



## Maryland Green Registry MEMBER

The Maryland Green Registry promotes and recognizes sustainable practices at organizations of all types and sizes. Members agree to share at least five environmental practices and one measurable result while striving to continually improve their environmental performance.

# EA Engineering, Science, and Technology, Inc., PBC



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Member since October 2010

## Management and Leadership

### Environmental Policy Statement

EA's Corporate Sustainability Page can be found here:

[http://eaest.com/corporate\\_sustainability.php](http://eaest.com/corporate_sustainability.php)

*It presents EA's Environmental Policy Statement, which is as follows:*

#### **Putting Words into Action**

*Through more than four decades as a firm dedicated to the preservation and enhancement of the natural and built environments, EA has developed a keen social awareness and appreciation for the precious and limited resources that our planet has to offer. As a leader in the environmental field, we hold ourselves accountable in our sustainability initiatives and seek out opportunities to support the communities we serve through participation in neighborhood and watershed cleanup projects and various outreach programs to mentor our nation's youth in such topics as materials recycling, waste minimization, energy savings, and related environmental and sustainability topics.*

#### **Corporate Sustainable Business Practices**

*EA's corporate sustainable business practices, in concert with our Sustainability Message, guide our operations in growing in a sustainably conscious manner. Our goals embrace a broader perspective and commitment to sustainability principles by:*

- *Encouraging reduction of consumption through sustainability awareness, efficient practices, and use of technology*
- *Encouraging environmental stewardship through procurement, recycling, and end-of-life practices for goods and services utilized through our supply chain*

- *Making sustainability and the importance of integrating sustainable practices into our daily practices, operations, and services a paramount concern*
- *Providing recognition to offices and employees that demonstrate extraordinary leadership and/or performance in support of EA's sustainability practices*

*Through this policy statement, we reinforce our longstanding commitment to sustainable business practices as we continue to live out our core purpose of: IMPROVING THE ENVIRONMENT IN WHICH WE LIVE, ONE PROJECT AT A TIME®.*

*EA has had a formal, implemented and communicated Sustainability Program since 2008 including governance, establishment of goals, training and awareness, and communication and reporting using the Global Reporting Initiative (GRI) guidance. EA has been reporting across 30+ GRI environmental, social, and economic disclosures and has published three biennial Corporate Sustainability Reports highlighting our accomplishments during this time, and is currently completing its fourth, which will be released by year end. Disclosures include aspects such as employee training, supplier diversity, environmental impact, ethics, health and safety, human rights, and sustainability.*

*In December 2014, EA moved to 100% ownership by its Employee Stock Ownership Plan (ESOP) and registered as a Public Benefit Corporation (PBC) under Delaware corporate law. This move differentiates us from our peers and positions EA as a “first-mover” among major national environmental consultancies as a 100% ESOP-owned PBC. PBC is a new class of corporation designed to enable for-profit corporations to produce tangible public benefits, while operating in a responsible and sustainable manner. PBCs balance the interests of non-stockholder stakeholders (such as clients, local communities, and the general public) with their own pecuniary interests, in such a manner that the public benefits identified in the entity's certificate of incorporation are promoted and achieved. These changes expanded the mission of EA's Sustainability Program, and therefore, its name was changed to EA's Corporate Social Responsibility (CSR) Program, reflecting this increased breadth of scope.*



## **Environmental Team**

*EA formalized its Sustainability Program and appointed a Sustainability Committee in 2009 to lead and guide activities throughout all aspects of our operations. We also implemented a successful EA Sustainers program to seed awareness and promote communication on sustainable practices. EA Sustainers are appointed by management and are integrated into all business unit operations and corporate departments—the overall success of our program is due in part to our EA Sustainers network and their passion.*

*Comprised of more than 25 employees representing all of EA's offices, business units, as well as technical, financial, facilities, and administrative support services, the EA Sustainers group meets regularly to discuss sustainability issues, develop sustainability initiatives, and report on progress toward achieving sustainability goals. Minutes from these meetings as well as sustainability resources and associated references are posted on EA's intranet site for employee use and referral.*

