



Commitment to Sustainable Development 2022



Contents

COMMITMENT TO SUSTAINABLE DEVELOPMENT	1
Value Statement	1
2022 Sustainable Development Goals	1
2022 ACCOMPLISHMENTS	3
Zero Hunger	3
Good Health and Well-Being	4
Quality Education.....	5
Gender Equality.....	5
Clean Water and Sanitation	6
Affordable and Clean Energy	6
Decent Work and Economic Growth	7
Industry, Innovation, and Infrastructure.....	7
Reduce Inequalities	8
Responsible Consumption and Production.....	9
Climate Action	9
Life Below Water	10
Life on Land.....	10
2023 STRATEGIC GOALS	11
SUMMARY.....	12



COMMITMENT TO SUSTAINABLE DEVELOPMENT

Sustainability is defined as the quality of not harming the environment nor depleting natural resources, and thereby supporting long-term ecological balance. ETIC first started tracking its sustainable business practices initiatives in 2013, and in 2021 ETIC adopted a new initiative to integrate the United Nations Department of Economic and Social Affairs' Sustainable Development Goals into our annual operations plan. In 2022, we continued to strive towards meeting the goals we've set to date.

Here at ETIC, we continue to be committed to implementing and tracking the beneficial impacts of our sustainable development efforts, and we are continuously striving to improve our processes to minimize our business's environmental footprint. To that end, we have incorporated 13 goals into our corporate operations that were derived from the sustainable development goals set by the United Nations. While ETIC isn't an official partner of the 2030 Agenda for Sustainable Development, we have chosen to use the goals as a framework for reinforcing our dedication to reducing environmental impacts, creating a healthy and safe workplace, enhancing the communities in which we live and work, and supporting disadvantaged entities. These goals were selected based on our company's mission and value statements.

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.

Value Statement

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

- Maintain internal and external transparency.
- Promote accountability and a culture of ownership.
- Consistently provide quality work products, as we're only as good as our last effort.
- Encourage social responsibility to enhance our communities.
- Protect our environment and safeguard our environmental legacy.
- Sustain a healthy and safe work environment for all.

2022 Sustainable Development Goals

The graphic below represents the seventeen goals presented in the 2030 Agenda for Sustainable Development.





ETIC's adopted sustainable development goals are:

Zero hunger: End hunger and ensure access by all people, in particular the poor and people in vulnerable situations, including infants, to safe, nutritious, and sufficient food all year round.

Good health and well-being: Substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water, and soil pollution and contamination.

Quality education: Substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs, and entrepreneurship.

Gender equality: Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic, and public life.

Clean water and sanitation: Substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity.

Affordable and clean energy: Enhance international cooperation to facilitate access to clean energy research and technology, including renewable energy, energy efficiency, and advanced and cleaner fossil-fuel technology, and promote investment in energy infrastructure and clean energy technology.

Decent work and economic growth: Protect labor rights and promote safe and secure working environments for all workers.

Industry, innovation, and infrastructure: Upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities.



Reduce inequalities: Empower and promote the social and economic inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion, economic, or other status.

Responsible consumption and production: Substantially reduce waste generation through prevention, reduction, recycling, and reuse.

Climate action: Integrate climate change measures into policies, strategies, and planning.

Life below water: Sustainably manage and protect marine and coastal ecosystems to avoid significant adverse impacts, including by strengthening their resilience, and taking action for their restoration in order to achieve healthy and productive oceans.

Life on land: Ensure the conservation, restoration, and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains, and drylands.

2022 ACCOMPLISHMENTS

ETIC is committed to protecting and enhancing our environment. As an environmental and civil consulting, engineering, and construction company, 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.

In 2022, 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.

Zero Hunger

Goal: End hunger and ensure access by all people, in particular the poor and people in vulnerable situations, including infants, to safe, nutritious, and sufficient food all year round.





In 2022, ETIC transitioned from purchasing staff turkeys for the Thanksgiving holiday to donating the money to the Winter Night Homeless Shelter Program. ETIC's donation was used to help families with food and housing insecurities. The Program partners with local faith-based organizations that feed, host, and temporarily houses homeless families with children during the cold/rainy winter season.

