

# CORPORATE SOCIAL RESPONSIBILITY **REPORT**

# 2023





# OUR COMMITMENT

Dewberry has been a leader in sustainable strategies for many years and in 2023, we furthered our commitment by becoming one of the first firms in the world to achieve the new NSF/ANSI 391.1 General Sustainability Assessment Criteria Certification for Professional Services. This milestone followed a rigorous audit that examined four key performance areas: environmental impact, social equity, economic governance, and supply chain sustainability.

The NSF certification outlines environmental, social, and governance standards for the professional services sector and aligns with our mission of elevating sustainability across our enterprise through our services. By tapping into our expertise across regions, disciplines, and markets, we are helping clients meet stringent regulatory requirements as well as aspirational energy and emissions goals.

Through our projects today, we assist federal clients with creating global sustainability strategies aimed at delivering carbon pollution-free power across multiple sites and installations. We support port authorities and state transportation agencies with long-term sustainability planning, and we help municipal clients with water and energy conservation projects. We bring diverse expertise in responsible material sourcing and supply chain management, green infrastructure, carbon reduction strategies, net-zero design solutions, and innovative renewable energy projects while balancing long-term environmental, social, and economic outcomes.

In this report, you'll see examples of this important work across every market we serve. By collaborating across our enterprise, we continue to provide our clients with comprehensive, cutting-edge solutions that meet the highest standards for sustainability and responsible stewardship. In 2024 and beyond, we will continue to seek opportunities to strengthen policies and practices that enhance our ability to support our clients in this vital endeavor.

**JENNI BETANCOURT, AIA, WELL AP, LEED AP BD+C, GGP, NCARB**  
Associate Principal, Director of Sustainability





DIMENSIONS® CORPORATE SOCIAL RESPONSIBILITY REPORT 2023

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VICE CHAIRMAN

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FROM LEFT TO RIGHT: Thomas Greenspon, Larry L. Melton, Jr., Karen S. Grand Pré, William T. Boston, Barry K. Dewberry, Geraldine Knatz, Donald E. Stone, Jr., and Thomas L. Dewberry.



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IN THIS REPORT

1

FOR OUR COMMUNITIES

1 Community Engagement

11

FOR OUR CLIENTS

11 Sustainable Project Highlights

19 AIA 2030 Update

21 Industry Thought Leadership

23

FOR OUR PEOPLE

23 Training and Development

24 Benefits and Wellness

25 Inclusion, Diversity, Equity, and Accessibility

27

OUR COMPANY

27 Corporate Information

33 Employee Balance

35 Point of Contact and 2022 Report

35 Materiality Assessment

35 Global Reporting Initiative

36

APPENDIX/GRI INDEX

ON THE COVER

Wakulla Springs Crawfordville, Florida



# 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."**

## Ice Cream Social and Food Drive

Our Fairfax, Virginia, office held an ice cream social and canned food drive for Food for Others, a charity that supports residents of Fairfax County.

**8,600+<sup>HRS</sup>**  
VOLUNTEERING  
IN OUR  
COMMUNITIES

## 2023 COMMUNITY ENGAGEMENT: SERVING COMMUNITIES IN NEED

### Sorting Food in North Carolina

Members of our Raleigh, North Carolina, office sorted and bagged approximately 10,000 pounds of fresh vegetables, which were distributed to those in need across 34 North Carolina counties.

### Assembling Valentine's Day Cards

Team members in the Long Beach, California, office created more than 200 cards for local assisted-living facilities.

### Chili for Charity

Our Daphne, Alabama, office took part in this annual event that supports residents of the local community and is sponsored by Ecumenical Ministries of Baldwin County.

### Building Red Cross Kits for Homeless Veterans

Members of our leadership team helped assemble over 500 hygiene and health kits that were sent to military bases for those in need.

### One Step at a Time in Orlando

Members of our Orlando, Florida, office took part in a 5k charity event that supports the Track Shack Youth Foundation and Second Harvest Food Bank of Central Florida.

### Shorts for Charity

The Mechanicsburg, Pennsylvania, office raised over \$600 for the charity, Kick in for Kids. Employees who donated could wear shorts in the office every Friday from Memorial Day to Labor Day.





Miracle League Volunteer Event

Our Raleigh Emerging Professionals group volunteered with the Miracle League, a non-profit that helps kids with special needs enjoy baseball.

Run the Greenway

We sponsored and participated in this third annual 5k/10k race, which promotes awareness and raises funds for multiple charities in Northern Virginia.

Running to Support the Inova StarKid 5k

Members of our mid-Atlantic site/civil team participated in this annual run, which supports pediatric services across the Inova health system.

The New Jersey Sharing Network’s Annual 5k

Engineers in our Bloomfield, New Jersey, office participated in and helped raise money for this event that supports organ donation across the state.

Giving Tree

Our Raleigh office donated gifts to 40 children and 20 seniors.

Teterboro Airport Community Benefit Fund Scholarship Golf Tournament

Employees in our Parsippany, New Jersey, office took part in the airport’s third annual golf classic, which raises money for local high school students in the community to further their education.



Interns Canned Food Drive

Our Daphne interns celebrated the end of their summer internship with a canned food drive for the Prodissee Pantry. More than \$1,000 dollars’ worth of food was collected.

Giving Back to Kids’ Meals

Our Houston, Texas, office prepared meals for Kids’ Meals, a nonprofit aiming to help local preschool-aged children have access to healthy meals year-round.

Adopt-a-Family

Our federal team helped grant five children’s holiday wishes through this Fairfax County Department of Family Services program.

Thanksgiving Food Drives

The Tulsa, Oklahoma; Mount Laurel, New Jersey; Richmond, Virginia; and Lakeland, Florida, offices participated in food drives around Thanksgiving.

Thanksgiving at the Harbor House

Our Orlando office spent a few hours on Thanksgiving Eve at the Harbor House, a charity that provides support for survivors of domestic abuse. Christmas gifts were also collected for the adults and children of the house.

Police Force Toy Drive

Our Rancho Cordova, California, office filled two large bins for the annual Rancho Cordova Police Force toy drive.







