

Corporate Social Responsibility Report

Fiscal Year 2023

April 2022 - March 2023

"This report stands as a testament to the strength found in collaboration, innovation, and our steadfast dedication to ethical practices, evident in every daily endeavor and project. It serves as a celebration of Kleinfelder's strides towards a future that embodies sustainability, inclusivity, and prosperity."

– Louis Armstrong, President & CEO

Executive Foreword

A message from Kleinfelder President & CEO Louis Armstrong:

Our FY23 Corporate Social Responsibility Report marks Kleinfelder's commitment to environmental sustainability, social responsibility, and good governance (ESG) principles. We take pride in our ESG leadership, evident in achievements like our EcoVadis bronze medal, industry recognition for diversity and inclusion, and operational enhancements for sustained success with integrity.

Environmental Stewardship: As technical professionals in vital sectors like water, transportation, and energy, we understand the power of our work to shape a sustainable future. In addition to sharing the progress we've made in reducing our own environmental footprint, this report

showcases the innovative solutions we provide to our clients, minimizing environmental impact and paving the way for a greener tomorrow.

Empowering People: Our dedication to employee well-being is exemplified through our safety programs and diversity, equity & inclusion initiatives. Empowering our workforce through professional development and fostering an inclusive culture where everyone feels valued are cornerstones of our social responsibility, fueling both a strong community and a thriving company.

Building Trust: As we grow organically and through acquisitions, we continually review and refine our operating policies,

ensuring ethical conduct, integrity, and accountability across our organization. These principles guide our operating policies, fostering a culture of trust with clients, employees, and partners alike. This unwavering focus on good governance ensures Kleinfelder's future as a leader built on reliability and mutual respect.

This report is a reflection of our journey towards a brighter future. We remain accountable, transparent, and committed to progress, making a positive impact on the environment, our people, and the health of our business.

Respectfully,

Louis Armstrong, President & CEO

Table of Contents

Environmental 03

- 04 | ESG Reporting
- 05 | ESG Materiality Assessment
- 05 | Environmental Reporting & Advocacy

Social 16

- 17 | Health & Safety
- 19 | Diversity, Equity & Inclusion
- 22 | Investment in Employees
- 23 | Community Engagement

Governance 25

- 26 | Fostering Ethical Standards
- 26 | Sound Business Practices
- 28 | Continuing to Drive Progress

Appendices 29

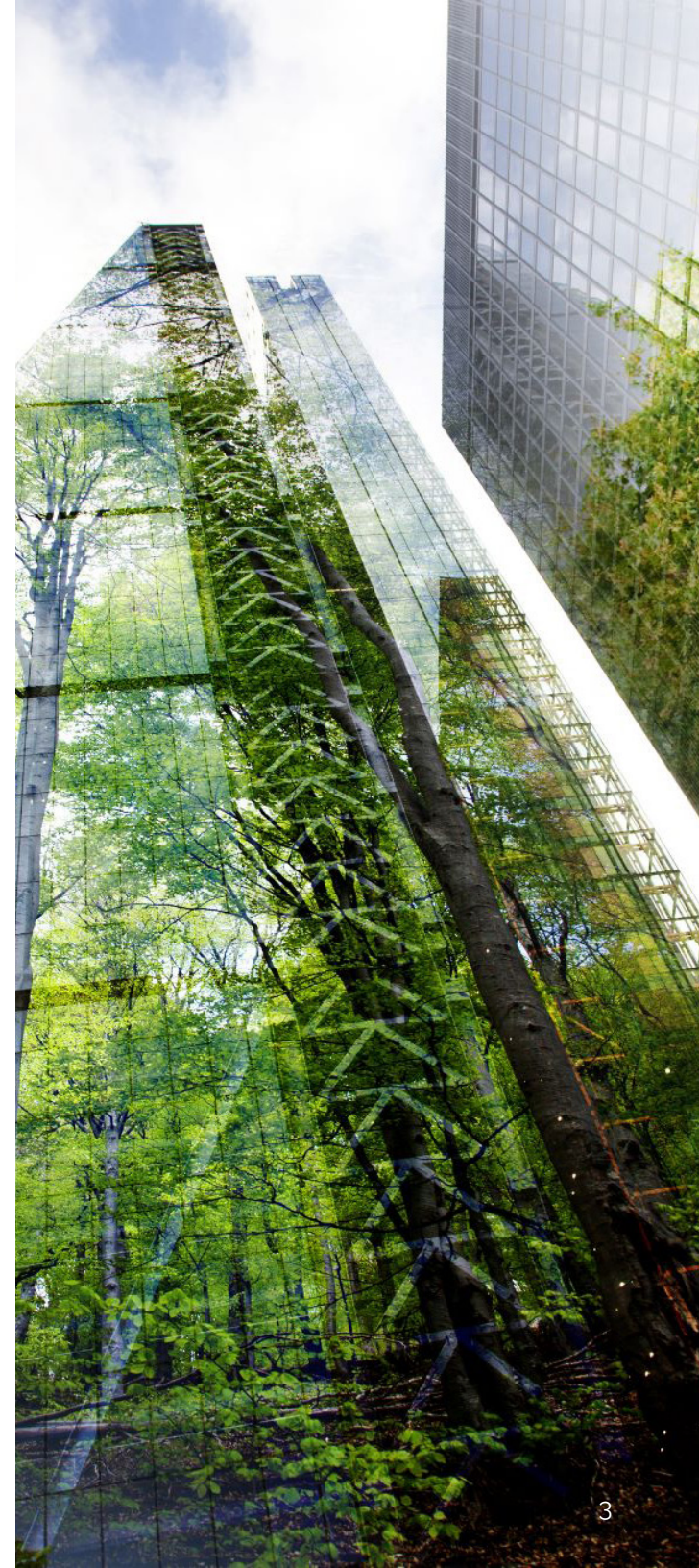
- 29 | A. Environmental & Sustainability Reporting Data
- 32 | B. Health & Safety Data



