

Commitment to Sustainable Development 2025



Contents

COMMITMENT TO SUSTAINABLE DEVELOPMENT	2
VALUE STATEMENT	2
2025 SUSTAINABLE DEVELOPMENT GOALS	2
2025 ACCOMPLISHMENTS	3
Environmental	3
Social Responsibility	6
Digital Innovation	8
Governance	9
2026 STRATEGIC GOALS	11
SUMMARY	12



COMMITMENT TO SUSTAINABLE DEVELOPMENT

Sustainability is an integral part of ETIC's mission to deliver practical environmental, engineering, and construction solutions that improve communities while minimizing environmental impact. Since launching our formal sustainability program in 2013, ETIC has continuously expanded its commitment to responsible business practices through measurable environmental performance, employee wellbeing, ethical governance, and resilient project delivery.

Guided by the United Nations Sustainable Development Goals (SDGs), ETIC integrates sustainability into strategic planning, project execution, procurement, and daily operations. Our approach recognizes that environmental stewardship, social responsibility, and strong governance are essential to creating long-term value for our clients, employees, partners, and communities.

During 2025, ETIC continued investing in operational efficiency, employee development, digital innovation, and climate-resilient project delivery while establishing new objectives that support our 2030 sustainability vision.

VALUE STATEMENT

ETIC is built on a foundation of integrity, transparency, accountability, quality, sustainability, safety, and social responsibility. These core values guide every aspect of our business and reinforce our commitment to delivering lasting value for our clients, employees, communities, and the environment. 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.

2025 SUSTAINABLE DEVELOPMENT GOALS

Environmental stewardship is at the core of ETIC's mission. As an environmental consulting, engineering, and construction firm, we are committed to delivering solutions that protect natural resources, restore impacted environments, and enhance the resilience of the communities we serve. Sustainability considerations are integrated into our business operations, project planning, and decision-making processes to minimize environmental impacts while creating long-term value for our clients.



To achieve these objectives, ETIC's 2025 goals were:

- Integrate environmental stewardship and sustainability principles into corporate planning, project delivery, and operational decision-making.
- Develop practical, science-based solutions that protect natural resources while supporting sustainable development.
- Reduce waste through source reduction, recycling, and the beneficial reuse of materials whenever feasible.
- Prioritize the procurement and use of recycled, environmentally preferable, and sustainably sourced products and materials.
- Leverage digital technologies, innovative engineering practices, and efficient work processes to reduce resource consumption, paper use, and greenhouse gas emissions.
- Collaborate with regulatory agencies, clients, industry partners, and community stakeholders to develop practical, cost-effective, and environmentally responsible solutions.
- Support the protection and restoration of water resources, habitats, and ecosystems through our environmental consulting and construction services.
- Encourage environmental stewardship by providing employees with the training, resources, and opportunities needed to incorporate sustainable practices into their daily work.
- Monitor and continuously improve our environmental performance by establishing measurable sustainability objectives and tracking progress toward our long-term goals.

2025 ACCOMPLISHMENTS

Environmental

Goal	Progress	Status
Reduce business travel through expanded use of virtual meetings and remote collaboration technologies.	 Complete	ETIC utilizes virtual meetings and remote collaboration technologies to reduce business travel and associated environmental impacts.
Expand hybrid and remote work opportunities where operationally appropriate to reduce commuting-related emissions.	 Complete	ETIC has also expanded its remote work model and strategically positioned employees throughout California to better serve our clients and project needs. Our goal is to maintain resources within a 50-mile radius of project locations whenever feasible, reducing



