



Commitment to Sustainable Development 2023



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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 2023, we set corporate goals pertaining to 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.

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, 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.

SUSTAINABLE DEVELOPMENT GOALS

2023 Sustainable Development Goals

In 2023, ETIC aimed to achieve or continue to pursue the 11 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 20% from 2013 baseline.
	Reduce energy consumption per employee by 20% 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.
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
Governance	Maintain a senior management team where at least 50% of the members are female.
	Increase training hours per employee.
	Provide a safe working environment where all employees are valued for their contributions.
	Avoid reportable breaches of privacy regulations.

2023 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 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.	 In Progress	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. ETIC anticipates reducing our office square footage by an additional 50% in 2024.
Reduce total emissions per employee by 20% from 2013 baseline.	 Complete	ETIC has reduced our emissions by 22% from 2013. We have started to replace our company fleet with new and more gas-efficient vehicles. Also, ETIC has implemented a stringent maintenance program in which vehicles and equipment are checked at the beginning of each daily use to ensure proper functionality. All vehicles receive manufacturer-suggested maintenance such as regularly





Goal	Progress	Update
		<p>scheduled oil changes, tire rotation and replacement, 30,000-mile interval tune ups, etc.</p> <p>In addition, ETIC has taken extreme measures to reduce project related travel footprint. ETIC strives to utilize staff, subcontractors, and vendors from offices within a 50-mile radius, when able; has established satellite mobilization locations to support remote project locations when local staff are unavailable; and strives to reduce site visits by combining tasks when possible.</p>
Reduce energy consumption per employee by 20% from 2013 baseline.	 Complete	ETIC has reduced our energy consumption by 48%.
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.</p> <p>ETIC has transitioned client reports to digital submittals unless paper copies are required by the regulatory oversight agency.</p>

SOCIAL RESPONSIBILITY



Goal	Progress	Update
Conduct diversity outreach for employees, subcontractors, and vendors	 Complete	<p>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</p>



Goal	Progress	Update
		<p>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.</p>
<p>Promote volunteer services implemented by employees</p>	<p> Complete</p>	<p>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 2023, several ETIC employees volunteered with 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.</p>
<p>Maintain a total recordable incident rate (TRIR) below the industry average</p>	<p> Complete</p>	<p>ETIC surpassed 1,000,000 field hours without a recordable incident. ETIC had ZERO recordable incidents, injuries, or deaths in 2023 given the company 0.00 TRIR. This is below the industry average for environmental remediation.</p>



GOVERNANCE

Goal	Progress	
Maintain a senior management team where at least 50% of the members are female	 Complete	55% (6 of 11) members of senior management and executives are female.
Increase training hours per employee	 In Progress	ETIC created a baseline matrix to measure staff training for health and safety, corporate policies, and professional development.
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



2024 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 2024 goals include:

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.
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 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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