Environmental

As stewards of the environment, we embrace accountability, innovation, and collaboration to drive positive change within our operations and communities.

In the pursuit of sustainable practices and responsible corporate citizenship, Kleinfelder is committed to fostering an environmental strategy that drives positive change. Within this section of our Corporate Social Responsibility (CSR) report, we delve into our environmental endeavors, focusing on key metrics such as our EcoVadis score and Environmental Social Governance (ESG) Materiality Assessment. Here, we present a comprehensive overview of our environmental reporting data, shedding light on our operational impact and our dedication to fostering a healthier planet. Additionally, we spotlight the efforts of our staff in environmental stewardship, alongside examples of projects that showcase our contributions to environmental sustainability.



ESG Reporting

With the growing focus globally on social responsibility, sustainability, and reduction of greenhouse gas emissions, it's an increasingly common expectation that companies track, disclose, and improve the broader impact of their operations, specifically as it relates to ESG issues. Kleinfelder has numerous programs that reflect our leadership and stewardship of our ESG goals, and we have been tracking and reporting on these goals for several years through our CSR reports and recently through external companies such as ISN, Avetta, and EcoVadis. EcoVadis, for example, evaluates the sustainability impact ratings of

companies in four categories:

1. Environmental
2. Labor & Human Rights
3. Ethics
4. Sustainable Procurement

Companies are rated in these categories based on their size, location, and industry. These evidence-based assessments are refined into scorecards, providing 0 to 100 scores, and medals (bronze, silver, gold), when applicable. Companies can then see how their scores compare to the benchmark in their industry. To date, EcoVadis has rated over 75,000 trading partners worldwide, one



of which is Kleinfelder. **Kleinfelder's submittal achieved an overall bronze medal from EcoVadis** in October 2022.



As part of California Coastal Cleanup Day, Kleinfelder's Stockton, California, along with family and friends, volunteered in a cleanup event at American Legion Park that was sponsored by San Joaquin County Department of Public Works.

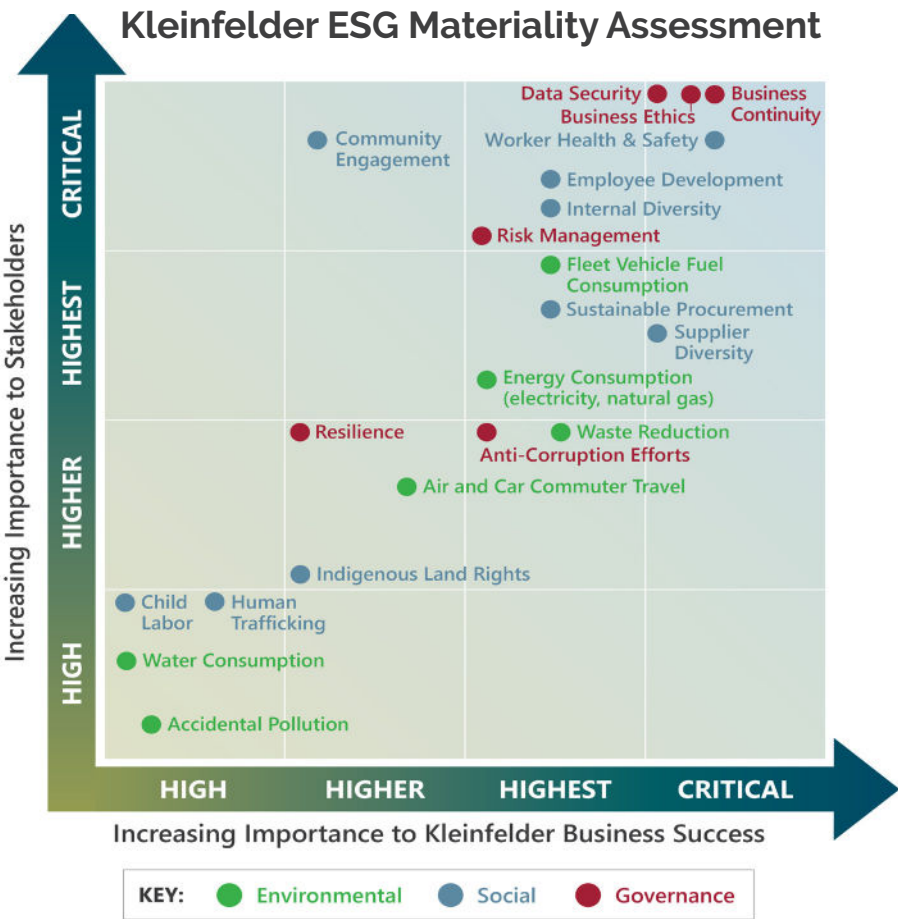


Staff from the Adelaide, South Australia, during their cleanup of an area along the River Torrens in recognition of Clean Up Australia Day.

