



Commitment to Sustainability

Environmental Sustainability Report 2019



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ETIC'S COMMITMENT TO SUSTAINABILITY

Sustainability is defined as the ability to support long-term ecological balance. Sustainability development is commonly defined by the UN World Commission on Environment and Development as the "ability to meet the needs of the present without compromising the ability of future generations to meet their own needs."

Here at ETIC, we are committed to implementing and tracking the beneficial impacts of sustainable practices, and we're continuously striving to improve our processes to minimize our business's environmental footprint. We focus on our commitment to reducing environmental impacts, maintaining our award-winning safety record, promoting volunteerism to enhance our community, and supporting diverse and local suppliers to elevate disadvantaged entities in our community. We encourage our staff to be creative and forward-thinking with respect to our sustainability practices, because we understand that continuous improvements in efficiency and safety, and reductions in energy consumption are realized by those implementing the work.

ETIC's president and CEO, Christa Marting, strives to maintain a culture of sustainability as the bedrock upon which our business is executed. To that end, she has prepared a Value Statement that integrates sustainability into our fundamental business practices.

ETIC VALUE STATEMENT

ETIC has been built on transparency, accountability, quality, social responsibility, sustainability, and safety. Through our business practices we strive to:

- Be transparent internally and to our clients.
- Be accountable to everyone for every task.
- Provide quality work products as we're only as good as our last effort.
- Show social responsibility by being actively involved in our communities.
- Be committed to our environment and safeguarding our environmental legacy.
- Create a healthy and safe work environment for all.



Sustainability

ETIC is committed to protecting and enhancing our environment. Environmental protection is our primary objective. In managing our business, we strive to:

- Participate in the formulation of federal and state environmental legislation, regulations, and policies that may significantly impact the environment and our business.
- Integrate environmental protection considerations into ETIC planning and decision making.
- Seek opportunities to recycle waste both onsite and offsite.
- Purchase and use recycled materials.
- Work with appropriate environmental agencies and organizations to ensure timely, reasonable, and cost-effective solutions to environmental issues.
- Encourage employee environmental stewardship.



ETIC professionals are **PASSIONATE** about enhancing the environment and sustaining our future.



ETIC employs **PRACTICAL** processes to analyze problems, identify solutions, and safely deliver services that protect the environment.



ETIC's **PROVEN** performance is the basis for our success in not only serving our clients effectively, but in being good environmental stewards.



Social Responsibility

ETIC realizes that it is important to give back to the community. A healthy environment and strong community create a better business environment and support meaningful change. ETIC's community involvement, volunteerism, and charitable donation initiatives in 2019 allowed our staff and their families to participate in 16 different community events, ranging from fund raisers to worldwide environmental movements. A few are represented below. Over 122 volunteer hours and \$4,000 were donated in support of these activities.



Safe Work

Safety is part of who we are and how we think. It is incorporated in our daily lives, at home and at work. When we implement safe practices to protect people, we are also protecting the environment; when we plan for safe work, we are being environmental stewards; when we safely manage wastes, we are managing our footprint. We believe everyone deserves a safe place to live and work.

- Outstanding safety record
- Emphasis on Behavioral Based Safety
- Comprehensive safety training
- Commitment to meet or exceed compliance requirements
- Gold Shovel Standard Certified

ETIC takes immense pride in its stellar safety record. We have had zero (0) reportable incidents and injuries in the past three years, resulting in industry-leading Environmental Modification Rates (EMR). Safety is at the forefront of our core values and is echoed by our company motto: “Work Safe – Live Safe.”

2019 EMR – 63%

2018 EMR – 64%

2017 EMR – 66%

Work Safe  Live Safe



On 17 October 2019, ETIC staff participated in the California Earthquake Authority’s Great Shake Out Drill. This exercise was an opportunity for our staff to improve its earthquake preparedness, update our emergency plans, and refresh our emergency supplies. The event was well-attended and well-received by staff and will help ETIC manage and quickly recover from an earthquake.



