

Environment
Social
Governance
Report

2023



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Overseeing ESG

Our ESG program is the foundation for activities across all aspects of Verdantas – leadership, operations, and employee, community, and client engagement. The program’s key objectives are to value everyone by fostering openness, sustainability, and respect, while striving to work as one “We Are Verdantas” team. It sets out our companywide approach to a sustainable purpose and forms the basis of our decisions by focusing on business ethics and compliance, people and culture, and community.

Our passion is to play our part in building a better world for current and future generations. We encourage our people to give something back to their local communities, whether it is time, effort, or a financial contribution. Our key focus areas are high levels of personal and professional integrity, the community, health, education, and the environment.

Verdantas has set strategic initiatives to support our ESG efforts by engaging employees at all company levels, including the Executive Leadership Team and board of directors. Our ESG Program Manager, Terry Reynolds, works with ESG Pillar Leaders and Pillar Teams to enable delivery against defined goals.

The ESG team coordinates and executes the company’s ESG disclosures and works with representatives from finance, HR, operations, IT, legal, marketing, and communications.



TERRY Reynolds

Together the ESG team:

- Collaborates and communicates with all stakeholders
- Evaluates potential ESG efforts for presenting to the Executive Leadership Team
- Reviews peer reports and analyzes industry best practices
- Tracks internal ESG data to ensure compliance and draft annual reporting
- Interacts with stakeholders to communicate ESG objectives, and accomplishments and set goals for the organization

Who is Verdantas?

Leaders In Solving Complex Natural And Built Environment Problems

Verdantas intentionally enables our clients with the knowledge to consider sustainability solutions in each project and the technical experience and expertise to support their environmental and green infrastructure goals.

Verdantas operates a people-focused culture, concentrating on the well-being of its employees, clients, and the communities where they live and work.

Verdantas currently employs over 650 people in 29 offices across the US and is home to many of the industry's top scientists, engineers, and technical experts. As a consulting firm, Verdantas offers a comprehensive suite of environmental, energy, water, civil infrastructure, and sustainable engineering capabilities.



Who is Verdantas?

Practice Groups



ENVIRONMENTAL ASSESSMENT AND REMEDIATION



ENVIRONMENTAL HEALTH AND SAFETY



NATURAL RESOURCES AND ENVIRONMENTAL PLANNING



APPLIED DATA AND TECHNOLOGY



CIVIL INFRASTRUCTURE



SUSTAINABILITY

Client Market Sectors



Industry Rankings



What Drives Us

OUR VISION

*The Place Where
People Matter*

Verdantas will be known as the place people want to work. We strive to build a culture that encourages our employees to balance their everyday lives, grow their careers, and thrive in a culture of inclusion, diversity, and collaboration – all while putting the well-being of our clients and communities at the center of our actions.

OUR PASSION

*Building a
Better Tomorrow*

Verdantas will be a global firm enabling clients to solve complex environmental and infrastructure challenges to support their strategic and overall sustainability and climate change resiliency goals.

OUR VALUES



Inclusivity
Together is
Better



Empathy
Understand
& Listen



Ingenuity
Be Curious
& Creative



Balance
Work Hard.
Play Hard.
Have Fun.



Agility
Anticipate,
Prepare &
Respond



EMPOWERING OUR PEOPLE

At Verdantas, people-focused is at the core of our culture and guides our daily interactions, decisions and planning. Our people are our greatest asset, and we ensure their needs and safety are top priority. We strive to build a culture that encourages our employees to balance their everyday lives, grow their careers, and thrive in a culture of inclusion, diversity, and collaboration while putting our clients and communities at the center of our actions.

Safety is Core to Our Operations

Health & Safety Training Efforts

At Verdantas, safety is our top priority and we have implemented health and safety training for all new hires and refresher courses for current staff. Providing the skills and knowledge for staff to stay agile in the field and at the office will reduce our number of workplace injuries.

Close Call/Good Catch Program

A mechanism for employees to share real-world experiences to educate and prevent accidents from occurring in the future.

Investing in Our People



Health & Well-being

Overarching Verdantas Employee Health & Wellbeing Goals

Verdantas' Employee Health and Well-being programs will empower employees with health education and lifestyle skills that enable them to optimize their well-being and provide valued and tangible employee benefits, which increase retention and enhances the attraction of new talent to Verdantas. Programs will work to provide affordable, accessible healthcare and work to reduce days missed due to illness, injury, and mental health, resulting in increased employee engagement, performance, productivity, and improved overall organizational morale.

Success Defined

Verdantas' employees express satisfaction in the health and well-being approach as encompassing overall physical, emotional, mental, and financial health by enhancing lifestyle, life-work balance, work policy flexibility, and development programs.