ESG Materiality Assessment

Kleinfelder’s ESG Committee consists of company executive leadership and division representation. In FY23, the ESG Committee developed a Kleinfelder ESG Materiality Assessment to better focus our ESG goals, metrics, improvement areas, and results. As shown by the axes of the materiality assessment below, all of our ESG categories are important; however, some categories are more critical to our business and stakeholders than others.

The upper right of the Materiality Assessment focuses on our highest priorities: data security, business ethics, business continuity, and worker health and safety.



“As Kleinfelder's ESG journey continues to evolve, our materiality assessment serves as an important reference as we re-evaluate and formalize our goals and metrics.

– Rita Fordiani, Kleinfelder Technical Director



Staff from the Atlanta, GA, office helped close social trails for the Chattahoochee River National Recreation Area. These trails, often formed by people walking off designated paths, can cause environmental damage, erosion, and disruption to wildlife habitats.

Environmental Reporting & Advocacy

While environmental categories within our ESG Materiality Assessment are important, Kleinfelder is primarily a people-oriented consulting workforce (i.e., professional services) rather than a manufacturing workforce where environmental categories would weigh more heavily. As such, Kleinfelder does not produce as much waste and emissions as the manufacturing sector, and much of our consumption and disposal has already been streamlined over the past several years. However, as Kleinfelder grows, and increases its full-time equivalents and facility space, we will need to watch how this growth impacts our environmental footprint.

The primary environmental reporting criteria for professional services companies per EcoVadis are as follows:

- Energy consumption and greenhouse gases
- Materials, chemicals, and waste
- Environmental services and advocacy

Energy Consumption and Greenhouse Gases (GHGs)

Companies are being asked to report on significant amounts of energy consumed by our operations. Although Kleinfelder is primarily office space, we do have over 100 facilities in the United States, Canada (Alberta), and Australia, over 2,800 full-time equivalent (FTE) employees, and over 600 vehicles among our company-owned fleet and rental vehicles. These values are from the end of March 2023, based on our fiscal year 2023 close.

Per the Greenhouse Gas Protocol from the World Resources Institute, GHG emissions are defined as follows:

- **Scope 1 GHG emissions** represent direct emissions from company-owned facilities and vehicles. As Kleinfelder facilities are limited to rented offices, laboratories, and storage spaces, our scope 1 emissions are limited to our company-owned fleet vehicles and rental vehicles.
- **Scope 2 GHG emissions** represent indirect emissions from our purchased energy, such as purchased electricity and natural gas for heating and cooling of our facilities. In many cases, our heating and cooling contracts are managed by our facility landlords as part of our rent. For this reason, a large percentage of our GHG emissions for Scope 2 is estimated based on square footage of a facility rather than a specific utility bill. Utility bills reporting direct usage are used in our calculations where possible.
- **Scope 3 GHG emissions** are all indirect emissions not included in scopes 1 and 2 that represent upstream and downstream supplier emission contributions. The bulk of Kleinfelder's suppliers are also professional services companies; therefore, reporting on scope 3 emissions has not been a priority.

Materials, Chemicals, and Waste

The Materials, Chemicals, and Waste category is focused on the consumption of raw materials and chemicals and the generation of hazardous waste. Kleinfelder facilities do not require the consumption of any raw materials and chemicals as defined in the protocols nor do our facilities produce hazardous waste.

Environmental Services and Advocacy

Kleinfelder offers a **wide range of environmental services to our clients and promotes environmental advocacy through our work and volunteer efforts** of our staff, as evidenced by our testimonials throughout this report and the **following project examples**.

Progress Towards Goals

As we work to improve the environmental footprint of our own operations, we continue to make excellent progress towards specific sustainability goals.

(For detailed information on Kleinfelder's environmental and sustainability reporting data, see [Appendix A.](#))



GHG emission per square footage or FTE decreased by 18% as compared to a goal of 30% by 2030



Waste generation & disposal per square footage or FTE has substantially decreased (32% to 47%, respectively)



Waste diverted/recycled/reused has significantly increased (more than doubled)



Water usage per FTE has decreased even with the addition of a water technology fabrication & quality lab



Paper generation has decreased by 63% versus a goal of 50% reduction by 2030

FTE = full time employee

Morris Run Active Treatment Plant Facility Design

The Morris Run Active Treatment Plant will collect abandoned mine drainage water and provide treatment using a high-density sludge process. Treated water will be returned to local tributaries of the Tioga River and **mitigate existing water quality impairments**.