*Registering as a PBC in December 2014 led to formal direct changes to our governance, including the appointment of a new Director of Corporate Social Responsibility (CSR), who reports directly to the Board of Directors through EA's CEO/President. This visible senior management position centralizes EA's commitment to CSR transparency and PBC reporting. We also created a PBC Committee to develop EA's PBC Framework and serve as a sounding board for its implementation. The PBC Committee reports directly to EA's Board of Directors and meets regularly to establish direction for EA's CSR program.*



#### **Annual Environmental Goals**

*"Continuous Improvement" is an overarching sustainability concept employed on a daily basis here at EA. Therefore, while we are proud of our success to date, we are already working on accomplishing more in the future:*

- *Continual reduction in corporate travel and associated carbon emissions through the increased use of technology advances such as video conferencing*
- *Initiation of an electronic equipment inventory, promoting work stream efficiencies while reducing paper documentation*
- *Development of a Vendor Portal to provide greater visibility for potential business partners, including small and small, disadvantaged businesses, for future teaming and procurement opportunities*
- *Continuous refinement of standard operating procedures to guide EA's commitment to social responsibility*
- *Expansion of our program to green our fleet and add more alternative fuel/hybrid vehicles.*



#### **Environmentally Preferable Products and Services**

*As a leading provider of environmental, compliance, natural resources, and infrastructure engineering and management solutions to a wide range of public and private sector clients, EA's core purpose is to improve the quality of the environment in which we live, one project at a time. The intricate and complex nature of today's environmental issues requires an interdisciplinary approach to provide realistic, workable, and cost-effective solutions. As our*

*name implies, EA was founded on the overarching principle of integration of the science and engineering disciplines to guide our clients through complex technical and regulatory challenges associated with environmental projects. By actively and deliberately integrating science, engineering, and technology through our in-house, multidisciplinary teams, we are readily capable of defining problems and designing solutions in ways that are innovative, uniquely efficient, and operationally sustainable, yet environmentally sound, technically defensible, and financially responsible for our clients.*

**Environmentally Preferable Purchasing**

*The purchasing of environmental preferable products is integral to EA's culture. As an established federal contractor for over 25 years, EA has well-established programs to fulfill contract requirements, including green procurement and contracting. Indeed, many of these federal requirements are similarly being integrated into state programs. Examples of this program include the company-wide use of Forest Stewardship Council (FSC)-certified paper with 90% post-consumer recycled content, utilization of hybrid or energy-efficient vehicles in EA's vehicle fleet, and the use of Electronic Product Environmental Assessment Tool (EPEAT) "silver" standard computer and ancillary equipment. EA also uses eco-friendly (i.e., cartridge-free solid ink) photocopiers in many of our offices. Our sustainability philosophy is also visible in our marketing efforts: our exhibit banners, brochures, and branded materials are produced using environmentally preferable materials.*

*EA consistently integrates sustainable practices within our internal operations and client services. This includes meeting client requirements for the implementation of environmentally preferred purchasing programs. Working closely with clients in this manner enables us to meet their objectives and also helps us to make improvements in our own internal purchasing systems and practices.*

*As part of our materiality dialogue, we have noted the important role that upstream and downstream supplier stakeholders play in our business. The services we provide are directly dependent on them and we are in the process of expanding the dialogue with our suppliers on CSR issues.*

*In order to monitor performance and drive continuous improvement, in 2014, EA submitted our CSR program for evaluation to EcoVadis, a French-based consultancy, which helps organizations evaluate the economic and social performance of their suppliers. The findings of this assessment identified an opportunity for improvement, which was to expand the dialogue with our supply chain. In response, EA benchmarked and assessed other leading models and in 2015, we hired a third-party IT consultant to implement an expanded supplier*