Health & Well-being

2023 Actions

Inventory existing Verdantas programs that are linked to employee health and well-being.

- Working with Human Resources, identify all current programs related to comprehensive employee health and well-being (Q1-2023), noting gaps in the company's offerings.
- Develop a calendar of activities, offerings, programs, etc., to be deployed in 2023 and work with the Marketing Team to curate an internal communication plan to increase overall awareness featuring activities that have traditionally been underutilized (Q1-2023).

Enable employee connections to each other and awareness of the positive impacts Verdantas has in our communities.

- Continue to cultivate the Verdantas WAVers program and solicit leadership to identify and promote employees', teams', and company successes (Q1-Q4-2023).
- Develop a plan to enhance rich, collaborative employee relationships (virtual and direct) through increased adoption of Pingboard, meeting etiquette and expectation education, and regular local, onsite, and offsite opportunities for direct in-person and virtual interaction.

Engagement

- Quarterly Employee Health and Wellbeing Pillar presentations for discussions and approval of plans/actions with the Executive Leadership Team (ELT).
- Annual Employee Health and Well-being reporting (integrated into Verdantas ESG Annual Report).
- Leverage the existing Human Resources calendar of Health and Well-being activities to produce 1-2 quarterly companywide Health and Well-being awareness activities in 2023.
- Working with Verdantas Marketing team, create an annual communication plan for internal and external communications of specific Health and Well-being Pillar topics.

Diversity, Equity, & Inclusion

Overarching Verdantas Diversity, Equity & Inclusion (DE&I) Goals

An inclusive, diverse, equitable, and welcoming workplace is essential to living our values. It is imperative to improve our efforts to attract and recruit talent from different identities, backgrounds, cultures, and experiences. We will establish a welcoming workplace for all employees through education and awareness around the core opportunities associated with inclusion and diversity.

We strive to maximize both individual contributions and organizational effectiveness through the diversity, inclusivity, and career opportunities available to our team members. This allows us to fuel innovation and connection among our employees, clients, and the communities we serve. We are a people-focused company at our core, and we believe inclusion creates the biggest and most effective impact on employee experience and results in superior solutions for our clients.

Success Defined

Verdantas employees demonstrate an understanding of the positive impacts of our diverse, equitable, and inclusive culture and align daily practices toward equitable and inclusive behaviors for individuals, teams, and organizations.



Diversity, Equity, & Inclusion

2023 Actions

Working with Verdantas Leadership and Human Resources, publish the Verdantas DE&I Plan and promote it across the company (Q2-2023).

- Working with Human Resources, Conduct A Voluntary Employees Survey on Workplace Accessibility And DE&I Knowledge (Q1-2023).
- Working with the Marketing Team, Curate an Internal and External Communication Plan (Q2-2023).

Working with Verdantas Human Resources, complete discovery efforts on internal DE&I awareness and action-driving training options and prepare a recommendation for the Executive Leadership Team (ELT) (Q3-2023).

- Tiered Approach
 - o Base level for All Verdantas Employees (2023)
 - o Specific Training for Managers/Supervisors, Hiring Managers, and Corporate Leadership (2023-2024)

Working with Verdantas Human Resources and Talent Acquisition team to increase diverse hiring and retention of our diverse team (Q1-2023).

- Working with the Talent Acquisition team to develop talking points and the language to use to let candidates know that Verdantas is a place where all are welcome.
- Seek alternative methods of recruitment with access to a wide range of diverse applicants.
- Work with DE&I consultants to gain knowledge on more equitable practices in recruiting.

Engagement

- Quarterly DE&I Pillar presentations for discussions and approval of plans/actions with the Executive Leadership Team (ELT).
- Annual DE&I reporting (integrated into Verdantas ESG Annual Report).
- Leverage the existing Human Resources calendar of DE&I activities and produce 1-2 quarterly companywide DE&I awareness activities in 2023.
- Working with Verdantas Marketing team, create an annual communication plan for internal and external communications of specific DE&I Pillar topics.



PROTECTING OUR ENVIRONMENT

Enabling our Clients to build a better tomorrow. That is our passion and whether it is restoration, new construction, redevelopment of existing assets, or finding resiliencies in our resources—discovering and creating a sustainable approach to everything we do is part of our Verdantas foundation.

Sustainability

Overarching Verdantas Sustainability Goals

Aligned with the “Verdantas Sustainability Charter,” engage employees with their communities, co-workers, and clients leading to intentional actions and investments to reduce overall environmental impacts, attract future employees, and build a better tomorrow.