An Impacted Watershed

The Tioga River Watershed is significantly impacted by five abandoned mine discharges. The **discharges have rendered sections of the streams they discharge to and 22 miles of the Tioga River and several tributaries fishless, and impact the operations and water quality of the U.S. Army Corps of Engineers' Tioga Reservoir/Lake**. Improved water quality at Tioga Lake could allow for low-flow augmentation management during drought periods for Tioga River users in Pennsylvania and Southern New York.

Treatment Facility Solution

Kleinfelder is in the process of designing more than eight miles of gravity sewer and force mains and five separate pump stations to convey water to the active treatment plant site. At the treatment plant site, four mixing tanks and two 112-foot diameter clarifiers are planned to provide acid neutralization and metals precipitation. Sludge generated from the process will be pumped to injection wells one mile north of the treatment facility and **treated water will be returned to local streams**.

Once completed, the Morris Run Active Treatment Plant will include five discharges with a maximum flow of 15 million gallons per day, potentially making it one of the largest abandoned mine discharge plants in the world.



Ecological Restoration

This project is currently still in the design phase. **The goal of the project is to restore the ecological habitat and fish populations of the Tioga River and Tioga Lake.**

Among the services contributing to this goal, Kleinfelder provided wastewater treatment design, environmental permitting, geotechnical services, and public engagement.

Location: Morris Run, PA

Client: Susquehanna River Basin Commission

Groundwater Remediation

Kleinfelder completed a remediation project near Houston, TX, addressing the **release of saltwater into shallow groundwater, a long-standing environmental concern**. This contamination **affected groundwater quality and the local environment**. The project involved installing extraction wells to intercept and recover contaminated groundwater before it reached the area's creek, which had become **too saline for cattle to drink** from.

Kleinfelder conducted an electromagnetic survey and targeted borings, identifying specific areas of high chloride concentration. This precision allowed for crucial adjustments to the extraction well locations, optimizing the remediation process.

Despite challenges like supply chain disruptions, Kleinfelder, in collaboration with vendors, identified alternatives to ensure timely project completion. This was essential as it aligned with the Railroad Commission's fiscal year-end, avoiding the forfeiture of unused funds.

The notable success of the project was highlighted by the **resumption of the landowner's cattle drinking from the creek, marking a significant environmental achievement**. This project not only **resolved a critical environmental issue** but also showcased Kleinfelder's **innovative and effective problem-solving approach to addressing environmental challenges** and transforming them into success stories.



Location: Houston, TX

Client: Texas Railroad Commission

Air Quality for Battery Recycling Facility

For over two decades Kleinfelder has provided air sampling and environmental consulting services for a client that recycles approximately 10-12 million lead acid batteries per year at their facility in California.

The client recycles batteries and the lead in a manner that is consistent with the law and permits issued by various public agencies charged with protecting the environment to produce lead ingot that can be used to make new batteries.

Kleinfelder collects daily filter samples from high-volume air samplers located along the perimeter of the plant which are submitted to an analytical laboratory to be tested for particulate metals content. The analytical data is used to demonstrate that the client's technology and work processes are **effectively controlling particulate metals emissions to concentrations below the established air quality standards**.