### Softball for Rosie's Place Women's Shelter

Our Boston, Massachusetts, office participated in a company softball game to raise money for Rosie's Place, a local shelter for women.



### A Walk in Her Shoes

The Orlando office participated in this annual WTS Central Florida event, which partnered with Dress for Success to collect more than 160 pairs of shoes for women in need entering the workforce.

### Celebration of the Holidays

Our Gainesville, Virginia, office partnered with a local elementary school to sponsor three children for the holiday season.

### Giving to the Salvation Army

Contributing to the Salvation Army, our Mechanicsburg office sponsored a family for the holidays.

### Donating Canned Goods

The Long Beach and Rancho Cordova offices joined forces to donate canned goods to a local charity, Food Finders.

### Toys for Tots

Employees from our Fairfax office and the Dewberry team in a FEMA Joint Field Office donated hundreds of toys to the U.S. Marine Corps Reserve program.

### Blood Drives

Multiple offices across the company participated in blood drives.



## ENVIRONMENTAL CLEANUPS AND ACTIVITIES

### American River Parkway Foundation Clean-up

Our Rancho Cordova office helped pick up trash and other loose debris as part of the foundation's Clean-up Earth Day Event.

### Stream Clean-up

The Parsippany office took part in their fourth annual stream clean-up and removed eight bags of trash and debris from Eastman's Brook.

### Celebrating Earth Week

Members of our federal marketing team participated in a series of activities and challenges, including a trash pick-up and minimizing single-use plastic.

### River Clean-up

Our Denver, Colorado, office took part in a river clean-up event, sponsored by South Platte Renew.



**Adopt-a-Highway**

The Bloomfield Emerging Professionals hosted an Adopt-a-Highway clean-up in partnership with the New Jersey Department of Transportation and the New Jersey Clean Communities.

**Clean-the-Bay Day**

Our federal marketing team supported The Chesapeake Bay Foundation & Friends of Accotink’s annual Clean-the-Bay Day, collecting trash, tires, and other debris.

**Nashville Food Project**

As part of the International Bridge, Tunnel and Turnpike Association conference, we assisted with planting, watering, and building beehives and other farming structures at the Community Farm at Mill Ridge.

**Alabama Coastal Cleanup**

Our Daphne office joined nearly 300 volunteers to collect more than 400 pounds of trash along the coastline and inland parks.



**Wreaths Across America**

Team members from the Raleigh office took part in the laying of wreaths at Arlington National Ceremony.

**Golden Meadows Park Clean-up**

Our Elmhurst, Illinois, office takes part in a monthly clean-up of their locally sponsored park.

**Mother’s Beach Clean-up**

The Long Beach office filled up eight buckets of trash during an Independence Day clean-up.

**Adopt-a-Mile Clean-up**

Emerging Professionals from our Daphne office took part in a trash clean-up on their adopted mile.





## SUPPORTING STEM EDUCATION

### Sponsoring MATHCOUNTS Competition

Our Lakeland office took part in the Florida Engineering Society's (FES) Ridge Chapter's event, a competition to test the critical thinking and problem-solving skills of local middle school students.

### Engineering Day at Peoria Riverfront Museum

Engineers from our Peoria, Illinois, office helped more than 3,000 local school children explore science and engineering.

### Highlighting Maps at Career Day

Members of our resilience solutions group presented to elementary school children on FEMA Flood Insurance Rate Maps and how they help make the local community more resilient.

### Bowling for MATHCOUNTS

Engineers in our Orlando office attended a fundraiser, sponsored by the FES and the American Society of Highway Engineers, to raise money for local MATHCOUNTS competitions and FES scholarships.

### STEM Outreach in Florida

Employees from our Orlando office partnered with the Central Florida Expressway Authority to sponsor STEM outreach activities for Orange County Public Schools.

### Construction Career Day

Team members from our northern Florida offices participated in the Northwest Florida Construction Career Day, which allows industry partners to introduce high school students to the construction industry.

### St. Patrick Catholic School Career Fair

Employees of our Mechanicsburg office took part in a career fair at this local school, presenting bridge building to third through eighth graders.

### Read Across America

Our Raleigh office celebrated Read Across America Week by reading to kindergartners at a local elementary school.



# FOR OUR CLIENTS

Sustainability at Dewberry means balancing long-term environmental, social, and economic outcomes with our clients and through our projects. Demonstrating this commitment, we are NSF/ANSI 391.1 certified.

## SUSTAINABLE PROJECT HIGHLIGHTS

Designed or delivered in 2023, these projects represent client-focused sustainable and resilient solutions.

### CHAMPAIGN-URBANA MASS TRANSIT DISTRICT SOLAR ARRAY EXPANSION

URBANA, ILLINOIS

Designed a solar array to power a hydrogen production plant, which is planned to fuel the mass transit district's hydrogen cell bus fleet and reduce the need for fossil fuels.

#### CLIENT

Champaign-Urbana Mass  
Transit District Department  
of Transportation

### ASSESSMENT OF THE WATER SECURITY AND RESILIENCE NEEDS AND OPPORTUNITIES IN THE IPSWICH RIVER WATERSHED

IPSWICH, MASSACHUSETTS

Helped to advance long-term solutions to improve water supply resilience and ecosystem health, including developing conservation and operational strategies to improve stream flow conditions and future resilience of the river.

#### CLIENT

Metropolitan Area  
Planning Council (MAPC)

### CAMPBELL UNIVERSITY CAMPUS FACILITY CONDITION ASSESSMENT PLAN

BUIES CREEK, NORTH CAROLINA

Completed a facility condition assessment that included an energy conservation measure (ECM) for each building on campus, noting which conservation measures are feasible and recommended to support sustainability.