*diversity program to be integrated within our financial management system. The expanded supplier portal will be a new door to business with EA – and will incorporate new expectations and transparency regarding CSR issues. Our supplier questionnaire includes sustainability, health and safety, and supplier diversity questions addressing CSR reporting, GHG emission tracking and reporting, third-party certifications, and impact reduction of operations and activities in their own supply chain such as distribution, use of environmentally preferred products, etc. New vendors will be using the enhanced supplier portal in 2016 and EA will report metrics on our supply chain in future CSR reports.*

**Environmental Restoration or Community Environmental Projects**

*Often times, our most meaningful sustainability efforts occur at the grassroots level through our employees. EA’s employees regularly contribute their time and energies to improve the communities in which they work and live. Through these volunteer efforts, they work side-by-side with local stakeholders and community leaders to exchange ideas and promote meaningful improvements to the environment.*

*For example, our Maryland employees help run an annual outreach program referred to as “Chesapeake Bay Days” to educate middle school students about the ecology and environmental awareness of Chesapeake Bay tributaries by presenting a hands-on training session on the benthic ecology of the Little Gunpowder River.*

**Waste**

**Solid Waste Reduction and Reuse**

*Below are the latest reported results as presented in EA’s Corporate Sustainability Report which is located on our website:  
([http://www.eaest.com/corporate\\_sustainability\\_message.php](http://www.eaest.com/corporate_sustainability_message.php))*

<b>Trend</b>	<b>GRI No.</b>	<b>Indicator</b>	<b>Metric(s)</b>	<b>Progress-To-Date</b>
 (decline)	EN1	Materials used by weight or volume	(1) Per-person paper usage expressed as reams per person; and (2) company paper use, expressed in tons of paper purchased annually	EA's per person paper usage of paper, expressed as reams per person, decreased 64% from 2011. EA's overall consumption of Forest Stewardship Council (FSC)-certified paper was reduced 70% through ongoing recycling and waste minimization programs, and increased issuance of electronic client deliverables.
	EN2	Percentage of materials used that are recycled	(1) Percent or tons of FSC-certified paper purchased company-	EA purchases 95% of its paper company-wide from an FSC-certified vendor. Over 95% of toner cartridges purchased are recycled by

(no change)		input materials	wide; (2) percent toner cartridges recycled, annually; and (3) percent of EA offices with in-place office recycling programs	offices through vendor take back programs. EA has established in-office recycling programs for paper, glass, aluminum, plastic, and batteries in 100% of its offices.
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*The office material that we use most in our business is paper. EA has standardized its specification for white paper, using Forest Stewardship Council-certified paper with 90 percent post-consumable recycled content. In addition, we have been actively engaged in reducing paper use, where applicable, through the following efforts.*

*EA’s **Deliverables and Production Working Group** developed guidance on the procurement, production, and shipping of our products in accordance with EA’s Sustainable Business Practices. Notable accomplishments in CY 2013 include:*

- In the 2012-2013 timeframe, EA established green procurement practices for our federal projects to be compliant with Executive Order 12423 (relating to bio-based fuels, energy/water efficiency, and maximizing recycling content), Resource Conservation and Recovery Act Section 6002 (recycled paper and alternative energy usage), and other government recommendations. We accomplished this through the publishing in 2013 of EA Policies relating to Sustainable Business Practices for Production, Packaging, and Shipping (SBP-001); Sustainable Business Practices for Marketing and Promotional Materials (SBP-002); and Sustainable Business Practices for Sustainable Operations (SBP-003).*
- Each year since 2009, EA has purchased 100 metric tons of carbon offsets with savings derived from implementation of the distribution of electronic holiday greeting cards.*
- The company has placed continued emphasis on “paperless” initiatives and electronic deliverables.*
- EA incorporates sustainability considerations into the design and dissemination of marketing materials through environmental-preferred products.*
- Packaging “reuse” programs significantly reduce the need for new cardboard and paper-based containers; the company also implements “take back” programs with suppliers.*

- *We promote paperless meetings, conferences, and events, and emphasizes web-based collaboration tools.*
- *EA uses environmentally friendly materials and practices in report and document production, such as the use of carbon neutral (or equivalent) certified paper and default double-sided printing, respectively.*