Good Health and Well-Being

Goal: *Substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution, and contamination.*

Health and safety are 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; and when we safely manage wastes, we are managing our footprint. We believe everyone deserves a safe place to live and work.

As part of working toward this goal, ETIC has:

- Outstanding safety record - we surpassed 1,000,000 field hours without a recordable incident.
- Emphasis on Behavioral Based Safety.
- Comprehensive safety training – our training programs are reviewed and audited annually by third parties (ISNetwork and Avetta) verifying completeness.
- Committed to meet or exceed compliance requirements.
- Gold Shovel Standard Certified.

ETIC takes immense pride in its stellar safety record. We have had zero 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."

Year	EMR
2022	87%
2021	85%
2020	85%

Work Safe Live Safe

Health and safety are paramount to ETIC's success and the most critical measure of our performance on each project. We are extremely proud of our impeccable safety record,



and we actively incorporate our proven health and safety practices on every project to keep our employees, subcontractors, vendors, and teaming partners safe. ETIC has received 15 Health & Safety Recognition and Best Practices awards from our clients.

Quality Education

Goal: Substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs, and entrepreneurship.

ETIC is an advocate for careers in Science, Technology, Engineering, and Mathematics (STEM) and has worked with several organizations through mentoring programs, summer camps, career awareness presentations, and hosting local high school student events for more than 10 years. In 2022, ETIC participated in the Bay Area LEEDS (linking education and economic development strategies) programs, 4th Annual Girls Lead the Way Summit, and the Contreras Family Foundation. Our involvement with these organizations has inspired and provided financial means allowing youth to continue their education and work towards a well-paying career.



Bay Area LEEDS helps prepare the region's youth for tomorrow's STEM careers with relevant industry tools and skill sets, strengthening the workforce pipeline. They collaborate with businesses and educators to excite students about pursuing purposeful post-secondary pathways aligned with high-wage, high-skill, high-demand jobs in the global economy.

Together with Bay Area LEEDS we helped empower the workforce of the future. ETIC was honored to sponsor and participate in the 4th Annual Girls Lead the Way Summit. The Summit brought together more than 150 middle school girls and 50 women in STEM careers to participate in a hands-on activity, engineering and constructing circuit boards, which allowed the students to collaborate and problem solve real-world challenges.

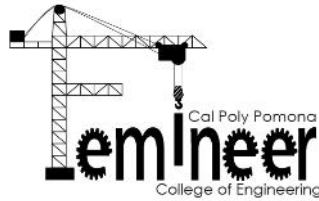
In conjunction with Mt. Diablo Unified School District, ETIC served as a local industry partner and corporate sponsor for the College and Career Pathways Program. This program helps high school students enroll in junior college level class. ETIC staff instructed students on resume preparation, mock interviews, and presentation skills, and ETIC staff served as mentors and addressed questions related to engineering and environmental careers.

Gender Equality

Goal: Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic, and public life.

ETIC is proud to be a Women's Business Enterprise (WBE) certified by the WBE National Council and the California Public Utilities Commission Supplier Clearinghouse. Not only is ETIC's majority shareholder a woman, but the company is also predominantly managed by women. ETIC's senior management team is comprised of ten professionals, six of whom are women.





In addition, ETIC supported the Ygnacio Valley High School's Femineer Program which runs in conjunction with the Cal Poly Pomona's Femineer Program. Cal Poly Pomona's College of Engineering created the Femineer Program in 2013 to inspire female students to pursue STEM in their education and careers. The program provides K-12 students with project-based learning and engineering student mentors, while building a sustainable program and community for current and future STEM leaders. The program engages participants through highly creative, hands-on activities. By engaging with real-world applications, Femineers acquire the technical knowledge and practical skills necessary to become confident and strong in their future careers. ETIC staff assisted Ygnacio Valley High School students with logic and computer programming courses, mentored students as they develop concepts for their wearable technology (light up clothing, hats, tote bags) project, and assisted them with implementing their ideas for the San Diego State Femineer's Conference.

