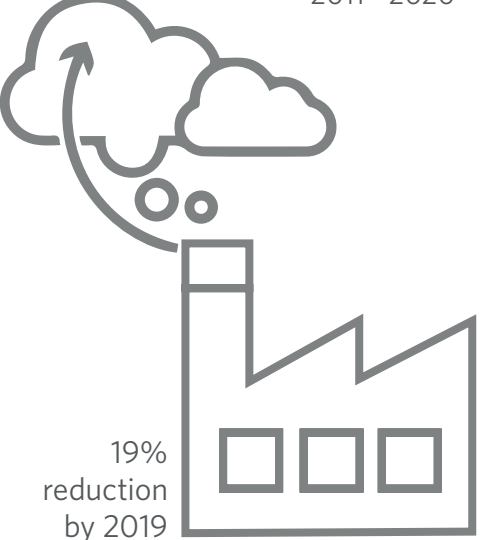



Sustainable Business Practices

53%
emissions reduction
2011 - 2020





19% reduction by 2019


Scope 2 emissions have decreased by more than **39%** since 2011



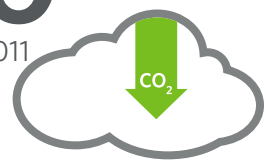
Sustainability is integral to our new headquarters building, which achieved both



LEED BD+C NC v4 Gold 

and a **Fitwel  3-Star Rating**

Emissions per FTE have decreased by more than **60%** since 2011




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


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

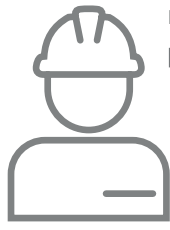
outline use of **low-flow fixtures** in office fit-out and renovation, with a **20% savings requirement** for newly installed fixtures



outline **Finish Standards** that include specifications for **low VOC** wall coverings, carpet adhesive, tile, and rubber base.



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.**



Recognized as a Leader in Sustainability and Corporate Responsibility

Recognized by **Texas by Nature** for leadership in conservation and sustainability


Ranked No. 10 - **America's Largest Majority Employee-Owned Companies**, National Center for Employee Ownership

Winner, Best in Specialization, Collaboration Category, 12 Pathbreaking North American Architecture Firms, *Architizer*

Rankings

- Engineering News-Record**
 - No. 5 - Top 100 in Green Buildings Design Firms
 - No. 1 - Top 5 in Health Care
 - No. 2 - Top 10 in Hydro Plants
 - No. 7 - Top 25 in Mass Transit & Rail
 - No. 10 - Top 10 in Solar Power
- Architect 50**
 - No. 4 - Top 50 Firms in Sustainability

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.




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 six certified offices, including the global headquarters in Omaha, Nebraska.

"It's important for HDR to walk the talk when it comes to designing spaces that promote health. Fitwel is just as important to us as the Envision framework for sustainable infrastructure and the LEED certification for sustainable buildings that we use for our client projects."

Michaella Wittmann, Sustainability Director