## **Recycling**

*Below are the latest reported results as presented in the Corporate Sustainability Report which is located on our website:*

***Electronic Waste Recycling:*** *Over the reporting period, EA’s Information Technology Department continued to implement a program to manage electronic waste across all EA operations. EA purchases and leases computers, printers, servers, and copiers. Leased computers are returned to the leasing company when terms have expired. Owned computers are refurbished for use, sold to employees, donated to charitable organizations such as schools, or recycled through a licensed vendor. Toner cartridges are recycled and EA-owned cell phones are also recycled or donated to local charities. In 2012 and 2013, more than 2,000 pounds of electronic equipment was recycled and diverted from disposal through our Information Technology Department.*

***Office Materials Recycling:*** *All of EA’s offices have recycling programs for basic paper, cardboard, aluminum, plastic, and ink toner cartridges. Most offices also recycle glass and batteries. Often, the ability to expand recycling depends on the existence of local community recycling facilities and/or programs, support from property management where we lease space, and the individual actions of our employees.*

*In cases where recycling options are limited, EA employees have taken the initiative to expand recycling opportunities through “take home” efforts. In several offices, aluminum cans are collected by employees as a fundraising mechanism for local non-profit organizations.*



## **Hazardous Waste/Toxic Use Reduction**

*In our offices, EA specifies the use of non-toxic, environmentally friendly cleaning products wherever possible.*

## Energy

### Energy Efficiency

*Below are the latest reported results as presented in our Corporate Sustainability Report, which is located on our website. The results presented were developed in accordance with the Global Reporting Initiative (GRI).*

*In addition, EA actively works with our landlords in leased spaces to recommend energy-efficiency improvements and have implemented retrofit programs to upgrade to energy-efficient lighting. Our commitment to purchase of EPEAT Gold standard information technology equipment further demonstrates our commitment to use of energy efficient equipment.*

Trend	GRI No.	Indicator	Metric(s)	Progress-To-Date
● (baseline – no prior data)	EN3 and EN4	Direct and indirect energy consumption by primary source	(1) Electricity consumed at the 225/231 Schilling Circle campus in Hunt Valley, Maryland expressed in kilowatt hours per year	EA leases all commercial office, laboratory, and warehouse space. For reporting purposes, energy consumption at our Headquarters campus is used as our benchmark. In 2012, EA consolidated three Baltimore County offices into a single Corporate Headquarters campus at 225 Schilling Circle and 231 Schilling Circle in Hunt Valley, Maryland. As a result, the company considers 2012-2013 as a new baseline for energy consumption.
● (baseline – no prior data)	EN5 and EN7	Energy saved due to conservation and efficiency improvements, and initiatives to reduce indirect energy consumption	(1) Energy savings as expressed in dollars saved or reduction in megawatt hours/kilowatt hours as defined by specific project or initiative, and (2) percent of new computer and ancillary equipment purchased meeting U.S. Environmental Protection Agency - sponsored Electronic Product Environmental Assessment Tool	In August 2012, EA consolidated its Baltimore-area offices into a new, LEED®-rated building (Core and Shell-certified Platinum and Commercial Interior-certified Gold). In September 2012, EA purchased renewable energy credits to cover 50% of projected power usage at our new building over a 2-year period – equating to 920 megawatt hours of green power offsets. Energy conservation is achieved through Energy Star® appliances and EPEAT-certified computers and information technology equipment. EA's new Headquarters is equipped with occupancy sensor control lighting and the lighting system meets LEED® low-mercury lighting requirements. Natural lighting is maximized through an

			(EPEAT <sup>®</sup> ) program Gold-level standard	abundance of exterior glass windows and interior glass wall and door systems and more than 90% of occupants have direct access to natural light. Since 2008, EA has worked with our portfolio of leased space property managers to identify energy conservation measures and educate them on sustainability initiatives. Since 2010, EA has purchased EPEAT-registered devices; 100% of all new personal computers and ancillary equipment purchased or leased meet the EPEAT Gold-level.
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**Renewable Energy**