Goal	Progress	Status
		travel requirements, vehicle miles traveled, and associated emissions.
Reduce office energy consumption through energy-efficient equipment.	 Complete	ETIC has upgraded office appliances and equipment with energy-efficient models and conducts annual evaluations to identify equipment that may require replacement. Older equipment is responsibly recycled when energy consumption increases, or the equipment no longer meets current energy-efficiency standards. This ongoing evaluation supports ETIC's commitment to reducing office energy use and improving operational efficiency.
Reduce water consumption within company operations through responsible water conservation and efficient water management practices.	 Complete	Recognizing that construction activities, particularly dust suppression, can require significant water use, ETIC implements strategies to reduce potable water consumption and promote responsible water management. These practices include: • Using non-potable water sources for dust control and hydroseeding when available. • Implementing efficient application methods to minimize overuse and unnecessary water consumption. • Monitoring water use during high-demand construction activities. • Evaluating alternative dust control technologies, including soil stabilizers, where appropriate. • Integrating stormwater management BMPs that support on-site water capture and reuse when feasible. These practices support ETIC's ongoing commitment to water conservation while maintaining project safety, environmental compliance, and operational effectiveness.



Goal	Progress	Status
Increase recycling and waste diversion rates across offices and project sites.	 Complete	ETIC evaluates anticipated waste streams during project planning and develops construction sequencing and material management strategies that support effective segregation, recycling, and beneficial reuse. Our waste reduction and diversion practices include: • Recycling metal, concrete, asphalt, and other recoverable materials. • Beneficially reusing wood and soil, including the reuse of suitable soil as engineered backfill or restoration material. • Diverting recyclable materials from landfills to qualified recycling facilities. • Documenting and tracking waste diversion and recycling rates when feasible. • Forecasting material and waste needs during project planning to minimize over-ordering and surplus materials. • Incorporating recycled-content materials where practical and appropriate. • Coordinating with local recycling and waste management vendors to reduce transportation distances and associated environmental impacts. These practices support ETIC's commitment to minimizing waste generation, conserving resources, and increasing material reuse and diversion throughout our operations and project activities.
Continue implementing environmentally responsible procurement practices for office supplies, equipment, and construction materials.	 Complete	ETIC incorporates environmental considerations into purchasing and procurement decisions whenever feasible. We prioritize durable, reusable, recycled-content, and sustainably sourced products while balancing quality, availability, project



Goal	Progress	Status
		requirements, and cost. Our responsible procurement practices include: • Purchasing recycled-content and sustainably sourced office supplies when available. • Prioritizing durable, energy-efficient equipment with longer useful life cycles. • Evaluating recycled and locally sourced construction materials when appropriate for project specifications. • Reducing single-use products and unnecessary packaging. These practices support ETIC's commitment to responsible resource use, waste reduction, and integrating sustainability considerations throughout our supply chain and project operations.

Social Responsibility

Goal	Progress	Status
Maintain a culture of diversity, equity, inclusion, and belonging by providing equal employment opportunities and fostering an inclusive workplace.	 Complete	ETIC remains committed to fostering a diverse, equitable, and inclusive workplace where all employees are treated with respect and have equal opportunities to succeed. We maintain equal employment opportunity practices, promote a culture of belonging, and enforce policies that prohibit discrimination, harassment, and retaliation. Through these efforts, we strive to create an environment where every employee feels valued, supported, and empowered to contribute to the company's success.
Prioritize local hiring and utilize regional subcontractors whenever practical to support local economies.	 Complete	ETIC continues to support local communities by strategically hiring employees in the regions where we perform work and utilizing regional subcontractors whenever practical. Our remote work model enables us to recruit



Goal	Progress	Status
		talent throughout California while maintaining a strong local presence. By leveraging local resources whenever feasible, we reduce employee travel, transportation costs, and greenhouse gas emissions, while strengthening relationships with the communities in which we work.
Invest in employee development through ongoing technical, leadership, and safety training.	 Complete	ETIC continues to invest in employee development by expanding opportunities for technical, leadership, and safety training. Employees are encouraged to pursue professional development through internal training programs, industry conferences, certifications, and leadership development initiatives. This ongoing investment strengthens technical expertise, promotes career growth, and reinforces our commitment to maintaining a safe, knowledgeable, and highly skilled workforce.
Partner with small, disadvantaged, women-owned, veteran-owned, and minority-owned businesses to strengthen supplier diversity.	 Complete	As a certified women-owned business, ETIC is committed to promoting supplier diversity by partnering with small and diverse businesses whenever practical. We continuously expand our network of qualified subcontractors through targeted outreach to small, disadvantaged, women-owned, veteran-owned, and minority-owned businesses. These efforts strengthen our supplier base, support local and diverse economies, and create opportunities for inclusive participation in our projects.
Maintain ethical business practices through annual ethics training and compliance with all applicable laws and regulations.	 Complete	ETIC maintains a strong culture of ethics and integrity by requiring all employees to complete annual ethics training. Our training reinforces the company's Code of Conduct, ethical decision-making, regulatory compliance, and expectations for professional behavior. ETIC remains committed to conducting business with honesty, transparency, and full compliance with all applicable



