

Commitment to Sustainable Development 2024



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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 2024, we set corporate goals to reinforce our commitment to the environment, social responsibility, and governance. ETIC's corporate goals are based on the 2030 Agenda for Sustainable Development, and we have chosen to use these 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. Our targeted goals for 2024 included increases of 20% over our 2023 targets.

ETIC's president, Christa Marting, strives to maintain a culture of sustainability as the foundation upon which our work 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, trust, accountability, quality, social responsibility, sustainability, and safety. Through our business practices, we strive to:

- Maintain internal and external transparency.
- Promote culture of accountability.
- Consistently provide quality work products.
- Encourage social responsibility to enhance our communities.
- Protect our environment and safeguard our environmental legacy.
- Sustain a healthy and safe work environment for all.



2024 Sustainable Development Goals

In 2024, ETIC aimed to achieve or continue to pursue the 14 corporate sustainability goals listed in the table below.





Category	Goal
Environmental	Reduce space-use square footage per employee to minimize company impact.
	Reduce total emissions per employee by 30% from 2013 baseline.
	Reduce energy consumption per employee by 30% from 2013 baseline.
	Leverage advances in digital technology to optimize the sustainable impact of our services and drive the development of technology skills for our business, our clients, and the communities where we work.
	Protect and restore water-related ecosystems within our communities.
	Enhance impacted land and soil for reuse and sustainable development.
Social Responsibility	Conduct diversity outreach for employees, subcontractors, and vendors.
	Promote volunteer services implemented by employees.
	Maintain a total recordable incident rate (TRIR) that is below the industry average.
	Increase access for youth and adults to technical and vocational training to obtain employment.
	Provide additional resources to promote good health and wellbeing.
Governance	Increase training hours per employee.
	Provide a safe working environment where all employees are valued for their contributions.
	Avoid reportable breaches of privacy regulations.

2024 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 or beneficially reuse waste both on and off site.
- Specify, purchase, and use recycled and sustainably sourced materials.
- Work with appropriate environmental agencies and organizations to ensure timely, reasonable, and cost-effective solutions to environmental issues.
- Encourage environmental stewardship among employees.


ENVIRONMENTAL

Goal	Progress	Update
Reduce space-use square footage per employee to minimize company impact.	 Complete	ETIC has transitioned to a hybrid office allowing more staff to work remotely and closer to project locations. As such, ETIC has reduced office space by more than 30% in 2023 and an additional 50% in 2024.
Reduce total emissions per employee by 30% from 2013 baseline.	 Complete	ETIC has reduced our emissions by 30% from 2013 baseline. We have upgraded our company fleet with new and more gas-efficient vehicles, maintained a stringent maintenance program in which vehicles and equipment are checked at the beginning of each day to ensure proper and efficient function, and taken extreme measures to reduce project-related travel distances. ETIC strives to utilize staff, subcontractors, and vendors from offices within a 50-mile radius, when possible and has established satellite mobilization locations to







Goal	Progress	Update
		support remote project locations to reduce travel distances.
Reduce energy consumption per employee by 30% from 2013 baseline.	 Complete	ETIC has reduced our energy consumption by over 30% based on a per square foot energy usage scale.
Leverage advances in digital technology to optimize the sustainable impact of our services and drive the development of technology skills for our business, our clients, and the communities where we work	 Complete	<p>The ETIC team has developed electronic-based reporting systems to replace paper-dependent forms requiring physical storage space.</p> <p>ETIC has transitioned client reports to digital submittals unless paper copies are required by the regulatory oversight agency.</p>
Protect and restore water-related ecosystems within our communities.	 Complete	ETIC completed multiple water-related ecosystem projects in 2024 including repair to streambank erosion to restore natural channel shape and streambeds to revitalize habitats and water flow.
Enhance impacted land and soil for reuse and sustainable development.	 Complete	In 2024, ETIC executed multiple Remedial Action Workplans (RAWs) for properties planned for redevelopment with a focus on building more housing and preserving existing affordable units within California's communities.

SOCIAL RESPONSIBILITY




Goal	Progress	Update
Conduct diversity outreach for employees, subcontractors, and vendors	 Complete	ETIC has continued growing and supporting our supplier diversity program. We are committed to utilizing diverse business enterprises as subcontractors and vendors. We recently completed a project that employed 100% diverse subcontractors (certified small-business, minority-owned, or woman-owned). We look forward to



Goal	Progress	Update
		achieving this milestone on many more projects.
Promote volunteer services implemented by employees	 In Progress	ETIC pledged to record at least 4 volunteer hours per employee on an annual basis. We are still working hard to achieve this goal by making improvements to the employee volunteer tracking system, and we've implemented improved messaging systems to promote volunteerism.
Maintain a total recordable incident rate (TRIR) below the industry average	 Complete	ETIC surpassed 1,200,000 field hours without a recordable incident. ETIC had ZERO recordable incidents, injuries, or deaths in 2024, resulting in a 0.00 TRIR. This is below the industry average for environmental remediation.
Provide additional resources to promote good health and wellbeing.	 Complete	ETIC rolled out a new employee program that focuses on good health and wellbeing. Staff receive bi-weekly articles and guidelines to incorporate healthy habits into their daily routines.
Increase access for youth and adults to technical and vocational training to obtain employment.	 Complete	ETIC continues to promote Science, Technology, Engineering, and Mathematics (STEM) careers to our youth and young adults. In 2024, ETIC supported STEM-focused organizations including Bay Area LEEDS (Linking Education and Economic Development Strategies) programs, Femineers (after school mentoring program for female Engineering Pathways students), STEM College and Career Access Path, and judged science fairs. In addition, ETIC provided technical and vocational training to attendees seeking employment.



GOVERNANCE

Goal	Progress	
Increase training hours per employee	 Complete	ETIC created a baseline matrix to measure staff training for health and safety, corporate policies, and professional development in 2023. We are pleased to report that ETIC increased training by 18% in 2024.
Providing a safe working environment where all employees are valued for their contributions	 Complete	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.
Avoid reportable breaches of privacy regulations	 Complete	ETIC had ZERO cyber attacks in 2024 and has hardened its systems with industry-leading protection measures to protect our clients.



2025 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. In addition, our sustainable development committee continually seeks practical, responsible, and sustainable solutions for the future. Our specific 2025 goals include:

Category	Goal
Environmental	Reduce total emissions per employee by 35% from 2013 baseline.
	Reduce energy consumption per employee by 35% from 2013 baseline.
	Protect and restore water-related ecosystems within our communities.
	Enhance impacted land and soil for reuse and sustainable development.
Social Responsibility	Promote volunteerism by employees at home and through corporate sponsored events.
	Support additional charitable organizations through the company's Corporate Citizenship Program
	Invest in the health, well-being, and professional development of our workforce
Governance	Increase training hours per employee.
	Avoid reportable breaches of privacy regulations.

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 almost everything in between. After launching the sustainability program, ETIC focused on raising recycling and sustainability awareness across the company. 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 our communities 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 sustained progress. We commit to continuously researching, studying, and implementing efficient and cost-effective methods for 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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