*For calendar year 2013, as part of the build-out of EA’s commercial interior space at our Corporate Headquarters, EA purchased a 2-year renewable energy credit in the amount of 920,000 kilowatt hours of green power from Carbon Solutions Group. Therefore, for 2013, an offset of GHG emissions based on 460,000 kilowatt hours of electricity has been factored. In addition, on an annual basis, EA purchases 100 metric tons of verified CO<sub>2</sub> equivalent emission reductions from TerraPass.*

**Transportation**

**Employee Commute**

*As our second largest GHG source, more focus is required to reduce EA’s carbon footprint attributable to employee work commute. Due to the complexity of addressing employee commuting decisions, which are inherently personal choices, EA’s management intends to engage the EA Sustainers to develop educational tools and assess the utility of programs that encourage use of public transportation and offer incentive for the use of high fuel efficiency vehicles. We note that proximity to public transit (including light rail) was a key factor in EA’s decision to consolidate our Headquarters offices in the Hunt Valley, Maryland area, and to relocate our Kirkland, Washington office to downtown Seattle.*

**Efficient Business Travel**

*The majority of EA’s business travel is integral to providing quality service to our clients and is performed on project engagements at our clients’ request. Therefore, strategies to minimize this component of our carbon footprint have focused on initiating action to both reduce and compensate for the business travel undertaken at our discretion, as well as improving the fuel efficiency and*

performance of our vehicle fleet. As appropriate, phone- and/or video-conferencing will continue to be used to offset business travel.

On an annual basis, EA purchases 100 metric tons of verified carbon dioxide offsets from TerraPass, effectively reducing the impact of company air travel by one quarter. TerraPass carbon offsets have been verified by independent third parties using the Verified Carbon Standard and the Climate Action Reserve. Also, all TerraPass emissions reduction projects are carried out in North America, and its portfolio included projects for landfill gas capture, farm power, and clean energy.

**Fleet Vehicles**

At the end of 2013, 8 percent of EA’s vehicle fleet was comprised of either hybrid or flex-fuel vehicles. This number has grown over time. In 2011, EA’s vehicle fleet comprised of either hybrid or flex-fuel vehicles was 6 percent; while, in 2008, no flex-fuel or hybrid vehicles existed within EA’s fleet. EA is committed to improving the fuel efficiency of its fleet, including deployment of additional hybrid, electric, and flex-fuel vehicles, as opportunities are presented.

**Water**

**Water Conservation**

Below are the latest reported results as presented in the Corporate Sustainability Report which is located on our website.

Trend	GRI No.	Indicator	Metric(s)	Progress-To-Date
● (baseline – no prior data)	EN8	Total water withdrawal by source	(1) Water utilized at the 225/231 Schilling Circle campus in Hunt Valley, Maryland expressed as volume used annually	EA's Hunt Valley, Maryland operations at 225/231 Schilling Circle, including our ecotoxicology laboratory, consumed 719,758 gallons of potable water/wastewater in 2013 establishing a new water use baseline with our office consolidation. Water usage in these facilities is estimated to be 37% lower than projected usage based on standard building code requirements. Through our water conservation measures, efficiencies are achieved through the use of faucets with automatic hands-free sensors and spray outlets, toilets equipped with water-saving flush valves, and water-free urinals.