Success Defined

- Food waste is reduced by 25% between 2023-2025
- Plastic waste is reduced by 25% between 2023-2025
- Verdantas is a verified/certified carbon-zero company by 2030



Sustainability

2023 Actions

Creation of the Verdantas Employee Sustainability Team (Representation from each Area) to coordinate with Facility leads, local sustainability supporters, and Area leadership) to:

- Create the “Verdantas Sustainability Charter” to guide sustainability discussions, considerations, and decisions in achieving our 2030 carbon-zero goal (Q1).
 - o Define the criteria and mechanism to conduct an office-by-office audit of waste and energy usage (Q1-2023), completing all audits by the end of Q2-2023.
 - o Utilizing 2023 audit data, set the “Verdantas 2030 Carbon-Zero Plan” (strategy, investments, annual milestones, and supporting programs) (Q3-2023).

Recommend the criteria and funding mechanisms (company and employees) and process to request/ utilize funds to establish the “Verdantas Sustainability Grant” program for employees and local community representatives to apply for funds to support worthy sustainability projects/programs to the ESG Executive Sponsor (Q2-2023).

Work with the Verdantas Project Delivery Support Office (PDSO) to define the training, mechanisms and tracking of Verdantas Project Managers inclusion of sustainability consideration for client projects.

Engagement

- Quarterly Sustainability Pillar presentations for discussions and approval of plans/actions with the Executive Leadership Team (ELT).
- Annual sustainability reporting (integrated into Verdantas ESG Annual Report).
- Leverage the collaboration with other ESG Pillar teams, ESG Program Manager, and Verdantas’ leadership to create 2-4 sustainability awareness activities in 2023.
- Working with Verdantas Marketing team, create an annual communication plan for internal and external communications of specific Sustainability Pillar topics.



IMPACTING OUR COMMUNITY

We support our global and local communities through humanitarian and environmental efforts to create positive connections for employees for the benefit of others to build a better world.

Volunteer & Philanthropy

Overarching Verdantas Volunteer and Philanthropy (V&P) Goals

The Verdantas V&P “Go Team” programs will empower employees, employee families and friends, past employees, clients, vendors and suppliers, and communities to make a global and local impact everywhere Verdantas operates. Operating the Verdantas V&P “Go Team” programs to ensure all employees have an opportunity to participate with a balance of impact and meaning will align with our company values and people-focused culture. All Verdantas V&P program funding or direct participation recipients will be researched and scrutinized against a predetermined set of criteria.

Success Defined

Employees are proud of the impact of Verdantas V&P “Go Team” programs and can regularly find a role in the structured and coordinated V&P projects fostering opportunities for shared experiences and deeper connections within Verdantas and with our communities.



Volunteer & Philanthropy

2023 Actions

Activating on the 2023 Volunteer & Philanthropy (V&P) theme of “Clean Water-Benefitting Both People and the Environment.”

- Define the mechanism to host the first-ever Verdantas V&P “Go Team” funding campaign for the **Charity: Water** organization (Q1) for launch within Verdantas in Q2-2023.
- Partnering with local (Area or Office) leadership, identify opportunities to participate or partner with local “Clean Water” projects (Q1-2023).
- Working with the Marketing Team, create a communication plan building awareness for the “Verdantas V&P Go Team” and the opportunities companywide to initiate on the 2023 theme (Q1-2023).

Define a governance charter for the criteria to be used when considering an organization to benefit from Verdantas V&P involvement.

Establish the “Verdantas V&P Go Team” steering group to research, seek employee input and define the 2024 V&P theme and recommended goals, strategies, organizations, and tactics for 2024 participation (Q3-2023).

Determine the metrics and reporting elements needed in the broader Verdantas annual ESG report, baseline (e.g., #hours, funds contributed, #employees), and demonstrated impact with our employees and the organizations we work with.

Engagement

- Quarterly Volunteer & Philanthropy Pillar presentations for discussions and approval of plans/actions with the Executive Leadership Team (ELT).
- Annual V&P Pillar reporting (integrated into Verdantas ESG Annual Report).
- Regular updates and recognition of V&P involvement and impact promoted through internal communication channels
- (i.e., WayPoints, GreenFeed, TownHalls, etc.) and external channels (i.e., social media and verdantas.com).
- Working with Verdantas Marketing team, create an annual communication plan for internal and external communications on activation for the 2023 theme of “Clean Water-Benefitting Both People and the Environment.”



ACTING WITH INTEGRITY

Through the acquisitive and organic growth that we've accomplished and the reach that we have acquired nationally, our reputation as a "people-focused company" remains. To us, people-focused represents our employees, clients, and the stakeholders in the communities where we work and live. It reflects how we choose to conduct business and how we engage with our employees. Whether it's the decisions we make in the office or how we execute on a project, we're proud to be a company firmly centered around our core values and a people-focused future.

