initiative's report item G4-10, addresses population by gender. We comply with federal as well as applicable state and local laws governing non-discrimination in employment in locations where the company has offices. We are an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



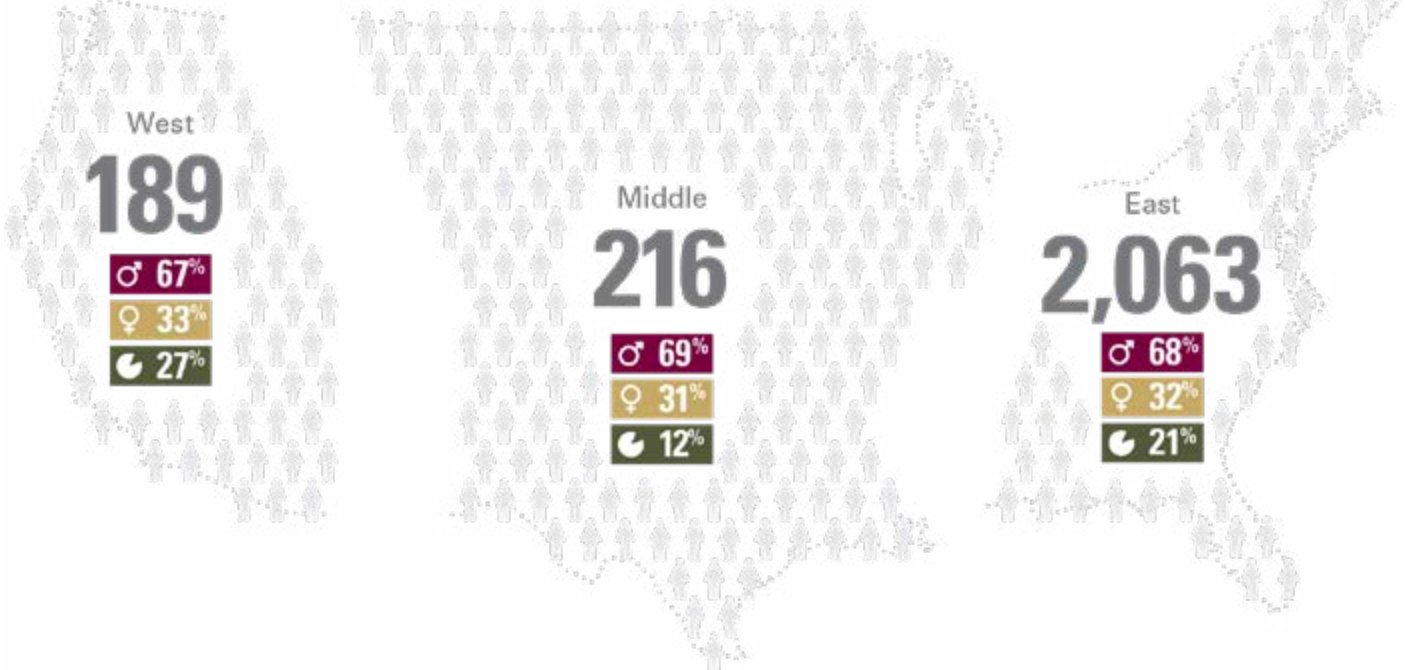
PERMANENT EMPLOYEES



WORKFORCE



U.S. REGION



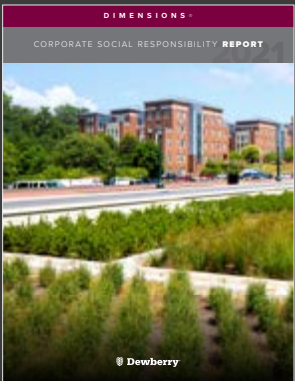
QUESTIONS?

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

CORPORATE SOCIAL RESPONSIBILITY REPORT

Download last year’s corporate social responsibility program report at:
https://www.dewberry.com/docs/default-source/documents/2021-csr-report.pdf?sfvrsn=71e890cf_3



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 define “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 entails analysis and disclosure of multiple factors, which include 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 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	Senior Leadership Letter	Inside cover
ORGANIZATIONAL PROFILE		
G4-3	Organization name	Dewberry
G4-4	Primary brands, products, and services	<ul style="list-style-type: none">• Primary brand: Dewberry®• Architecture• Construction• Engineering• Environmental• Geospatial, mapping, and survey• Planning, consulting, and advisory• Technology
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 21
G4-10	Total number of employees by type	page 27
G4-11	Collective bargaining agreements	Not applicable for 2022

#	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 with our suppliers to monitor progress toward their sustainability goals.
G4-13	Organizational changes during the reporting period	Not applicable for 2022
G4-14	Precautionary principle	<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">• Minimum sustainability standards for architectural and engineering design• Office operations to improve reduction of waste (e.g., energy and water) and reuse of materials
G4-15	External charters, principles, or other initiatives	<p>Representative charters include:</p> <ul style="list-style-type: none">• AIA’s Architecture 2030 Challenge• 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• Local, regional, and state-level STEM initiatives

#	General Standard Disclosure	Disclosure or Page Reference
G4-16	Membership associations	<p>Representative associations include:</p> <ul style="list-style-type: none">• 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 Council for Interior Design Qualification• National Society of Professional Engineers• National Society of Professional Surveyors

#	General Standard Disclosure	Disclosure or Page Reference
G4-16	Membership associations	<ul style="list-style-type: none">• 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• Water Environment Federation• WTS

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 29 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 29
G4-20	Descriptions of material aspect boundaries within the organization	page 29
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 2022
G4-23	Changes from previous reports in terms of scope and/or boundaries	Not applicable for 2022

#	General Standard Disclosure	Disclosure or Page Reference
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
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, ethics and compliance, and community engagement into many of our existing programs, such as new employee orientation and leadership development training. We also discuss our processes with current clients and partners.
REPORT PROFILE		
G4-28	Reporting period	2022
G4-29	Date of most recent report	April 2022
G4-30	Reporting cycle	Annual
G4-31	Report contact	Molly Johnson, Chief Communications Officer
G4-32	“In accordance” option, GRI Index, and report assurance	The in-accordance option selection is core. External assurance was not used for the 2022 report.
G4-33	Policy regarding report assurance	External assurance was not used for the 2022 report; therefore the policy is not applicable.

GOVERNANCE

G4-34	Governance structure of the organization	page 22
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ETHICS AND INTEGRITY

G4-56	Code of conduct	page 21
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ECONOMIC

G4-EC1	Direct economic value generated and distributed	page 22
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ENVIRONMENTAL

G4-EN17	Emissions other than indirect GHG emissions (scope 3)	page 25
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G4-DMA	Effluents and waste	page 25
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G4-EN19	Reduction of GHG emissions	page 25
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G4-EN7	Energy reductions in offering the organization's services	page 25
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G4-EN8	Total water withdrawal by source	page 25
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