**Stormwater Management and Site Design**

**Green Roof Technology:** *The roof at Schilling Green II houses a solar-powered water pre-heating system, 25-kilowatt photo-voltaic power generator, and a landscaped green roof atop the vestibule canopy to retain and re-use rainwater. Elsewhere, reflective surface materials are used to reflect heat from being absorbed into the building, thereby reducing heat-island effects.*

**Water Efficient Landscaping:** *Schilling Green II is designed so the landscaping conforms to regional weather and seasonal patterns. Native, drought-tolerant plant species are utilized along with highly efficient irrigation heads and a weather monitoring controller to reduce water usage.*

## Green Building

**LEED Gold for Commercial Interior**

**LEED Platinum for Building Shell**

*In August 2012, EA moved to 75,400 sf of new office and laboratory space, which includes its 57,500 sf headquarters on the third and fourth floors in Merritt Properties' Schilling Green II located at 225 Schilling Circle, Hunt Valley, and the firm's nationally accredited ecotoxicology and biological testing laboratory, in an adjacent building. Merritt Properties earned LEED Platinum certification for Schilling Green II, the highest level of recognition that can be achieved for a newly constructed building.*

*Achieving LEED® certification was important to EA, and the company was pleased to discover that as an organization that leases, but does not occupy their entire building, our sustainability efforts could be recognized under USGBC's LEED for Commercial Interiors (LEED-CI) Rating System. The interior build out of EA's corporate headquarters was a great opportunity to create a workplace that exhibits the company's sustainability values and practices.*

*In launching this project, we utilized LEED® Gold standard as our benchmark and we are thrilled to have succeeded. EA achieved LEED® -CI Gold certification for our Corporate Headquarters in May 2013.*

**Water Efficiency:** *Water usage is 37 percent lower than projected usage based on standard building code requirements. Efficiencies are achieved through*

*the use of faucets with automatic hands-free sensors and spray outlets, toilets equipped with water-saving flush valves, and water-free urinals in the men's restrooms.*

**Energy and Atmosphere:** *Energy conservation is achieved through the use of Energy Star<sup>®</sup>-rated appliances and EPEAT<sup>®</sup>-registered electronics such as computers and information technology equipment. The office is equipped with occupancy sensor control lighting and the lighting system meets LEED<sup>®</sup> low mercury lighting requirements. Natural lighting is maximized through an abundance of exterior glass windows and interior glass wall and door systems, which means that more than 90 percent of employees have direct access to natural light.*

**Materials and Resources:** *Single stream recycling bins are located throughout the building. Materials recycled include paper, cardboard, aluminum, and plastic. A hard goods recycling station is located in the Reprographic Center for batteries and electronics. To further reduce waste, there are water refilling stations for reusable bottles, cups, and glasses. Paper is Forest Stewardship Council-certified.*

**Indoor Environmental Quality:** *The interior build-out was accomplished using construction materials (paints, coatings, adhesives, and sealants), flooring, and furniture systems that emit little to no volatile organic compounds. The subfloor heating, ventilation, and air conditioning system meets strict thermal control requirements and achieves greater than 26 percent energy savings. The building is designated as non-smoking.*

**Innovative Applications:** *A large training room is used for many educational events promoting sustainability and its positive economic, environmental, and social impacts. LEED<sup>®</sup>-accredited professionals played a major role in the design and construction of the building and its CI. An open stairway connects the third and fourth floors, improves air flow, and reduces the use of elevators.*

**Additional Human Factor:** *The office offers numerous enhancements for employees and visitors, including more than 25 meeting rooms/collaboration spaces and privacy rooms for personal convenience. A modern fitness center, with locker rooms and showers, is located on the lower level. A healthy options commercial eatery, offering a variety of fresh salads and wraps, is located on the first floor.*

## **Other**

☑ *As a corporate entity, EA continues to lead by example and the collective leadership of our management team continues to make sustainability a priority in how we do business. Examples are as follows:*