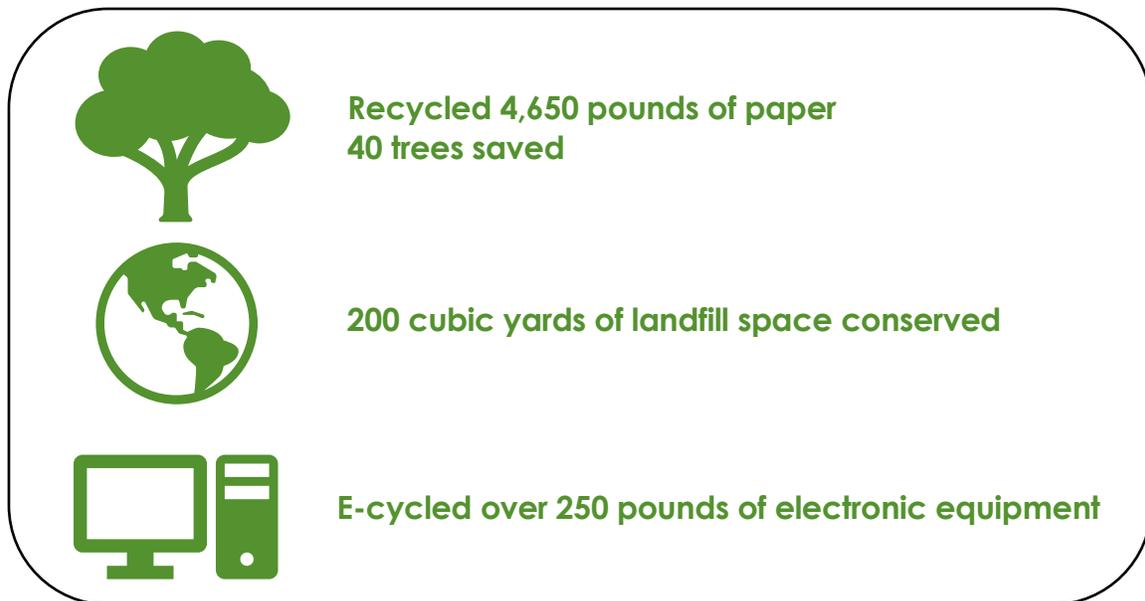
2019 ACCOMPLISHMENTS

In 2019, ETIC successfully implemented a variety of programs to promote green and sustainable principles and practices in our daily operations. Each of these programs is monitored throughout the year and audited through our corporate continuous improvement program to ensure optimal implementation and execution.

Recycling, Reduction and Composting Program

ETIC's recycling program diverts recyclable materials generated by our business offices and field sites away from community landfills so they can be transformed into usable materials. Recycled materials include paper, cardboard, plastics, and metal. The program also includes an electronic waste recycling program to divert toxic constituents found in electronic components (e.g., batteries, computer monitors, light bulbs) to recycling centers equipped to properly manage these items.

ETIC's paper reduction initiative imposes use reduction practices, such as double-sided printing as a default setting on all printers/copiers and substitution of paper forms and reports with electronic versions. We also reduce project generated waste at our field sites through the implementation of Best Management Practices, including reuse of excess construction materials and using materials that include recycled components.



 **Recycled 4,650 pounds of paper**
40 trees saved

 **200 cubic yards of landfill space conserved**

 **E-cycled over 250 pounds of electronic equipment**

In 2018, ETIC initiated a composting program with the goal of diverting our business office biodegradable waste away from municipal landfills. This program continued in 2019 and has diverted an estimated 3 cubic yards of biodegradable waste to municipal composting facilities.



Water Conservation Program

ETIC is continuously looking for ways to reduce the amount of water we use in the office and on our job sites. We recently dramatically reduced water consumption by renovating our landscape at our main office facility, replacing lawns with drought-resistant plants, and replacing sprinklers with drip system irrigation. We also installed low-flow toilets in our office spaces and, where available, used reclaimed water in place of potable water for dust suppression and site restoration at our field sites. ETIC has reduced its average annual water consumption by **more than 300,000 gallons** in the last six years, from approximately 409,000 gallons in 2013 to 102,000 gallons in 2019.



Planted drought-resistant plants



Replaced sprinklers with drip system irrigation



Installed low-flow toilets and employed reclaimed water for construction

Energy Use Reduction Program

We strive to reduce our energy consumption and minimize our use of non-renewable energy to help reduce greenhouse gas emissions. Practical measures to reduce energy use include upgrading appliances and equipment to more energy efficient units, replacing fluorescent light bulbs with LED lights, and replacing more than half of our servers with virtual servers. Since 2013, ETIC has reduced its average annual electricity use by approximately 28,000 kilowatt hours (kWh) – a **30% reduction** – and its average annual natural gas use by approximately 720 therms – a **21% reduction**.



Upgraded to energy efficient appliances and equipment



Upgraded to LED lighting



Transitioned to virtual servers



Carbon Emissions Reduction Program

One of ETIC's top sustainability initiatives is to significantly reduce carbon emissions. Since 2013, we have implemented several policies to support this goal, such as encouraging staff to carpool or use public transportation; implementing a work from home policy to minimize unnecessary commuting and minimize the need to expand office space; utilizing staff, vendors, and contractors within a 50-mile radius of work sites where practicable; combining multiple tasks per trip/site visit; and efficiently planning routes to multiple site visits in one mobilization.