#### CLIENT

Campbell University

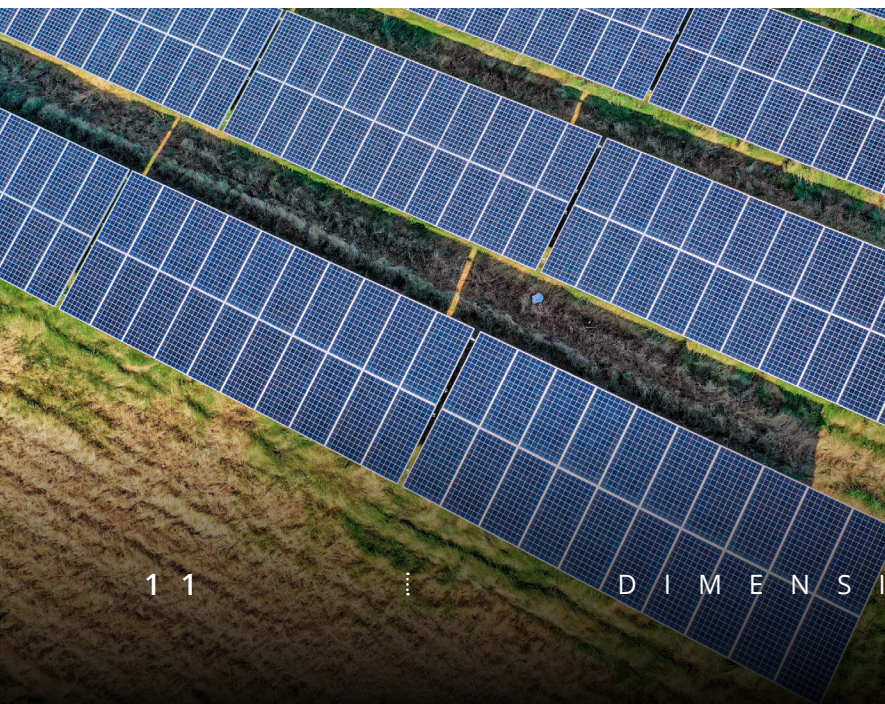
### CARBON REDUCTION STRATEGY AND PHOTOVOLTAIC ASSESSMENT

CONNECTICUT

Completed a Federal Highway Administration-compliant carbon reduction strategy that included developing, selecting, and evaluating strategies that meet the Carbon Reduction Program eligibility requirements and decrease greenhouse gas (GHG) emissions in the transportation sector.

#### CLIENT

Connecticut Department  
of Transportation (CTDOT)







**HICKMAN ROAD BRIDGE OVER THE TUOLUMNE RIVER** WATERFORD, CALIFORNIA

Improved the natural environment around the bridge by removing 500 tons of existing concrete scour counter measures from the river channel and restoring it to a natural setting. This was accomplished by planting native vegetation along the riverbanks and constructing bat houses for the protected species on the new bridge.

**CLIENT**  
Stanislaus County

**DAVID M. ROHRER AVIATION CENTER, FAIRFAX COUNTY POLICE DEPARTMENT**  
FAIRFAX, VIRGINIA

Designed center to include water-efficient landscaping, water use reduction, and stewardship council-certified wood and renewable green power sources. Construction waste management diverted 92% of project waste from landfills. The project also features a high ratio of open space to the development footprint, contributing to the ecological health of the environment and local wildlife, and fostering biodiversity. The project achieved LEED Silver®.

**CLIENT**  
Fairfax County

**WILLOWBROOK MALL TESLA MEGAPACK** WAYNE, NEW JERSEY

Part of a pilot program to install the first Megapack at a U.S. shopping mall, delivered site planning, civil engineering, and planning board approval consulting for Brookfield Properties' installation.

**CLIENT**  
Brookfield Properties  
and Tesla

**EAST PLUM CREEK OPEN SPACE WELL FACILITY DESIGN** CASTLE ROCK, COLORADO

Involved horizontally and directionally drilling a pipeline across a 1,000-foot-wide open space to avoid disrupting a valuable habitat that includes wetlands and provides a home for the Preble's meadow jumping mouse, listed as a threatened species by the U.S. Fish and Wildlife Service, and many other species.

**CLIENT**  
Town of Castle Rock

**FLOODPLAIN MANAGEMENT SERVICES STUDY** PIN POINT, GEORGIA

Led a flood risk management study that quantified existing and future flood risks, including the impacts of sea level rise, and recommended solutions to improve resilience while preserving the historic community.

**CLIENT**  
U.S. Army Corps  
of Engineers,  
Savannah District

**WAKULLA GARDENS SEPTIC-TO-SEWER UTILITIES EXTENSIONS**  
CRAWFORDVILLE, FLORIDA

Planning, design, permitting, engineering, and construction of sewer lines, lift stations, and other infrastructure to connect households in the subdivision to the county's central sewer system; also reducing nutrient loading to Florida springs.

**CLIENT**  
Wakulla County



**IMPROVING SUSTAINABILITY AND RESILIENCE AT MIT**  
CAMBRIDGE, MASSACHUSETTS

Developed a comprehensive flood risk model of the university's main campus, validated campus research model inputs and methods, and harmonized campus model with regional flood data.

**CLIENT**  
Massachusetts  
Institute of Technology

**LINCOLN PARK SOUTH LAGOON** CHICAGO, ILLINOIS

Funded by a Great Lakes Restoration Initiative Grant from NOAA, completed a 60% design to replace a deteriorating concrete retaining wall with nature-based solutions to increase habitat and protect the shoreline from erosion due to fluctuating lake levels, wave action, and ice. The project also incorporated an innovative use of planted FlexMSE walls in steep slope areas to increase native biodiversity.

**CLIENT**  
Chicago Park  
District

**LOGISTICS SERVICE CENTER** KATY, TEXAS

Reused shipping containers to design an attractive and cost-efficient solution, while preventing delays. Energy savings were achieved by creating offices, restrooms, and teaming areas in smaller, individually climate-controlled spaces.

**CLIENT**  
Houston Methodist  
Hospital

**MCINTOSH PRESERVE INTEGRATED WATER TREATMENT WETLANDS**  
PLANT CITY, FLORIDA

Planned and designed 172 acres of multi-purpose wetlands for natural treatment of stormwater and reclaimed water, which aids Florida's surface water systems by reducing nutrient presence, increasing stormwater system capacity, and reducing localized flood risks.

**CLIENT**  
City of Plant City

**NEW JERSEY TURNPIKE AUTHORITY SUSTAINABILITY PROGRAM**  
NEW JERSEY

Development and implementation of a comprehensive and actionable sustainability program, which involves identifying goals and targets, appropriate strategies, and methods for tracking progress. The program also supports federal and state legislative goals to reduce greenhouse gas (GHG) emissions by 50% below 2006 levels by 2030.