Clean Water and Sanitation

Goal: *Substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity.*

ETIC is continuously looking for ways to reduce the amount of water we use in the office and on our job sites. ETIC has reduced its annual water consumption from approximately 409,000 gallons in 2013 to just over 55,000 gallons in 2022. From 2021 to 2022, our water consumption was reduced by 37,400 gallons of water. As drought conditions continue to plague California, ETIC is doing its part to conserve water so it may be available to those who need it most.

Affordable and Clean Energy

Goal: *Enhance international cooperation to facilitate access to clean energy research and technology, including renewable energy, energy efficiency, and advanced and cleaner fossil-fuel technology, and promote investment in energy infrastructure and clean energy technology.*

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. ETIC has reduced its annual electricity use from approximately 95,000 kilowatt hours in 2013 to 48,000 kilowatt hours in 2022.



Decent Work and Economic Growth

Goal: *Protect labor rights and promote safe and secure working environments for all workers.*

ETIC provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, disability, genetic information, marital status, amnesty, or status as a covered veteran in accordance with applicable federal, state, and local laws. ETIC complies with applicable state and local laws governing non-discrimination in employment in every location in which the company has facilities. This policy applies to all terms and conditions of employment, including, but not limited to, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.

ETIC expressly prohibits any form of unlawful employee harassment based on race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, genetic information, disability, or veteran status. Improper interference with the ability of ETIC's employees to perform their expected job duties is not tolerated.

Industry, Innovation, and Infrastructure

Goal: *Upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities.*

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.

Reduce Inequalities

Goal: Empower and promote the social and economic inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion, economic or other status.

ETIC has continued growing and supporting our supplier diversity program. We are committed to utilizing diverse business enterprises as subcontractors and vendors. ETIC's Supplier Diversity Policy recognizes certifications from an objective third-party organization that closely examines a business and determines (usually through submitted documents and a site visit) that the business is owned, operated, and controlled by a woman, minority, or disabled veteran or a group of women, minorities, or disabled veterans. ETIC tracks supplier diversity use through our accounting system. Each year we summarize the annual hours and amount paid to each supplier to assist with planning and to determine how to increase the usage of diversity suppliers within our organization.

In addition, ETIC personnel mentor our diversity suppliers in many ways. During our supplier selection process, we make sure that the supplier company personnel are adequately trained for the service they are providing by reviewing their training documentation. We also closely review their safety program and ensure that they have adequate programs in place. ETIC staff continually cultivates and improves our diversity suppliers work by overseeing the work they perform and by identifying both positive and questionable behaviors in the field and in their work product. If questionable behaviors or deliverables are identified, ETIC works with the supplier staff and management to provide feedback sessions and coaching on ways to enhance performance and the quality of work. ETIC is continually reaching out to our suppliers to inquire about ways to enhance the overall contractual relationship.



In 2022, we continued our partnership with the I Run For Bob Foundation. The I Run For Bob Foundation was founded to help individuals with physical limitations (sustained a life altering injury which has resulted in a severe disability) purchase adaptive recreation equipment. Adaptive equipment is substantially more costly than basic gear and typically must be custom designed or adapted for each individual's needs and ability. Insurance companies rarely recognize recreation equipment as medically necessary therefore, do not cover the cost.



In 2022, ETIC participated in a career fair sponsored by the Associated Students, Inc. (ASI) of Cal Poly to secure summer



internships for students. This event was intended to enhance the quality of student life and to complement the educational mission of Cal Poly through meaningful social, cultural, recreational, and educational programs. ASI provides valuable experiences through student advocacy, shared governance, student employment, and leadership opportunities.

In 2022, ETIC also participated in a Veterans Job Fair and Resource Expo to provide an additional opportunity to recruit and hire veterans. ETIC was one of 30 employers looking to hire great people. The expo was hosted by the Veterans Accession House, Swords to Plowshares, Goodwill of San Francisco Bay, Berkeley Food and Housing, Veterans Affairs, California's Employment Development Department, Rubicon Programs, and Shelter Inc.

Responsible Consumption and Production

Goal: *Substantially reduce waste generation through prevention, reduction, recycling, and reuse.*

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, electronic components (e.g., batteries, computer monitors, light bulbs, copiers), concrete, and metal. We also take part in a composting program that diverts our business offices' biodegradable waste away from municipal landfills.

