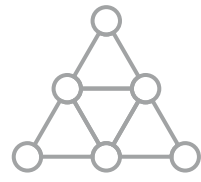
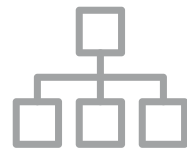


# Sustainable Business Practices



Employee owned since  
**1996**



**Corporate Sustainability**  
Engagement Across All  
Business Levels



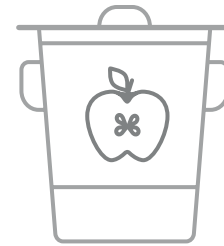
Our **Catering Guidance Checklist**  
specifies providing condiment  
items and  
beverages  
packaged in **bulk**

where applicable; avoiding individually boxed  
lunches; and encouraging vendors to switch to  
reusable serving dishes they collect after the meal.

More and more offices are developing  
composting programs and we integrate  
sustainability into our conferences, helping  
us **divert more than**

**43,000**

pounds of waste from landfills each year



**39.3%**

**Overall emissions reduction**  
2011 - 2021

19% reduction  
by 2019  
53% reduction  
after 2020



**Scope 2 emissions**  
have **decreased** by  
more than

**37%**

since 2011



## Our Workplace Planning Design Criteria

Specify

**Energy Star &  
CEE+ certified  
appliances**

including computers, copiers,  
kitchen appliances, refrigerators,  
dishwashers, and ice storage bins.  
(Ice and water dispensers are not Energy Star eligible.)  
\*Consortium for Energy Efficiency

Outline use of **low-flow fixtures**  
in office fit-out and renovation,  
with a

**20%**

**savings requirement**  
for newly installed fixtures



Require  
**contractors plan** for a  
**minimum of**

**50%**



**waste diverted from landfill**  
and directs designers to include  
drawings notes for carpet and  
ceiling tile take-back programs.

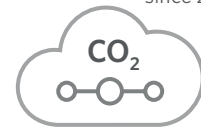
Outline **finish standards**  
that include specifications  
for **low VOC** wall coverings,  
carpet adhesive, tile, and  
rubber base.



**Emissions per FTE**  
have **decreased** by nearly

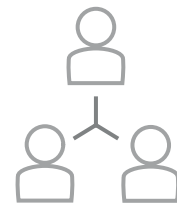
**50%**

since 2011.



## Our ESG Commitment, We're in This Together

We have dedicated ourselves  
to transparency in our goals,  
practices, and policies surrounding  
sustainability, carbon reduction,  
employee diversity, inclusion and  
equity, health and safety, and how  
we engage in the communities  
where we live and work. As a  
100% employee-owned company,  
our daily interactions reinforce  
these efforts in more than 200  
offices worldwide.



## 8 Employee Network Groups

Asian Pacific | Black | Hispanic | LGBTQ+ |  
People with Disabilities | Veterans |  
Women | Young Professionals

Our Employee Network Groups help create an  
inclusive and supportive environment where everyone  
is empowered to engage and contribute. Each group  
has an executive sponsor and is open to all employees.

## Rankings

Recognized as a Leader in  
**Sustainability and Corporate Responsibility**

### Engineering News-Record

- No. 6 - Top 500 Design Firms
- No. 3 - Top 100 Pure Designers
- No. 6 - Top 50 Designers in International Markets
- No. 7 - Top 100 in Green Buildings Design Firms
- No. 14 - Top 200 Environmental Firm Rankings
- No. 34 - Top 225 International Design Firms
  - No. 17 - Top 150 Global Design Firms
- Top Design Firms in Environment
  - No. 3 - Top 15 Dams & Reservoirs
  - No. 4 - Top 10 in Solid Waste
  - No. 4 - Top 25 in Wastewater Treatment Plants
  - No. 5 - Top 50 in Water Supply
  - No. 5 - Top 20 in (Water) Transmission Lines & Aqueducts
  - No. 6 - Top 50 in Sewer & Waste
  - No. 7 - Top 25 in Sanitary & Storm Sewers
  - No. 7 - Top 20 in Water Treatment & Desalination Plants

### The Employee Ownership 100

- No. 1 - Largest 100% employee-owned architecture/engineering firm
- No. 4 - Largest 100% employee-owned company based in U.S.
- No. 5 - Largest employee-owned company based in U.S.



In 2018, HDR started using Fitwel, a global building certification system  
that promotes health, signing on as a Fitwel Champion, and certified our  
first office in Arlington, Virginia. We have eight certified offices, including  
the global headquarters in Omaha, Nebraska.



**LEED BD+C NC v4 Gold**



and a  
**Fitwel ☆☆☆ 3-Star Rating**



The **HDR Foundation** has provided more than

**\$6M**

in philanthropic  
grants to over  
**250 organizations.**



**Employee participation**  
in our annual  
Day of Giving  
rose to

**40%**

in 2022.