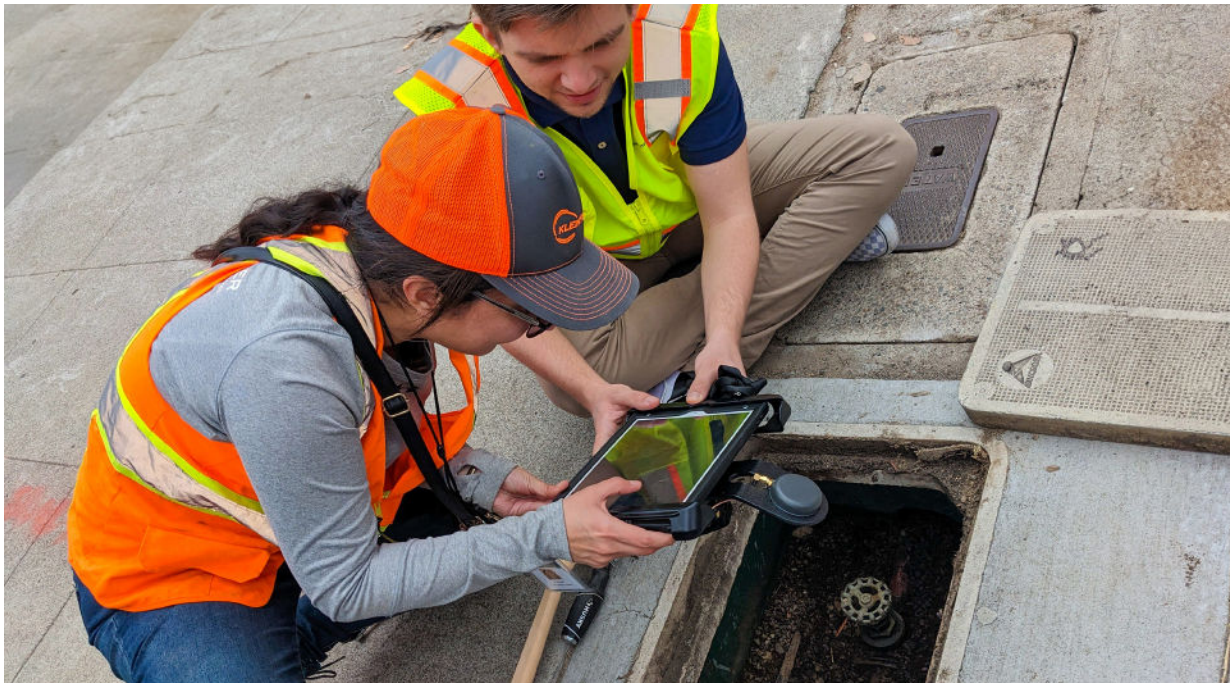
Location: California

Client: Confidential Client

Lead Reduction in Water Systems Program

Kleinfelder is actively helping water suppliers across the U.S. **tackle the challenges of lead in drinking water**, with extensive experience in New England, Ohio, and California. We assist clients in meeting Environmental Protection Agency (EPA) requirements and protecting public health through a comprehensive program encompassing:

- **Inventory and Mapping:** Identifying and accurately mapping lead service lines (LSLs) in water distribution systems, often employing innovative methods like machine learning to reduce costs and time.
- **Program Development and Support:** Providing support throughout the entire lead reduction process, from initial program design to construction completion. This includes securing funding, public outreach and education, regulatory compliance, and providing ongoing technical support.
- **Construction and Replacement:** Overseeing the safe and efficient replacement of identified LSLs with new, lead-free materials, minimizing disruption to residents and businesses.



Kleinfelder's comprehensive approach and proven track record make us a valuable partner for water suppliers seeking to eliminate lead from their systems per EPA's Revised Lead & Copper Rule and ensure safe drinking water for their communities.

Recent program successes include:

- Helped City of Somerville, MA successfully **replace over 200 LSLs** through a multi-phased program with an end goal of replacing all lead service lines, which is estimated to be 500.
- **Secured 100% funding forgiveness** for the Town of Millis, MA in the first Drinking Water State Revolving Fund Lead Service Line Inventory and Replacement Planning Program loan, allowing them to move forward with crucial lead reduction efforts.
- **Secured nearly \$1.7M in LSL inventory grant funding** for 8 Massachusetts communities (Ayer, Wayland, Barnstable, Swampscott, Yarmouth, Medway, Millis, & Uxbridge).
- Assisted the Village of New London, OH in **reducing the expected number of LSLs by 40%** through improved data analysis and field investigations.
- **Developed a Customer Service Line Inventory Plan** for the City of San Diego, CA, utilizing cutting-edge predictive modeling to efficiently identify and locate private-side LSLs.

Location: New England, Ohio, California

Client: Numerous water suppliers

Blue Hole Primary One Water

Built to be “the first One Water school in Texas,” Wimberley Independent School District’s Blue Hole Primary campus was designed and constructed to pioneer a sustainable “One Water” approach to resource management and conservation. One Water is an intentionally integrated approach to water that promotes the management of all water—drinking water, wastewater, stormwater, gray water—as a single resource. The Blue Hole Primary campus was **designed to reduce its water consumption footprint by approximately 90 percent through implementation of water-wise strategies** including:

- Rainwater harvesting and HVAC condensate reuse for plumbing and irrigation.
- On-site treatment and reuse system that allows gray and black water to be recycled.
- Installation of best management practices such as rain gardens, permeable pavers, and other stormwater mitigation strategies to slow runoff, encourage groundwater recharge, and reduce nonpoint source pollution.

Doucet and Associates, a Kleinfelder company, provided civil engineering services for the project, including the design of green stormwater infrastructure. **By incorporating nature-based solutions, environmental impacts were minimized, and hydrologic system integrity was preserved.**



In an area where water supplies are limited and drought-prone, an integrated water management approach can help communities **achieve long-term resiliency and reliability**, for the benefit of both the environment and the economy. Blue Hole Primary serves the growing Hill Country communities of Wimberley and Woodcreek with one of the most water efficient and cost-effective approaches ever envisioned for a school campus in Texas.

Location: Wimberley, TX | **Client:** Wimberley Independent School District

Yard 56 Mixed-Use Development

Spanning 20 acres on previously blighted industrial land, the Yard 56 Mixed-Use Development embodies a dedication to sustainability and social equity. The development integrates residential spaces, retail outlets, community healthcare facilities, recreational areas, and expansive green spaces. **Each building within Yard 56 adheres to sustainability standards**, meeting the **Baltimore City Green Building Code** and achieving **National Green Building Standard silver certification**, exemplifying a strong commitment to eco-conscious practices.



Wellness Center

Kleinfelder-Century's involvement in the Wellness Center showcased innovative structural engineering solutions, overcoming challenges posed by the site's industrial history. Techniques like in-situ ground modification and strategic management of methane gas emissions were employed, ensuring a **safe and sustainable structure**. Flexibility was paramount, with the building engineered to accommodate a variety of specialized rooftop medical equipment for future tenants.