**CLIENT**  
New Jersey  
Turnpike Authority

**PORT NEWARK CONTAINER TERMINAL (PNCT) SOLAR AND ELECTRIC CHARGING FACILITY** NEWARK, NEW JERSEY

The 7.2-megawatt solar facility design consists of two roof-mounted and five carport canopy solar photovoltaic (PV) arrays, as well as 15 electric vehicle charging stations for use by PNCT employees and electric vehicle (EV) terminal vehicles.

**CLIENT**  
Standard Solar, Inc.







**OLYMPIA SOUTH ELEMENTARY SCHOOL GYMNASIUM** ATLANTA, ILLINOIS

Biophilic design including natural daylight and access to exterior views is featured in the design of this new district gymnasium.

**CLIENT**  
Olympia School District

**POWER GENERATION AND MICROGRID**

WHITE SANDS MISSILE RANGE, NEW MEXICO

Microgrid system design includes a solar PV array with 600kW capacity, 600kW propane generators, and 500kW / 2000kWh battery energy storage system (BESS). The solar PV system and BESS has been designed to accommodate EV charging stations, which will be powered by the solar PV carport when conditions allow.

**CLIENT**  
U.S. Army Corps  
of Engineers

**RENOVATION AND ADDITION TO EXISTING POLICE STATION**

COLLINSVILLE, OKLAHOMA

Modeled and designed to optimize energy efficiency and increase access to natural daylight while protecting privacy and security. Facility also includes wellness/decompression room and onsite gym to promote staff wellbeing.

**CLIENT**  
City of Collinsville

**SURFACE WATER DISCHARGE ELIMINATION PLAN** JACKSONVILLE BEACH, FLORIDA

To bring Jacksonville Beach into compliance with a state bill that requires elimination of non-beneficial surface water discharges from wastewater treatment facilities by 2032, the plan will reuse 1.5 MGD of reclaimed water, offsetting the city's golf course consumptive use permit and providing benefits for water supply and springs health efforts.

**CLIENT**  
City of  
Jacksonville Beach

**VIRGINIA AVENUE PUMP STATION REHABILITATION** TAMPA, FLORIDA

Designed wastewater and stormwater improvements to the 40-year-old lift station to provide station access during routine storm events, station controls during a 100-year storm event, and reliable service well into the future.

**CLIENT**  
City of Tampa

**SOMERVILLE STATION TRANSIT-ORIENTED DEVELOPMENT (TOD)**  
SOMERVILLE, NEW JERSEY

Acted as site engineer for the TOD, a smart growth community that supports public transportation. By engineering with nature, stormwater runoff from the TOD was directed into the neighboring "Green Seam" — the borough's 17.5-acre open space network comprised of wetlands, a restored stream corridor, and active and passive recreation.

**CLIENT**  
Inspired by Somerset  
Development with  
AvalonBay Communities  
and PulteGroup



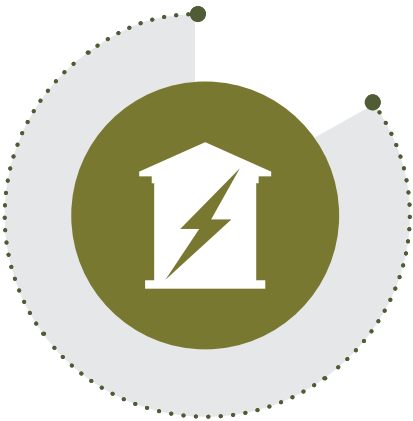


OUR COMMITMENT TO AIA'S 2030 CHALLENGE

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 917 project submissions, including 29,647,762 gross square feet (GSF) of designed and constructed projects. Last year, 51% of GSF of projects were energy modeled, and the average reduction in predicted Energy Use Intensity was 53.4%. Additionally, 84.8% of our projects met the predicted Lighting Power Density reduction AIA 2030 Challenge target of 25%.



Energy modeled  
**51%** OF PROJECTS FOR  
**741,070**  
SQUARE FEET OF DESIGNS



**84.8%** of projects  
MET THE  
**25%** REDUCTION IN LIGHTING  
POWER DENSITY

Dewberry submitted statistics on  
**113 PROJECTS** including  
**2.5 MILLION** gross square feet