We have **reduced our gasoline usage by approximately 41%** since 2015 and have **reduced our diesel usage by approximately 20%** since 2016.



**Promote public transportation or carpool;
Implement work from home policy**



Efficient scheduling strategy



Green and Sustainable Construction and Remediation

ETIC's most notable sustainability initiative is its implementation of green and sustainable construction and remediation technologies for our clients. ETIC understands the potential benefits of incorporating these technologies into our construction and remediation projects' life cycles to reduce the overall environmental footprints of our work. When practicable and cost-effective, ETIC proposes alternatives to conventional construction and remediation methods to reduce our clients' costs of implementation, energy consumption, and carbon footprints in the long term.

- ✓ We promote the use of phytoremediation on projects that meet specific criteria as a sustainable option for active remediation to remove soluble hydrocarbons from groundwater or hydraulically control groundwater migration. The use of plants reduces energy consumption and operational costs for remediation projects.
- ✓ We use electronic documentation and reporting systems to reduce paper reporting.
- ✓ We propose recycling and reuse of construction materials to reduce project waste generation and purchase of new raw materials.
- ✓ We design soil remediation approaches that limit the removal of clean soil to reduce unnecessary waste generation.
- ✓ We specify products, materials, and equipment in our designs to reduce transportation distances to our work sites, improve efficiency and reliability of system operation, and ensure longevity of operation and service life to minimize our projects' environmental footprints.
- ✓ We employ local, small, and disadvantaged businesses, when possible, to support and enhance our community.



2020 STRATEGIC GOALS

Short Term Goals

2020 FOCUS

1

Energy Efficiency Monitoring

- Improve overall energy efficiency by tracking performance of equipment and other electrical systems
- Maintain and upgrade systems to improve operational efficiency (e.g., evaluate photovoltaic panel installation)



2

Paper Use Reduction

- Continue to evaluate internal business systems to identify electronic alternatives
- Develop more electronic-based reporting systems to replace paper-dependent forms

3

Fleet Management

- Maintain vehicle fleet to ensure operational efficiency
- Continue replacement of older fleet vehicles to more fuel-efficient options
- Evaluate expansion of hybrid vehicle fleet and implementation of electric vehicles and charging stations



Long Term Goals

As an environmental consulting and construction company, environmental protection is ETIC's primary goal. ETIC strives to protect the planet, promote responsible use of resources, optimize waste and energy reduction and maximize cost-savings. ETIC is committed to identifying additional ways to incorporate sustainable principles and practices into the company's daily operations.



In 2020, ETIC will continue to implement efficient paperless systems and will evaluate capital improvements to improve energy efficiency and reduce environmental impact.

Go Paperless



- Office supply cost
- Storage
- Deforestation



- Optimize office space
- Efficiency of approval routing
- Productivity



Solar Panel Installation



- Operating cost
- Fossil fuel consumption
- Greenhouse gas emissions and pollutions



- Renewable energy source
- Tax credits and rebates
- Energy efficiency



Recycle Grey Water



- Business cost (water)
- Fresh water use
- Water sent to sewage facilities
- Water demand



- Promotes more conscientious water use



Hybrid/EV/Charging Stations



- Fuel/gas cost
- Operating cost
- Greenhouse gas emissions and pollutions



- Tax credits and rebates
- Energy efficiency



SUMMARY

ETIC formally launched its Sustainability Program in 2013, but the practice has been part of our daily lives since the beginning. Recycling has always been encouraged. We recycle materials from paper to electronics, and most everything in between. After launching the Sustainability Program, ETIC focused on raising recycling and sustainability awareness company wide. Shortly thereafter, sustainability practices were expanded to project sites. Reducing our carbon footprint became a priority in project planning. Our technical leaders have been analyzing the work methods we use and are improving our remedial approaches with more efficient and effective methods as applicable.

ETIC continues to be passionate about enhancing the environment, sustaining the future and committing to the communities in which we live. We also will continually place emphasis on safety. ETIC has an outstanding safety record founded on our integrated safety culture. We are committed to keeping our staff and the communities we work in safe.

We have come a long way since the inception of our Sustainability Program, but we understand that continuous monitoring and improvement are essential to maintaining that program. We commit to continuously researching, studying, and implementing efficient and cost-effective methods of reducing our environmental impact. We will continually educate our staff about the importance of practicing sustainability. Economic development, social development, and environmental protection are what we are striving to achieve.



Work Safe Live Safe



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