Goal	Progress	Status
		laws, regulations, and industry standards.
Protect employee health and well-being through comprehensive safety, wellness, and mental health resources.	 Complete	ETIC is committed to protecting the health, safety, and well-being of our employees by maintaining a comprehensive safety program and fostering a supportive work environment. We provide ongoing safety training, encourage work-life balance through flexible work arrangements, and offer employees access to wellness and mental health resources through our employee benefits program. By prioritizing both physical and mental well-being, ETIC promotes a healthy, engaged, and resilient workforce.
Support STEM education and environmental awareness through mentoring, scholarships, and educational outreach.	 Complete	ETIC continues to support STEM education and workforce development through partnerships with organizations such as Bay Area LEEDS, which prepares the region's youth for future careers in science, technology, engineering, and mathematics. By supporting programs that provide students with industry-relevant skills, hands-on learning opportunities, and career awareness, ETIC helps strengthen the future workforce while promoting environmental stewardship and technical excellence within the communities we serve.

Digital Innovation

Goal	Progress	Status
Increase the use of digital inspections and electronic field reporting to reduce paper consumption and improve operational efficiency.	 Complete	ETIC has successfully transitioned company forms, including health and safety documentation, inspections, field reports, and other operational records, to digital, cloud-based platforms. This transition has significantly reduced paper consumption, improved accessibility to project information, streamlined field data collection, and



Goal	Progress	Status
		enhanced collaboration between field and office staff, resulting in greater operational efficiency and more timely reporting.
Expand paperless workflows through electronic document management, digital signatures, and cloud-based collaboration.	 Complete	ETIC continues to expand paperless workflows by utilizing electronic document management, digital signatures, and cloud-based collaboration tools across the organization. All corporate forms have been converted to digital formats, and automated workflow applications streamline document routing, review, approvals, and recordkeeping. These improvements reduce paper consumption, increase efficiency, and provide employees with secure, real-time access to project and corporate information.
Reduce overall paper consumption through digital project delivery and electronic recordkeeping.	 Complete	ETIC has significantly reduced paper consumption by transitioning to digital project delivery and electronic recordkeeping. Reports and project documentation are now routinely submitted electronically to clients, regulatory agencies, and other project stakeholders, eliminating the need for most hard-copy distributions. This approach improves efficiency, enhances document accessibility, and supports the company's commitment to reducing its environmental footprint.

Governance

Goal	Progress	Status
Promoted cybersecurity awareness through regular employee training on phishing prevention, password security, data protection, and emerging cyber threats.	 Complete	



Goal	Progress	Status
Protect confidential client, employee, and company information by maintaining strong data privacy and information security practices.	 Complete	ETIC continues to strengthen its data privacy and information security program through ongoing monitoring, cybersecurity awareness, and regular reviews of security practices. We implement safeguards designed to protect confidential client, employee, and company information from unauthorized access and cyber threats. In 2025, ETIC reported zero data breaches, reflecting our continued commitment to maintaining a secure and resilient information technology environment.
Continuously evaluate and strengthen cybersecurity controls to safeguard business systems and sensitive information.	 Complete	ETIC continually evaluates and enhances its cybersecurity program to protect business systems, operational technology, and sensitive information from evolving cyber threats. Our approach includes regular security assessments, software updates, access controls, employee cybersecurity awareness training, and ongoing monitoring of network security. Through continuous improvement, ETIC remains committed to maintaining a secure, resilient, and reliable environment that protects our employees, clients, and business operations.
Ensured responsible contracting practices through fair, transparent, and compliant procurement and subcontracting processes.	 Complete	ETIC is committed to responsible contracting practices by maintaining fair, transparent, and compliant procurement and subcontracting processes. We evaluate subcontractors and suppliers based on qualifications, safety performance, regulatory compliance, quality, and project-specific capabilities. Through clear contracting procedures, ethical business practices, and adherence to applicable laws and client requirements, ETIC promotes accountability, integrity, and equitable opportunities throughout our supply chain.