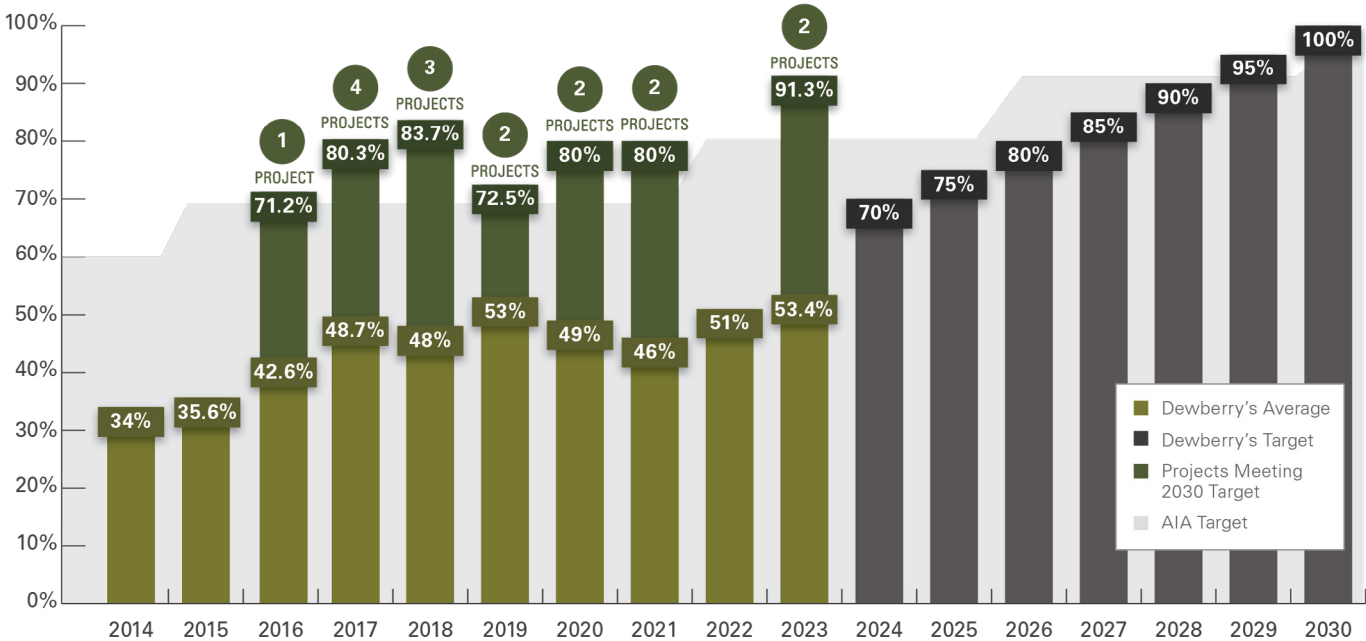


Overall average of  
**31.8%** **REDUCTION**  
OF LIGHTING POWER DENSITY  
OR WATTS PER SQUARE FOOT



Overall average of  
**53.4%** **REDUCTION**  
OF PREDICTED ENERGY  
USE INTENSITY (pEUI)

PREDICTED ENERGY USE INTENSITY (PEUI) REDUCTION Overall Portfolio Averages





INDUSTRY THOUGHT LEADERSHIP

At Dewberry, we embed sustainable and resilient principles into the way we support our clients and their projects. To deliver the best results to clients, we also invest time understanding our industry’s advancements. Through professional licensure and credentials and engagement among our peers, our teams contribute to the ever-broadening scholarship happening within our disciplines. This study and thought leadership contribute to meeting client goals for energy efficiency, environmental sensitivity, resilience, and sustainable design.

265+

SUSTAINABILITY PROFESSIONALS

125+

LEED AP

22

ENV SP

8

WELL AP/FACULTY

5

GREEN GLOBES PROFESSIONALS

40+

SUSTAINABILITY LICENSES AND CREDENTIALS

40+

PROFESSIONAL ASSOCIATIONS  
where many of our employees are members and hold leadership roles

SUSTAINABILITY PRESENTATION SPEAKING HIGHLIGHTS

American Society of Civil Engineers (ASCE) 2023 Conference, Infrastructure Innovation and Adaptation for a Sustainable and Resilient World:

- "Protecting Critical Infrastructure Assets Through Resilient Cybersecurity Design and Sustainment Practices"
- "Greenhouse Gas Emissions, Inventories, and Goals – Transportation Agencies Travelling to a Carbon-Free Future"
- "U.S. DOT in Action – Policies, Programs, and Practical Strategies for Sustainable and Resilient Transportation Infrastructure"
- "Using Envision to Advance Sustainable Transportation: A Case Study of 495Next Express Lanes"

Illinois Community College CFO Conference, "How can WELL benefit my community college? (The WELL Building Standard + WELL Health & Safety Rating)"

North Carolina Healthcare Engineers Association (NCHEA) Spring Seminar Conference, "Hospitals and Sustainability: A Pragmatic Approach and Small Steps Towards Decarbonization"

Transportation Research Board Committee on Resource Conservation and Recovery Summer Workshop

- "The Road to Climate Resilience and Sustainability: New Jersey Agencies at Work"
- "Using Envision as a Framework for Creating Sustainable, Resilient, and Equitable Transportation Projects"
- "Electrical Resistance Heating as an Innovative Remedial Technology: A Case Study at Route 73 in Mount Laurel, NJ"
- "Contaminated Soil Reuse: A Sustainable Solution in Remedial Construction"

National Association of Environmental Professionals Annual Conference

- "Using Envision to Advance Sustainable Transportation"
- "Addressing Climate Resiliency with Transportation Agencies"

American Public Transportation Association Sustainability/Operations Planning and Scheduling Workshop, "Implementing and Maintaining Environmental Management Systems (EMS)"

USACE New York District and the Professional Engineers of North Carolina Winter 2023 Seminar, "Introduction to Living Shorelines"





# FOR OUR PEOPLE

## TRAINING AND DEVELOPMENT

In 2023, we delivered leadership development programs aimed at different maturity levels and needs of our professionals. In our Leading Self program, we held quarterly workshops for any employee wishing to build their leadership skills, whether they have direct reports or are individual contributors. In our Leading Others program, 37 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.

Staff also accessed continuing education courses and other learning resources to grow their industry-specific expertise and earn or maintain their professional licenses and certifications. 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
- Health and safety
- Human resources, ethics, and compliance
- Leadership and interpersonal skills
- Project management and client management
- Sales and marketing
- Software and systems
- Industry-specific specialty training