Corporate Governance

Aiming to Create Long-Term Value

Central to the trust between a company and its shareholders is the commitment to principled company governance.

Here at Verdantas, we have a very straightforward but important vision to continually enable our clients to build a better tomorrow and strive to build a culture that is a people-focused environment by putting our employees, clients, and communities at the center of our actions.

To achieve our vision, we will conduct our business with the following Code of Ethics in mind:

- Always obey the law.
- Look out for our clients.
- Take care of our employees.
- Respect our shareholders.
- Take care of the communities where we live and work.

If we do these five things throughout our organization, we will continue to achieve our vision and meet our strategic goals.



Corporate Governance

Diversity

The diversity of our company is a vital element that we believe creates value for our employees, clients, shareholders, and community stakeholders. No matter an individual's gender, race, ethnicity, national origin, upbringing, sexual orientation, or career experience, Verdantas has committed to prioritizing diversity when considering new employee candidates. By supporting a diverse environment, we recognize the tremendous opportunity to provide increased strength regarding our overall performance. Diverse experiences are vital to providing input on our overall operation and substantial business risk and opportunity assessments.





CLOSING

2023-2024 Considerations

Health and Wellbeing Pillar

Working across the Verdantas ESG Pillar teams, research an integrated volunteer, philanthropy, health, and well-being technology platform (app) to increase employee engagement in activities, education, participation, and overall feeling of connectedness. Use the data from the technology solution to develop next-generation approaches.

Sustainability Pillar

- Working with Verdantas Fleet Managers and Finance, define the strategy and investments to support the integration of EV vehicles into the Verdantas fleet.
- Collaborating with Human Resources and Finance, recommend the policies and incentives for a Verdantas “Employee Sustainable Commuter Program.”
- As a result of the 2023 waste audit, define the policies and local actions in support of eliminating single-stream plastics from offices.
- Utilize a representative from the Verdantas Employee Sustainability Team in the selection of new facilities or renewing existing leases to help consult on alignment to any energy reduction criteria established in the “Verdantas 2030 Carbon-Zero Plan.”

Volunteer and Philanthropy (V&P) Pillar

Partnering with other Verdantas ESG Pillar leadership, research and recommend an ESG/CSR/V&P technology platform that would enable a greater level of employee involvement and benefit in the various Verdantas Health and Well-being, Sustainability, V&P, and DE&I programs.

Diversity, Equity, & Diversity (DE&I) Pillar

Utilize a representative from the Verdantas DE&I Pillar Team in the selection of new facilities or renewing of existing leases to help consult on alignment to any workplace criteria established in the Verdantas 2023 DE&I Plan.

A Message from the CEO



Verdantas has experienced tremendous growth, which has diversified and expanded our capability offerings and our geographic reach, while providing career opportunities for our staff. Over the past two years, we have brought together consulting companies that are people-focused and enables our clients in building a better tomorrow.

As an environmental and engineering consulting firm, we hold ourselves accountable to enhance our communities and improve the environment

to create a better world for ourselves and future generations.

Verdantas has embarked on a journey to formalize an Environment, Social, and Governance (ESG) plan led by our employees. Verdantas has identified four pillars of focus for our 2023 ESG plan, including:

- Sustainability;
- Health and Well-being;
- Volunteer and Philanthropy, and;
- Diversity, Equity, and Inclusion (DE&I)

Each pillar contains standards and goals focused on enhancing our company's impact on the world.

Join me in congratulating our ESG pillar teams on the fantastic work they did in defining Verdantas' initial ESG goals and aspirations. This is an exciting start to our ESG journey.

GERRY Salontai
Chief Executive Officer

Health & Wellbeing

Pillar Leader: Andrea Giles

Team Members: Patrick McGay, Cori Tammaro

Executive Support: Guy Marcozzi, EVP

Sustainability

Pillar Leader: Susan Handley

Team Members: Rory Kaip, Savannah Sipes, Cheryl Nichols, Jonathan Napolitano, Jeff Cox, Al Parise

Executive Support: Gerry Salontai, CEO

Diversity, Equity & Inclusion

Pillar Leader: Susan Cundiff

Team Members: Mike Handlin, Erika Pleczynski, Mike Boisvert

Executive Support: Jesse Kropelnicki, COO

Volunteer & Philanthropy

Pillar Leader: Laura Lutes

Team Members: Abigail Calmes, Emily Cook, Kathleen K. Shearer, AJ Smtih

Executive Support: Pat Sheridan, CFO



#WeAreVerdantas