

Environmental Policy Statement

HDR recognizes the value of environmentally responsible practices to our clients, employee-owners, and to our communities. We are committed to reducing HDR's environmental impact and increasing employee skills to accomplish the evolving environmental expectations of our key stakeholders.

Our actions are guided by the following principles:

- Create technically credible and positive environmental, social and economic benefits for the communities where clients and employee-owners live, work and play.
- Reduce fossil-fuel use, water consumption and waste generation.
- Use financial resources efficiently on behalf of employee-owners and clients.
- Capture opportunities to support client programs in order to help them meet their sustainability goals.
- Provide technical opportunities and resources for our staff to increase sustainability-related expertise.
- Steadily improve company operations and efficiency.
- Track the environmental benefits of our projects.
- Make decisions using the evaluation of environmental, economic and social equity whenever possible.

This policy supports our services and actions as well as our commitment to leadership, quality, safety and corporate responsibility in the communities where we live, work and play.

George A. Little
Chairman & CEO
January 12, 2012