The Lofts

The Lofts at Yard 56, a mixed-use complex, embody **sustainable design principles**, balancing practical sustainability, construction costs, and operational efficiency. Collaboration with architects led to the integration of high-efficiency heat pump systems and a dedicated outside air system, **optimizing energy consumption** while maintaining occupant comfort. Kleinfelder-Century's involvement encompassed design, construction administration, and building commissioning services, ensuring the efficient operation of systems post occupancy.

An Exemplary Sustainable Urban Development

This development's recognition with a **National Green Building Standard silver certification**, alongside acknowledgment through **Maryland's Voluntary Cleanup Program** and the **2023 WaveMaker award from the Urban Land Institute Baltimore Chapter**, underscores its exceptional sustainable design practices and positive contributions to the surrounding community. Yard 56 exemplifies **sustainable urban development that rejuvenates blighted areas, fosters community growth, and prioritizes environmental stewardship**.

Location: Baltimore, MD

Owner: Various private developers

Sustainable Remediation of Former Coal Pit Top

Kleinfelder was contracted to address asbestos contamination discovered at a former coal pit top, initiating an extensive environmental investigation and subsequent remediation efforts. Kleinfelder's team of engineers and scientists developed a Remediation Action Plan aimed at managing asbestos across the 8.6-hectare site, intending to **facilitate responsible divestment and mitigate historical contamination risks**.



Through a Detailed Asbestos Investigation, Kleinfelder identified dispersed asbestos-containing materials in the soil, necessitating notification to the New South Wales Environmental Protection Agency. Collaborating closely with the client, the strategy involved **relocating fill within the site, implementing cap solutions using site-won material, and applying a compost blanket to restore vegetation** cover and ensure a stable surface. This approach, **employing sustainable techniques with 30,000m³ of on-site material**, supported the site's future use as R1 General Residential and RE2 Private Recreation zones.

Additionally, Kleinfelder advised on a long-term Site Management Plan to mitigate future asbestos exposure and secured necessary approvals for the designated development. Simultaneously, we undertook an Environmental Impact Statement (EIS) for the site's remediation, engaging with stakeholders, conducting environmental assessments, and proposing stringent safeguards to minimize potential impacts.

The comprehensive EIS determined the proposed remediation would unlikely yield significant or enduring negative environmental effects. Instead, it highlighted the substantial benefits of the project, emphasizing the careful **balance of environmental preservation, community growth support, and responsible land use**. Kleinfelder's efforts not only addressed contamination concerns but also **paved the way for a sustainable and environmentally conscientious future for the site**.

Lumber River Climate Resiliency Planning

The Lumber River Council of Governments works with North Carolina counties Bladen, Hoke, Richmond, Robeson, and Scotland and the municipalities therein, on a variety of planning and local government services. Among these planning efforts are programs designed to address the wide range of natural hazards such as floods, severe thunderstorms, winter storms, drought, and extreme heat that threaten life and property that exist throughout the region. The region was hit particularly hard by hurricanes Matthew and Florence in 2016 and 2018, respectively.



Resilient Routes: Flood-Resilient Roadway Accessibility for Secondary Roads

Kleinfelder is working with the Lumber River Council of Governments to provide resiliency planning, prioritization, and strategy development for inland routes that frequently flood. This work addresses flooding of secondary roadway routes that have not yet been prioritized as the State of North Carolina tackles larger interstate flood issues statewide.

Addressing flooding of these secondary roadway routes will have significant impacts at the local level for disadvantaged communities, improving access and reducing disruption to critical infrastructure and essential services during and immediately following major

Wetland Restoration for Flood Mitigation

Kleinfelder is also working with Lumber River Council of Governments to conduct a detailed analysis to identify and prioritize locations throughout the Lumber River region **where wetland restoration projects can mitigate flood impacts to disadvantaged communities**. Furthermore, we are assisting with strategically aligning these priority wetland restoration projects with the substantial funding allocated for nature-based solutions under the Bipartisan Infrastructure Law.

Location: Lumber River Region, NC

Client: Lumber River Council of Governments

Tennessee Valley Endangered Habitat Preservation

Kleinfelder supported the National Parks Service (NPS) with addressing environmental concerns within the Tennessee Valley, part of the Golden Gate Recreation Area near San Francisco, CA. The area hosts an earthen dam creating a vital habitat for the **endangered California red-legged frog**. Due to safety concerns, the dam needed removal, necessitating the establishment of new frog-breeding areas elsewhere in the valley.



Kleinfelder's role involved soil sampling in proposed pond locations, assessing soil usage, and evaluating potential risks associated with the pond sediments affected by historical organochlorine pesticides. Leveraging prior hydraulic modeling, Kleinfelder developed a mass-transport model for impacted sediments. This model, endorsed by San Francisco Bay Regional Water Quality Board (SFBRWQB), – the permitting authority – **demonstrated that redistributed sediments wouldn't harm ecological receptors, including marine life.**

Kleinfelder's conservative modeling approach minimized the need for extensive data collection, allowing approximately 7,000 cubic yards of sediment to remain in place. This not only reduced project costs significantly but also **preserved the existing habitat, a critical win for the environment.** The NPS expressed satisfaction with the outcome, while the SFBRWQB commended our approach as "acceptable and well-reasoned," providing a swift review in just three days.

