

Sustainability Policy

Introduction

Founded in 1966, Greenman-Pedersen, Inc. (GPI) is a leading engineering consulting firm that specializes in the innovative design and construction of infrastructure and building projects. Our experts provide comprehensive engineering, design, planning, and construction management services to a wide variety of government agencies, municipalities, institutions, industries, corporations, private organizations, and developers.

GPI has over 1,800 employees in more than 60 offices nationwide. As a 100% employee-owned company, every team member has a vested interest in the success of the company. Sustainability is paramount to our success.

Purpose

The Sustainability Policy defines the framework for our work practices and provides guidance for our employees on how to conduct business in a sustainable manner. This policy highlights our commitment to advancing sustainability and adhering to sustainable principles in our operations.

Scope

The Sustainability Policy applies to GPI and its subsidiaries.

Sustainability Statement

As an organization, GPI embraces sustainability as our responsibility to provide economic vitality, minimize negative impacts on the environment, and provide a positive impact on community and social well-being.

GPI recognizes that sustainable development is integral to the pursuit of value creation for clients, employees, and society at large. We regard sustainability as a prerequisite to the development of society and future generations. GPI's ambition is to create long-term value from an economic, social, and environmental perspective, and we are convinced that our company will be more successful in the long term by integrating sustainability into our operations and business decisions.

GPI is determined to lead the way in sustainable and innovative engineering, design, planning, and construction management solutions. We are fully committed to following and promoting positive, impactful sustainability practices and incorporating the tenets of sustainability into our projects and everyday activities.

Principles & Actions

Our Sustainability Policy is based on the following principles:

- Sustainability is integrated into our project and business decisions.
- GPI staff are fully aware of our Sustainability Policy and committed to implementation.
- Annual assessments and reporting of GPI's performance and progress toward sustainability provide guidance for future enhancements to our sustainability practices and decision making.

The GPI Corporate Responsibility and Sustainability Plan guides us in putting these principles into practice. Our actions are built on the three traditional pillars of sustainability, which we strive to balance: Environmental Stewardship, Social Responsibility, and Economic Prosperity.

Environmental Stewardship

Many of our business operations and projects have climate and/or environmental impacts. We recognize the importance of minimizing our carbon footprint and interacting with the environment in a responsible manner to avoid the degradation of natural resources and to maintain long-term environmental quality.

GPI's environmental stewardship focus areas are:

Operations and Work Processes – GPI is committed to the responsible use and disposal of materials and consumables, especially those that are potentially harmful to the environment. This implies creating and maintaining a company-wide attitude of 'reducing, reusing, and recycling' materials used in our daily business operations. Furthermore, we are committed to responsible procurement and reducing the negative environmental and social impacts of the goods and services we purchase.

Infrastructure and Design – In our applicable projects, we comply with, and where possible exceed, the sustainability standards set by the respective leading industry associations. We strive to professionally develop our employees and maintain the highest professional standards in our work. By offering our employees opportunities to pursue sustainability certifications, we keep them up to date on the latest developments, technologies, and techniques in their field, and enable them to fulfill our company mission to 'Create the Infrastructure People Need Most'. We apply a wide spectrum of sustainability principles to provide cost-effective and state-of-the-art solutions that consider and prioritize the use of environmentally friendly resources to support the protection of environmentally sensitive areas.

Energy and Climate Change – Climate change is a threat to global sustainability. There is conclusive evidence that climate change is affecting many weather and climate extremes in every region across the globe. We aim to reduce GPI's overall energy consumption and carbon footprint related to our operations and business activities. Our carbon footprint improvements focus on energy use in our buildings and transportation. Specifically, we are committed to 1) transitioning our leased and owned office spaces toward carbon neutral and healthy workplaces, in accordance with industry sustainability standards, through measures within our operational control and collaboration with landlords and 2) establishing a business travel and commute culture that prioritizes and facilitates the use of sustainable and thereby low or no carbon emission transportation modes.

Natural Resources: Biodiversity and Ecosystems – In executing our projects, we fully consider surrounding natural resources and balance development and infrastructure needs with stewardship for the environment. It is our goal that our project and business activities do not diminish natural resources and conserve or enhance the biodiversity and ecosystem health of the areas we work in.

Social Responsibility

Our activities impact people and society. Equity – the condition where one’s identity has no influence on how one fares in society – is a core component of our sustainability commitment. We are determined to be an inclusive company that creates and reinforces a sense of belonging. The health, safety, and well-being of our employees as well as our clients and the communities in which we operate are essential for our success.

GPI’s social responsibility focus areas are:

Employee Care & Development – Employee satisfaction is GPI's number one strategic objective. We are committed to supporting the well-being, health, and workplace safety of our employees, as well as their professional development.

Inclusive Workplace – We are committed to being a company that creates and reinforces a sense of belonging for all our employees and recognizes diversity and inclusion as promoting the sustainability of our practice. GPI respects all employees and offers equity in professional opportunities regardless of age, gender, race/ethnicity, sexual orientation, religion, cultural background, and disability.

Cyber Security – GPI handles vast amounts of information and data from our employees as well as our clients and project partners. We are committed to keeping all data safe and protected from fraud and malicious cyber-attacks.

Community and Society – GPI's project work impacts local communities in many ways. We strive to strengthen our communities with the infrastructure we create, but also by engaging with them via outreach activities: student outreach to local schools and colleges as well as community outreach via our voluntary and charitable activities.

Economic Prosperity

Long-term economic success of our 100% employee-owned company is a foundation for the well-being of our employees and their families. Economic success can only be sustainable if negative environmental and social impacts are avoided. Creativity and innovation are drivers of change towards achieving sustainability, as they improve the efficiency and effectiveness of our business operations and processes. We regard economic prosperity as an outcome of our environmental stewardship and social responsibility efforts.

Governance

The Sustainability Policy is governed by GPI's Corporate Responsibility and Sustainability Advisory Group. The Advisory Group provides guidance and advice on the implementation of the Sustainability Policy. Furthermore, it reviews and assesses the implementation progress and supports updates to the Sustainability Policy as well as the Corporate Responsibility and Sustainability Plan, which serves as the implementation plan for the Sustainability Policy.

The members of the Corporate Responsibility and Sustainability Advisory Group are:

- Greg Zenk, Executive Vice President
- Frank Wefering, Director of Sustainability
- Stacey Russell, Corporate Employee Engagement Specialist
- Jessica Ciccarelli, Corporate Director of Marketing and Communications
- Eric Landon, Corporate Facilities Manager
- Lew Brode, Lead Building Systems Engineer
- Vanessa Cifuentes, Corporate Director of Human Resources
- Tim Du Four, Corporate Director of Information Technology

Performance Review and Reporting

GPI's progress towards sustainability is reviewed annually by GPI's Corporate Responsibility and Sustainability Advisory Group. This includes the assessment of our project and business practices to determine whether and to what extent we have achieved our sustainability goals.

Adoption

This document was reviewed and approved by Patrick Kenneally, P.E., GPI President / Chief Executive Officer.

Signature



Review Date

March 6, 2026