Goal	Progress	Status
Maintain a rigorous subcontractor qualification process that evaluates subcontractors and suppliers for safety, technical capability, insurance, financial stability, regulatory compliance, and overall performance.	 Complete	ETIC maintains a comprehensive subcontractor qualification program to ensure subcontractors, subconsultants, and suppliers meet our standards for safety, technical expertise, insurance coverage, financial stability, regulatory compliance, and overall performance. Prospective vendors are evaluated before engagement and are periodically reviewed to verify continued compliance with company and client requirements. This process helps minimize project risk, promotes quality and safety, and supports the successful delivery of our projects.

2026 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	Develop a greenhouse gas inventory aligned with recognized reporting standards.
	Increase use of hybrid and electric fleet vehicles where operationally feasible.
	Expand digital project delivery to reduce paper consumption by 25%.
	Increase beneficial reuse of construction materials.
	Incorporate climate resilience into all engineering design services.
	Improve biodiversity outcomes through habitat restoration and ecological enhancement.



Social Responsibility	Increase volunteer hours by 20%.
	Expand STEM outreach to schools and community organizations.
	Grow partnerships with small and disadvantaged businesses.
	Increase employee training to 40 hours annually.
	Expand wellness and mental health initiatives.
	Increase internship and mentorship opportunities.
Governance	Maintain zero reportable cybersecurity incidents.
	Expand supplier sustainability evaluations.
	Improve ESG reporting metrics and transparency.
	Continue annual ethics and compliance training.
	Strengthen data management and information security.
	Track sustainability KPIs through executive dashboards.

SUMMARY

ETIC formally launched its sustainability program in 2013, but environmental stewardship has been a core value since our founding. As an environmental consulting, engineering, and construction firm, protecting the environment is central to our mission and embedded in the way we operate. From office recycling programs and resource conservation to implementing sustainable practices on project sites, we continuously seek opportunities to reduce our environmental footprint while delivering practical, innovative solutions for our clients.

Over the years, our sustainability efforts have evolved beyond recycling to encompass climate action, responsible resource management, sustainable procurement, digital innovation, and community engagement. We have expanded the use of remote work, virtual meetings, electronic reporting, and digital field technologies to reduce emissions, improve operational efficiency, and support more sustainable project delivery. Our technical teams continue to evaluate and implement innovative engineering and remediation approaches that minimize environmental impacts while maintaining the highest standards of quality and performance.



Our commitment to sustainability extends beyond environmental responsibility. We recognize that long-term success requires balancing environmental stewardship, social responsibility, and strong corporate governance. We invest in our employees through training, foster safe and inclusive workplaces, support the communities where we live and work, promote supplier diversity, and uphold the highest standards of ethics, transparency, and accountability in all aspects of our business.

Safety remains the foundation of everything we do. Our integrated safety culture protects our employees, clients, subcontractors, and the public while ensuring every project is completed responsibly and safely. We believe sustainability and safety go hand in hand, creating lasting value for our stakeholders and the communities we serve.

While we are proud of the progress we have made, we recognize that sustainability is a journey of continuous improvement. ETIC remains committed to measuring our performance, establishing meaningful goals, embracing innovative technologies, and implementing practical, cost-effective solutions that reduce environmental impacts and strengthen our business. Together with our employees, clients, partners, and communities, we will continue building a more sustainable, resilient, and responsible future.





Pleasant Hill ■ Arcadia ■ San Rafael
www.eticeng.com