- *In November 2012, EA became a charter member of Institute for Sustainable Infrastructure (ISI). Based in Washington, D.C., ISI is a not-for-profit, public interest organization dedicated to sustainable infrastructure at the municipal, regional, state, and federal levels.*
- *In 2013, the commercial interior of EA's new Corporate Headquarters earned LEED® Gold certification from the USGBC. In 2012, EA consolidated three of its Maryland offices and moved into this building, for which the builder, Merritt Properties, earned LEED® Platinum certification in 2013.*
- *To broaden company-wide knowledge, EA added Sustainability Highlights as a standing agenda item on its biweekly internal sales and marketing national conference calls—highlighting topics such as volunteer efforts, internal recycling programs, client projects, electronics recycling, BMPs, and other sustainability initiatives.*
- *To assist our professionals with fostering the use of green and sustainable elements on soil and groundwater remediation projects, EA continues to build on its GSR Toolbox, which was established in 2011. The GSR Toolbox is geared toward applying a tiered-tools approach to virtually any phase of a project's lifecycle. The complexity of available tools varies sequentially from qualitative to quantitative in step with project progression.*
- *In 2012, EA modified its internal sustainability framework into a single working cross-company structure known as the EA Sustainers. Comprised of more than 25 employees representing all of EA's offices, business units, as well as technical, financial, facilities, and administrative support services, this group met monthly during this 2-year reporting period to discuss sustainability issues, develop sustainability initiatives, and report on progress toward achieving sustainability goals. Minutes from these meetings as well as sustainability resources and associated references are posted on EA's intranet site for employee use and referral.*
- *In its role as a corporate leader, EA continued its support of State sustainability programs that exist within our geographic footprint like the Green Zia Environmental Leadership Program in New Mexico. In 2012, EA elevated its Green Zia designation to Silver from Bronze and is one of only two companies in the state of New Mexico to hold that distinction.*

*EA is also consistently recognized by professional organizations and societies for business excellence which includes sustainability. For example:*

- **2014 Occupational Excellence Achievement Award:** *This is the second time in the last 3 years that EA's commitment to occupational safety has been recognized through this national award. EA considers the safety and health of its employees, clients, and visitors, and the prevention of work-related accidents and illnesses, to be of the highest priority. Proactively implemented, EA's comprehensive and systematic safety and health program has contributed to more efficient and effective operations by improving employee health and morale, and by reducing workers' compensation costs, lost time, fire and liability insurance premiums, and property damage.*
- **2013 Business Achievement Award:** *Through significant contract wins, the revenue of EA's new contaminated sediment management practice has more than doubled over the past 3 years. With the addition of key new hires and the establishment of strategically located offices, EA has successfully leveraged the capabilities and experience of two of its core practice areas-hazardous waste assessment/cleanup and dredged material management-to significantly advance its expertise in contaminated sediment investigation, remedial alternatives development, and construction-phase services. The company's capabilities originate from its long-standing aquatic science and impact assessment expertise, applying lessons learned to develop efficient sediment characterization strategies and effective remedies that restore aquatic function and habitat. EA utilizes a risk-based approach, which includes analysis of proportionate and relative risk, short- versus long-term effectiveness, long-term liability, new technology efficiency/reliability, and sustainability. Combined, EA's sediment-related practices now constitute 10 percent of the firm's multi-service portfolio.*
- **2014 Honor Award:** *For 8 years, EA has been employing testing methodologies and data evaluation processes to identify the source of bacteria found in surface waters within Prince George's and Montgomery counties. Currently, a DNA fingerprint system is being employed on this project; however, given the rapid evolution of the science, the results and methodologies of the program are reevaluated on a periodic basis to ensure the most advanced testing methods are being utilized. In addition, public stakeholder meetings are an integral part of this program and there is routine collaboration with federal and state agencies as well as various citizen groups.*
- **Third Party CSR Assessment:** *In 2014 we began to see increased interest in client third-party supply chain CSR evaluation. Recognizing that we are an intimate component of our clients supply chain we moved proactive. At the request of a large multinational client, we were invited to participate in a*

*third-party CSR review by EcoVadis, a French-based consultancy which helps organizations evaluate the economic and social performance of their suppliers. EcoVadis assesses the environmental, economic and social performance of global suppliers and creates scorecards that allow companies to monitor CSR supplier performance. EcoVadis serves hundreds of global multinationals, including Fortune 500 brands such as Axa, Alcatel-Lucent, Coca Cola Enterprises, Heineken, Orange, Johnson & Johnson, Lafarge, Renault-Nissan, Schneider Electric, and Verizon.*