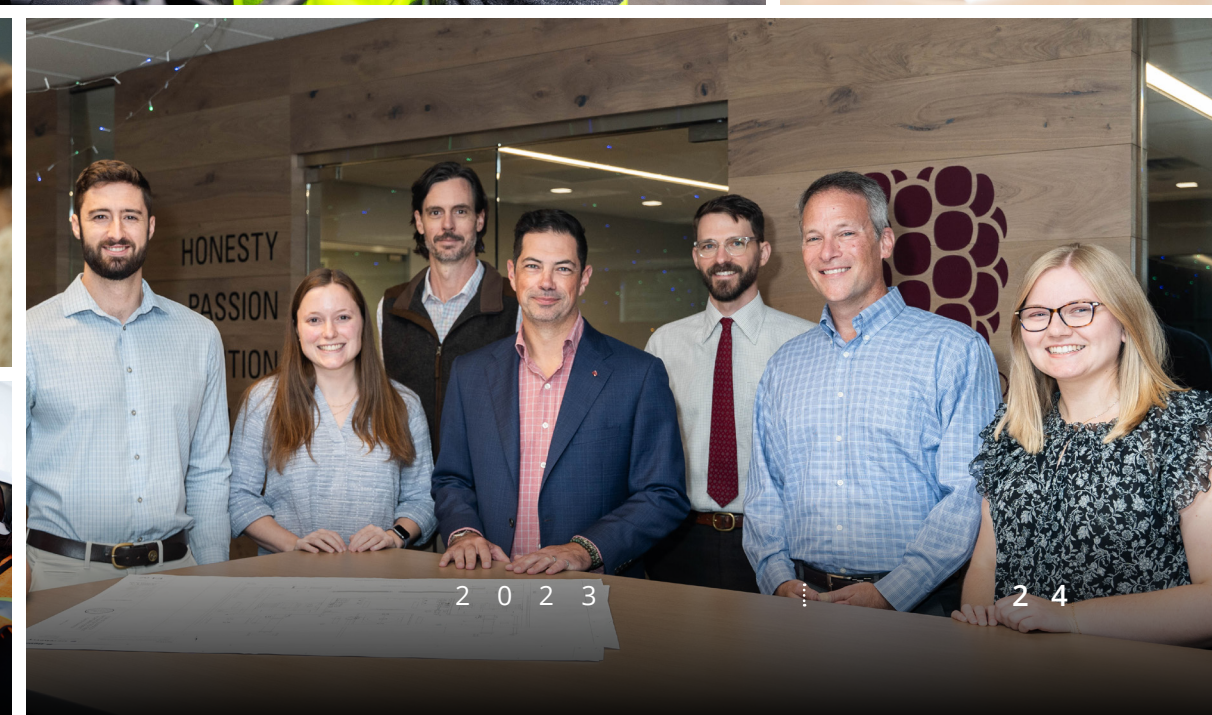
# 18,000+

## TRAINING COURSES COMPLETED

## 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.
- 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.





# INCLUSION, DIVERSITY, EQUITY, AND ACCESSIBILITY (IDEA)

Dewberry's IDEA mission includes setting high standards for performance and celebrating and maintaining an inclusive environment that encourages diversity of thought. It requires steady, consistent effort and persistent support that we receive from our board of directors, leadership, and employees.

In 2023, we advanced our IDEA mission in key areas, involving the following:

## REFINED THE ROLES AND RESPONSIBILITIES OF THE IDEA STEERING COMMITTEE

Sustaining IDEA requires a critical eye toward governance. The IDEA Steering Committee's areas of oversight, members, and purpose was further refined, with details published on our intranet and broadcast to all employees.

## ALIGNING IDEA WITH PROFESSIONAL DEVELOPMENT PROGRAMS

Working with the learning and development department, we incorporated IDEA concepts into project management training, client management training, and leading others training.

## EMPLOYEE RESOURCE GROUP (ERG) PROGRAM MATURING

The IDEA Steering Committee made modifications to the ERG program in early 2023, updating the ERG handbook and coaching groups on the development of an annual business plan to accompany its budget. Two additional ERGs were established: A.B.L.E. that centers on persons with disabilities and V.E.T.S.S. that supports the veteran community. Prism and Empowering Women successfully transitioned new leadership.

## ADDITIONAL 2023 ACCOMPLISHMENTS

- Continued to track and support diversity metrics
- Approved 2024 cultural observance dates
- Sponsored industry organizations resulting in important recognition:
  - WTS chapters and scholarships, leading to Employer of the Year from the WTS Central Pennsylvania Chapter
  - *Washington Business Journal* LGBTQ+ Business Award for an individual leader





# 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, and clients; and able to withstand the scrutiny of outsiders. 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.

## 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, construction, and alternative project delivery disciplines are directed by executive-level leadership.

12+

EXTERNAL CHARTERS

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

## DEWBERRY OFFICE LOCATIONS



Visit [dewberry.com](https://dewberry.com) for our office list.

## 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 curriculums.
- 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.
- We have a full-time HSE department, consisting of regional HSE managers and a HSE director.
- Business units have an assigned "safety advocate," focused on implementing HSE-related programs and processes in their office and operation.

During 2023, members of the HSE team conducted more than 100 site support visits and recorded an average 85% attendance rate for monthly safety advocate and quarterly senior leadership meetings. The team upgraded or revised programs, like safety footwear; field protection, such as tick keys; and improved daily risk assessments, which staff use to identify hazards and associated controls before entering the field. More than 190 employees were trained in CPR, first-aid, and automated external defibrillator classes, improving staff's ability to respond to emergency situations, whether in the field or in the office.

**.04**  
LOST TIME  
INJURY RATE

**.79**  
EXPERIENCE  
MODIFICATION RATE

**0**  
ENVIRONMENTAL  
RELEASES

# FACILITY AND CYBER SECURITY AWARENESS

Security continues to be critical to the health of our business. We maintain dedicated staff to address facility and cyber security to defend our firm from active or imminent cyber threats. In 2023, our main focuses were on cyber defense and risk reduction, and we improved our approach in both areas. Some highlights of this work include cyber security awareness for our employees through mandatory cyber security training, simulated phishing campaigns, and cyber updates, improving our continuous vulnerability patching solutions, reducing attack surface by better securing privileged accounts, and multiple other updates to help lower the risk of being a victim of a ransomware or business email compromise attack.