This project underscores Kleinfelder's **commitment to environmental stewardship and strategic, scientifically supported solutions for preserving endangered species habitats.**

Location: Tennessee Valley, CA | **Client:** National Parks Service

Camp Ellis Climate Resiliency

Camp Ellis, Maine, a historic coastal community between the Saco River and the Atlantic, faced increasing threats from sea level rise and erosion. Kleinfelder supported the City of Saco with addressing these challenges, providing data and strategic planning for adapting to climate change.

Key Environmental Benefits:

- **Increased Resilience:** Kleinfelder developed a comprehensive plan for the city, incorporating climate resiliency planning and resource identification. This plan provides strategies for protecting historic properties and infrastructure from flooding and erosion, safeguarding the community for future generations.
- **Sustainable Preservation:** The project identified a potential historic district, promoting cultural resource preservation and fostering the unique character of Camp Ellis. This recognition contributes to sustainable community development and strengthens local identity.
- **Informed Decision-Making:** By providing detailed flood level projections and character-defining features for each property, Kleinfelder empowered the city with crucial data to make informed planning decisions and implement effective adaptation measures.

Kleinfelder's Approach:

- **Holistic Perspective:** Combining climate resiliency planning with architectural history expertise, Kleinfelder developed a multi-faceted solution that **addressed both environmental and cultural concerns**.
- **Detailed Analysis:** Through comprehensive surveys and assessments, Kleinfelder provided the city with **accurate data and actionable recommendations for long-term sustainability**.
- **Community Collaboration:** Working closely with the City of Saco, Kleinfelder ensured that the project met the specific needs and aspirations of the community.

Location: Saco, ME | **Client:** City of Saco



Kleinfelder's work at Camp Ellis exemplifies its dedication to **environmental responsibility** and supporting communities in **confronting the challenges of climate change**. This project showcases a **successful model for sustainable development and climate adaptation**, paving the way for similar collaborations in vulnerable coastal areas.

Social

We believe that strong social practices are not only the right thing to do, but also contribute to a more sustainable and successful future for both our company and the communities we serve.

In our commitment to operating responsibly and ethically, Kleinfelder places significant emphasis on our social initiatives, recognizing the significant impact they have on our workforce, communities, and projects. This section of our CSR Report delves into Health & Safety achievements, Diversity, Equity & Inclusion (DE&I) initiatives, investments in our employees' professional growth and well-being, as well as our active involvement in the communities we serve. Through these initiatives, we aim to uphold our values, foster a supportive environment, and contribute meaningfully to the broader social fabric while ensuring accountability and transparency in our operations.



Health & Safety

Kleinfelder's commitment to fostering a safe and healthy work environment remains resolute. Throughout FY23, our focus on health and safety initiatives continued to evolve, building upon our established culture of prioritizing employee well-being. Emphasizing a proactive approach, we empower our workforce to proactively identify, assess, and mitigate risks, bolstering a safety-centric mindset that encourages every individual to take ownership of safety protocols and intervene when necessary to ensure a safe workplace.

For information on our Health & Safety reporting data, see [Appendix B](#).

Trail to Safety

Kleinfelder's Trail to Safety events bring field staff into a controlled setting to learn about risks and hazards that may be encountered on a job site, and the best practices and tools that can be used to eliminate or reduce the potential for risk. Attendees learn about the hazards and risks of various tasks through scenarios that mimic actual field work. Working through each scenario, past experiences and lessons learned are shared, and safety tools and practices that are specific to the tasks at hand are demonstrated. Upon completion of the event, it's intended that **attendees take the best practices and skills learned from the Trail to Safety back into the field and implement them to enhance safety at the job site.**



Staff from Kleinfelder's Hamilton, NJ office participate in a Trail to Safety



NSC Membership

Kleinfelder became a **member of the National Safety Council** (NSC), a nonprofit safety advocate organization that focuses on eliminating the leading causes of preventable injuries and deaths. As a member, Kleinfelder employees have access to NSC resources, including opportunities to participate in educational webinars and forums, network with others in the industry, and engage with the NSC's mission and offerings.



Enhancing Laboratory Safety

In FY23, Kleinfelder enhanced safety within our materials testing and inspection laboratories through two key initiatives. Firstly, targeted webinars equipped lab managers with the knowledge and tools to tackle specific safety challenges within their labs, including implementing more effective machine guarding and silica exposure control plans. Secondly, a quarterly lab inspection program was established, bringing together lab managers, construction materials testing & inspection leaders, area managers, and health & safety personnel for collaborative assessments. This multi-pronged approach has **strengthened lab safety culture and risk mitigation across Kleinfelder's labs.**



Mosaic Fertilizer, LLC, recognized Kleinfelder with a safety award for exceeding their safety performance goals. The award underscores Kleinfelder's commitment to stewarding safety while working on Mosaic's project sites.