*EA received an assessment survey covering 21 CSR criteria, organized under four main themes—environment; labor practices and human rights; fair business practices (or business ethics); and sustainable procurement—EA was evaluated across 39 specific CSR elements based on a “screening” survey which develops a customized questionnaire based on our size, industry, etc. Depending on company specifics, CSR elements can range from 20-50.*

*EcoVadis ratings are compatible with the GRI and ISO 26000 standards; EA has been reporting using a GRI framework since 2008—so we had much of the information at our disposal. EcoVadis recognizes three rating levels – bronze, silver and gold. Ratings themselves are numeric based on a scale of 1-100.*

*The assessment process included a desktop review of uploaded materials; no interviews or site reviews were conducted. EcoVadis also completes a 360 review using publically available information from 500+ sources including non-governmental organizations, trade organizations, etc. which are factored into consideration. Information EA provided in response to the questionnaire included CSR reports, standard operating procedures, and policies regarding ethics and procurement, etc.*

*On our initial 2014 CSR assessment EA received a score of 57 out of 100, placing it in the top 15% of its classification group (ISIC Category 71-Architectural and Engineering Activities, Technical Testing & Analysis); the average group score was 42. EA received a “Silver” rating which places EA in the “Confirmed” category for CSR performance and is summarized as “structured and proactive CSR approach, policies and tangible actions on major topics, and basic reporting on actions or performance indicators.” We held an October 2015 debrief with our EcoVadis assessment team and were commended on our high initial core.*

*Our 2016 CSR assessment was completed in March 2016. EA’s CSR score improved to 59 out of 100, placing it in the top 13% of its classification category (ISIC Category 71-Architectural and Engineering Activities, Technical Testing & Analysis); the average group score was 42. EA also placed in the top*

*13% of all suppliers assessed by EcoVadis in all categories. EA again demonstrated a “Silver” rating which placed us the “Confirmed” category for CSR performance and is summarized as “structured and proactive CSR approach, policies and tangible actions on major topics, and basic reporting on actions or performance indicators.”*

*EA is committed to promote human welfare through its corporate philanthropic initiative as illustrated below:*

**Philanthropy:** *EA’s PBC Committee and Board began assessing a potential “fit” of philanthropic options. We utilized publically available research tools, such as the website “Charity Navigator” and opened a dialogue with our employees. Through this process we affirmed our interest in focusing our philanthropic efforts in areas aligned with our core mission, as well as our origins as a water-focused environmental consultancy. As part of its PBC CSR framework, EA aligned with Water For People (WFP) making them a focal point for our charitable giving. WFP (<http://www.waterforpeople.org>) is a nonprofit international development organization, which helps people in developing countries improve their quality of life by supporting the development of locally sustainable drinking water resources, sanitation facilities and health and hygiene education programs. WFP’s goal is to create sustainable business and political systems that will supply potable water, forever, to every home, clinic and school in the world by 2030. In our internal benchmarking on charities for consideration, we found that numerous EA staff had already supported WFP, further making it a logical fit.*

*EA is behind WFP’s audacious goal—recently, we announced a financial commitment of \$30,000 in 2016, \$40,000 in 2017 and \$50,000 in 2018. EA’s philanthropic program for WFP includes a match program for employee contributions, forming a network of local Champions/Coordinator Volunteers to promote the program in our communities, and supporting a future project in one of the WFP’s Districts in the nine targeted countries (Honduras, Guatemala, Nicaragua, Bolivia, Peru, India, Malawi, Uganda, and Rwanda) to see, first hand, the impact that charitable giving through WFP has in achieving “Everyone, Forever.” Through this partnership, EA is also participating in the WFP Leadership Council.*



**View our video**

**Profile Updated April 2016**





Maryland

*Help build a greener, more sustainable Maryland through voluntary practices that reduce environmental impacts and save money.*

*Learn more at [www.green.maryland.gov/registry](http://www.green.maryland.gov/registry)*