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





FOR OUR WORLD



**139** TONS OF PAPER  
RECYCLED



**263,400+** GALLONS OF WATER  
PRESERVED



**3,300+** TREES PRESERVED



**6** TONS OF TOTAL METALS  
RECOVERED **THROUGH RECYCLING**



**54+** LBS OF LEAD  
DIVERTED **FROM LANDFILLS**



**410,400+** KWH OF ENERGY  
SAVED  
EQUAL TO **1,667** RESIDENTIAL REFRIGERATORS OPERATED PER YEAR



**11,000** LBS OF SOLID WASTE  
AVOIDED  
EQUAL TO **870** TRASH BAGS



**653** METRIC TONS OF CO2  
EMISSIONS **AVOIDED**  
EQUAL TO **147** GAS-POWERED CARS OFF THE ROAD EACH YEAR



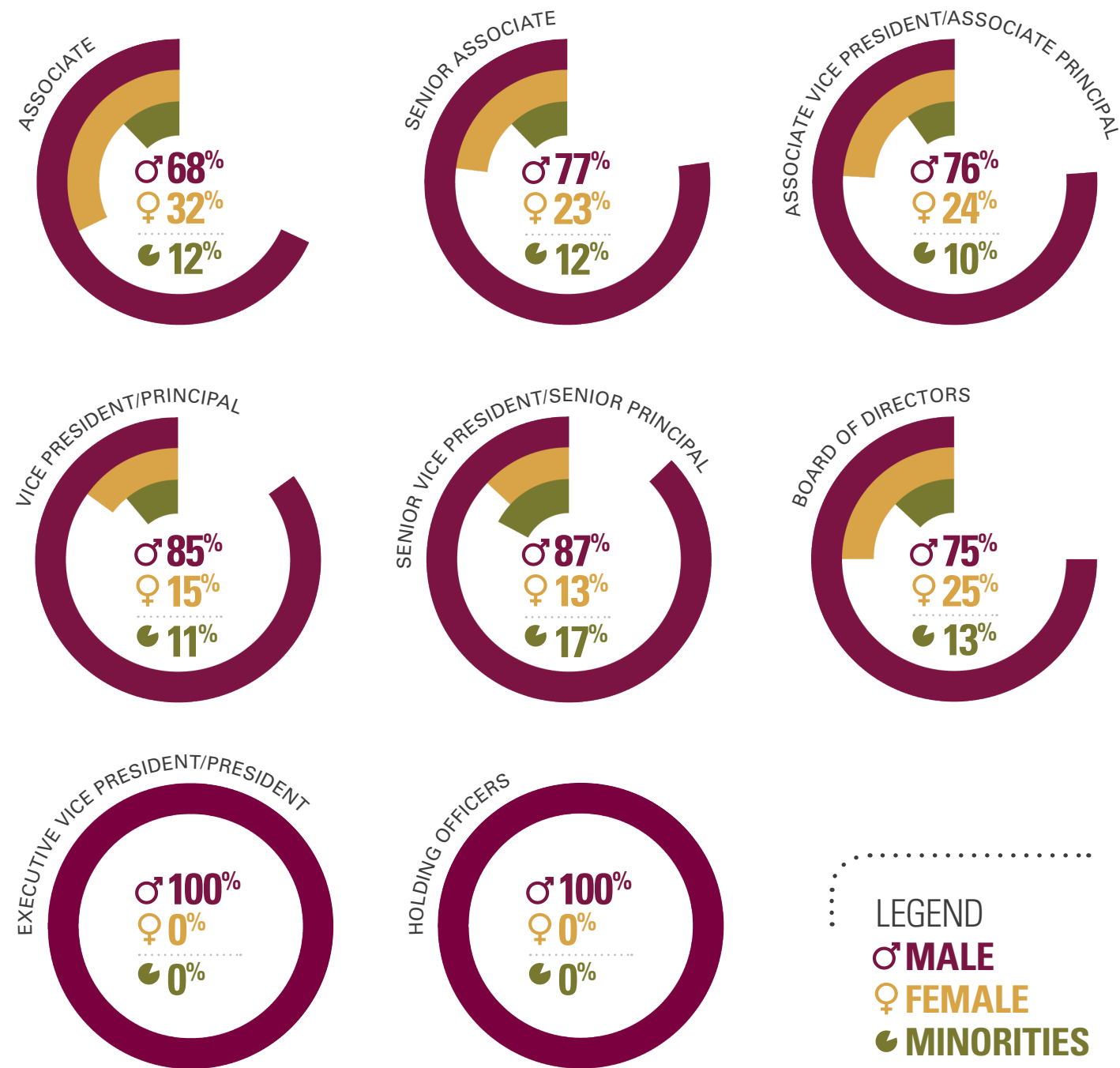
**65+** LBS OF TOXIC METALS  
DIVERTED **FROM LANDFILLS**





EMPLOYEE BALANCE

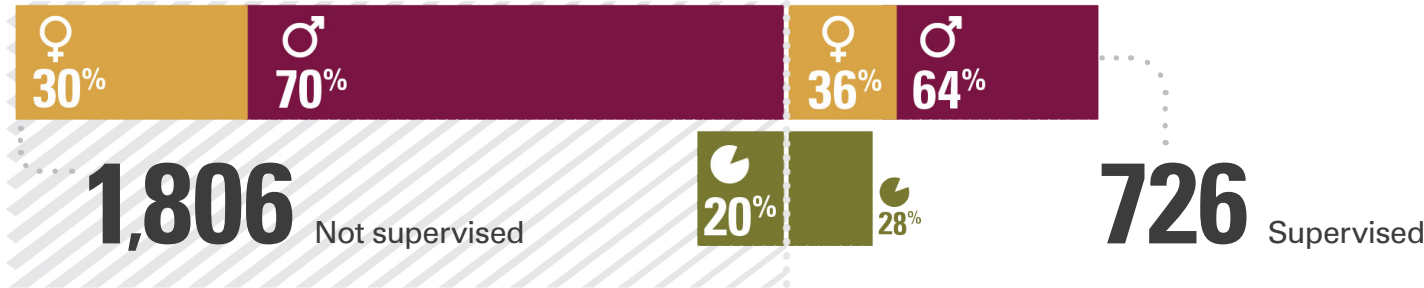
The employee breakdown information, in accordance with the Global Reporting Initiative (GRI) report item G4-10, addresses population by gender. We comply with federal as well as applicable state and local laws governing non-discrimination in employment in locations where the company has offices. We are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