ETIC's paper reduction initiative promotes 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. Through this initiative, ETIC's paper usage has declined by over 40% in the past 3 years. 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.

Through 2022 ETIC has:

- Recycled over 56,000 pounds of paper
- Saved over 480 trees and reduced paper usage by 40%
- E-cycled over 2,500 pounds of electronic equipment

Climate Action

Goal: *Integrate climate change measures into policies, strategies, and planning.*

ETIC has taken great strides to significantly reduce carbon emissions. Since 2013, we have implemented several policies to support this goal, such as encouraging staff to use public transportation; continuing the work from home policy to minimize unnecessary commuting and minimize the need to expand office space; transitioning meetings to virtual platforms; 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 complete multiple site visits in one mobilization.



We have reduced our gasoline usage by approximately 50% since 2015 and have reduced our diesel usage by approximately 20% since 2016.

Life Below Water

Goal: *Sustainably manage and protect marine and coastal ecosystems to avoid significant adverse impacts, including by strengthening their resilience, and take action for their restoration in order to achieve healthy and productive oceans.*



In 2022, ETIC performed several erosion control projects to address restricted water flow in area waterways. A select project example included the Upper Mormon Slough Erosion Control Project for San Joaquin County Flood Control and Water Conservation District. The Upper Mormon Slough experienced slope erosion along approximately 3,290 linear feet of the north bank and 1,425 linear feet of the south bank that restricted channel flow. ETIC was retained to implement erosion repairs through bank reconstruction and stabilization.

Construction activities included installation of turbidity curtains and a temporary stream crossing, bank stabilization through installation of approximately 44,500 cubic yards of rock and soil-filled rock slope protection, and site restoration with vegetation. The reconstructed banks were instantly tested by the record setting atmospheric river storms of the 2022-2023 rain season and performed well, enduring excessive water flows while maintaining their integrity.

In addition, environmental compliance continued to remain an essential part of our business. In 2022, ETIC supported over 250 water quality projects to protect surface water from sediment and contaminants discharged from sites. Our involvement included permit/plan preparation, inspection, monitoring, reporting, and implementation of best management practices.

Life on Land

Goal: *Ensure the conservation, restoration, and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains, and drylands.*

ETIC's primary service is environmental remediation from remedial investigation, assessment, implementation, and site management. In 2022, ETIC constructed one of its most complex remediation systems with the installation of approximately 5,900 linear feet (LF) of underground high-density polyethylene (HDPE) pipeline, approximately 22,000 LF of PVC conduit, and mechanical vaults to expand an existing groundwater remediation system.



ETIC's compliance and construction teams also completed over 100 projects in 2022 to protect and/or restore wetland sensitive habitats protected under both federal and California jurisdictions such as marshes (coastal, tidal, brackish, and freshwater), vernal pools, ponds, riparian, drainages, and swales. The breadth of ETIC's projects have included cultivating sensitive communities protected under the California Environmental Quality Act such as coast live oak woodland, valley oak woodland, redwood forest, and yucca communities. We have also completed projects in habitats to shelter sensitive species such as California tiger salamander, San Joaquin kit fox, burrowing owls, and raptors (native and non-native grasslands), Alameda whipsnake (chaparral), giant garter snake (rice fields), Valley Elderberry long-horned beetle (elderberry bush), Swainson's hawk (alfalfa fields), and desert tortoise (desert).



Our team is **PASSIONATE** about protecting our communities and the environment. That passion fosters long-term partnerships with our clients.



Our goal is to provide a **PRACTICAL** solution to every problem. We focus on safety, quality, and value when developing and implementing any remedy.



Our clients' satisfaction is a testament to our **PROVEN** performance. We earn over 85% of our projects through repeat business.

2023 STRATEGIC GOALS

As an environmental consulting, engineering, 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 to meet additional objectives of the United Nations 2030 Agenda for Sustainable Development. It is critical that we continue to implement practices to further our achievement of the 13 sustainable development goals selected in 2021. In addition, our sustainable development committee continually seeks practical, responsible, and sustainable solutions for the future.



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 work and live. We will also continue to place an 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.





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