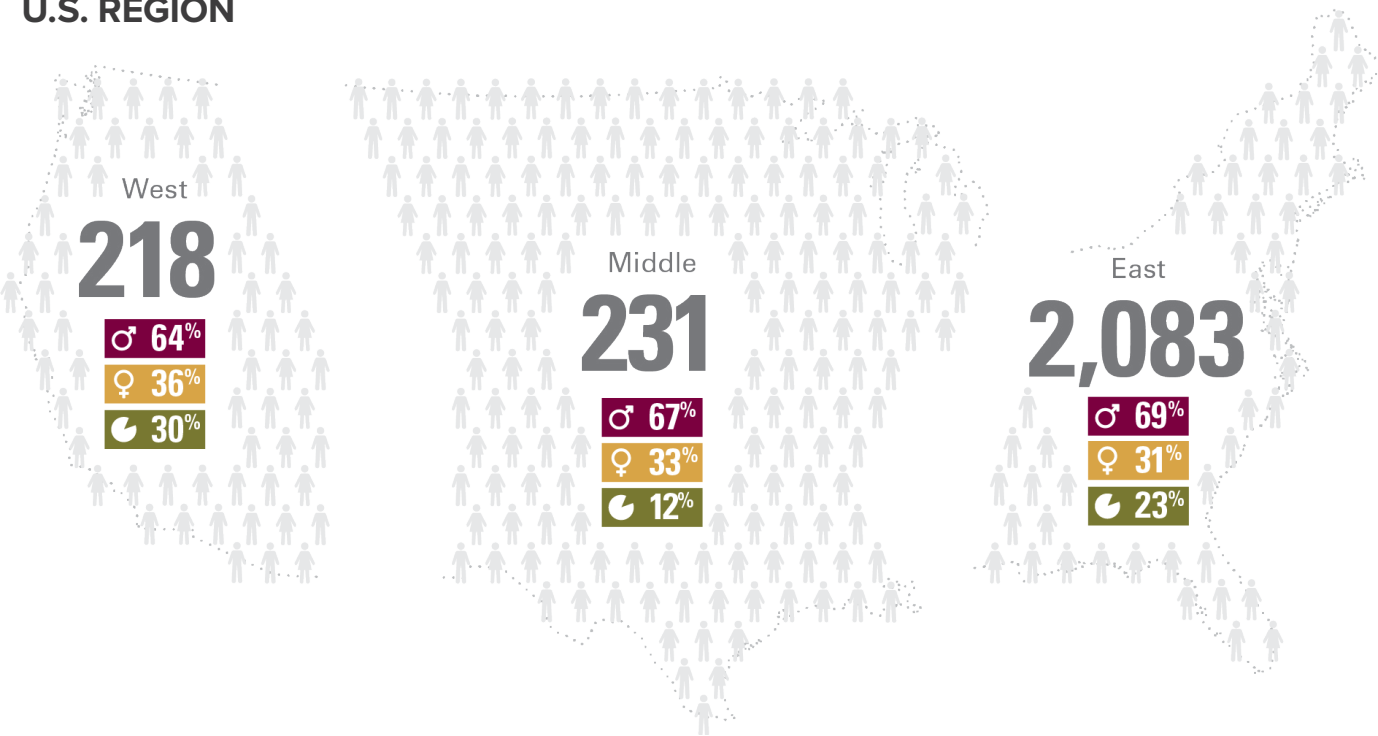
PERMANENT EMPLOYEES



WORKFORCE



U.S. REGION





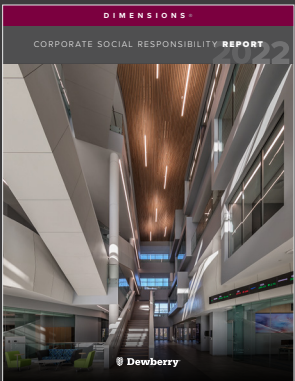
QUESTIONS?

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/2022-csr-report.pdf>



MATERIALITY ASSESSMENT AND REPORTING BOUNDARIES

We report our annual metrics by assessing real, material issues such as energy usage, greenhouse gas emissions, and waste 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 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"><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 28
G4-10	Total number of employees by type	page 33
G4-11	Collective bargaining agreements	Not applicable for 2023



#	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, especially with our Tier 1 suppliers through our supplier code of conduct.
G4-13	<b>Organizational changes during the reporting period</b>	Not applicable for 2023
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> <p>Dewberry is also committed to serving as stewards of the environment and continuously improving our sustainable policies by adhering to our environmental code of conduct.</p>
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><li>• NSF International</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 Engineer</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 Urban Land Institute</li><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></ul>



#	General Standard Disclosure	Disclosure or Page Reference
G4-16	<b>Membership associations</b>	<ul style="list-style-type: none"> <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> <li>• WTS</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 35 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 35
G4-20	<b>Descriptions of material aspect boundaries within the organization</b>	page 35
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 2023
G4-23	<b>Changes from previous reports in terms of scope and/or boundaries</b>	Not applicable for 2023

#	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, employee resource groups, Tier 1 suppliers, trade organizations
G4-25	<b>How stakeholders were identified</b>	Internal and external reporting, intranet, teaming, presentations, discussions, corporate sustainability initiative, stakeholder engagement mapping exercise
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. Dewberry also conducts a stakeholder mapping exercise every three years by identifying types of stakeholders (by responsibility, influence, proximity, representation, dependency, and authority) and degree of influence to business operations. This exercise helps assess and mitigate stakeholder impacts.
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 leadership development training. We also discuss our processes with current clients and partners.



#	General Standard Disclosure	Disclosure or Page Reference
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### REPORT PROFILE

G4-28	Reporting period	2023
G4-29	Date of most recent report	April 2023
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 2023 report.
G4-33	Policy regarding report assurance	External assurance was not used for the 2023 report; therefore the policy is not applicable.

### GOVERNANCE

G4-34	Governance structure of the organization	page 27
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### ETHICS AND INTEGRITY

G4-56	Code of conduct	page 27
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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 28
G4-EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change	Dewberry regularly reviews and reports climate change risks that have either direct or indirect risks on our business. This includes risks associated with weather/ natural disasters, supply chain, real estate, exposure, energy and water consumption, and indoor air quality.

### ENVIRONMENTAL

G4-EN23	Total weight of waste by type and disposal method	Dewberry uses a third-party paper and electronic products recycler certified to the e-Stewards standard as our environmentally sound paper and electronics waste management program. 139 tons of paper was shredded and recycled through our secure shredding program and more than 27,000 pounds of landfill was diverted through our asset life cycle management program.
G4-EN27	Extent of impact mitigation of environmental impacts of products and services	page 31
G4-EN32	Percentage of new suppliers that were screened using environmental criteria	100% of our Tier 1 suppliers were asked to review and adhere to our Supplier Code of Conduct, which contains Environmental, Social, Economic, and Supply Chain criterion.