Kleinfelder Australia Achieves ISO 45001

Kleinfelder Australia underwent its annual ISO surveillance audit, upgrading its systems to meet the new ISO 45001 standard for occupational health and safety, aligning it with ISO 9001 and ISO 14001. The integrated management system not only **prioritizes quality and environmental objectives** but also **ensures employee and contractor safety**, incorporating sustainable practices and regulatory compliance.

The adoption of ISO standards enhances Kleinfelder's industry perception, boosts organizational trust, and improves morale by emphasizing transparency and corporate social responsibility. These standards contribute to efficiency, lower insurance premiums, and **better individual and organizational safety**, fostering continuous improvement and **proactive risk management** across the business.

Safe + Sound Week: Daily Commitment. Always Safe.

Kleinfelder participated in OSHA's annual Safe + Sound Week for the fifth consecutive year. Throughout the week, staff participated in multiple safety activities that raised awareness of Kleinfelder's safety successes, best practices, and challenges.

In addition to completing the week with a **renewed understanding of how daily commitment to safety helps achieve safe workplaces, safe homes, and safe communities**, staff **raised over \$20,000 for three charities** – Kids' Chance of America, Food Banks Alberta, and Camp Quality Australia!



Project Spotlight: Improving Safety for Bicyclists & Pedestrians

Kleinfelder-Century collaborated with Northern Virginia for Safe Streets (NoVA FSS) to create a web-based survey and dashboard focused on enhancing safety for bicyclists and pedestrians. This initiative allows individuals to report near misses and hazardous areas, providing real-time visualizations and analysis tools through a public dashboard. The collected data aids NoVA FSS in advocating for revised design standards, directing attention to high-risk locations for preventative measures. Funded by the Metropolitan Washington Council of Governments and in partnership with the National Capital Region Transportation Planning Board, these applications empower citizens to contribute data that aims to drive safety improvements and ultimately prevent accidents, fostering a safer environment for pedestrians and cyclists in the region.

Diversity, Equity, & Inclusion (DE&I)

DE&I Reporting

Kleinfelder remains steadfast in our commitment to fostering an inclusive workplace. We acknowledge the importance of diversity, equity, and inclusivity in achieving success for individuals and the organization. While the following table provides a snapshot of our current demographics, it also serves as a marker for our ongoing dedication to advancing an inclusive culture that embraces and values differences within our workforce.

FY23 Kleinfelder Employee Representation

(Note: Gender and race categories defined by country census. Numbers reported include all employees: full- and part-time, flex, interns, etc.)

Job Category	Male							Female						
	American Indian/AK Native	Asian	Black/African American	Hispanic or Latino	Native HI/Other Pacific Isl.	White	Two or More Races	American Indian/AK Native	Asian	Black/African American	Hispanic or Latino	Native HI/Other Pacific Isl.	White	Two or More Races
Executive/Sr. Level Officials & Managers	0	2	0	0	0	17	0	0	1	0	0	0	6	0
First/Mid Level Officials & Managers	0	10	2	17	1	201	3	0	3	1	4	0	56	0
Professionals	3	97	43	112	5	887	31	1	56	18	65	7	413	23
Operatives	0	0	0	0	0	22	1	0	0	0	0	0	1	0
Technicians	4	12	29	41	1	328	14	1	0	1	4	0	27	0
Administrative Support Workers	1	6	8	8	0	153	3	1	13	21	23	0	207	7
TOTAL	8	127	82	178	7	1608	52	3	73	41	96	7	710	30
	2062							960						



3.7%

Employees that are Veterans



53

SkillBridge interns since hiring our first in 2019



25

Hires made from SkillBridge internships

Kleinfelder understands the **value veterans bring to our industry**. Their dedication to teamwork, leadership, adaptability, and commitment to achieving objectives are qualities we highly value within our company. **We are proudly partnered with SkillBridge**, an organization that connects transitioning service members to career job training opportunities.

Diversity Spend: At Kleinfelder, we strive to deliver unparalleled technical expertise while **maximizing opportunities for diverse firm participation**. Embracing a diverse network of suppliers and subconsultants/subcontractors enriches our projects by introducing unique perspectives and innovative solutions tailored to our clients’ needs. We have a proven track record of utilization on numerous contracts, consistently achieving and/or exceeding 100% of established participation goals. Our FY23 diversity spend underscores our continued **success in forming inclusive project teams that actively engage disadvantaged, small business, and minority enterprises**.

% Diverse Spend of Total Subcontractor/Vendor Spend

	Total Spend	Diverse Spend	Diverse Spend %
FY21	\$127,000,000	\$41,000,000	32%
FY22	\$162,000,000	\$51,000,000	31%
FY23	\$212,000,000	\$61,000,000	29%

NOTE: The FY22 Diverse Spend % is higher than reported in our FY22 CSR Report as we revisited subcontractor/vendor names to improve accuracy of Total Subcontractor/Vendor Spend (removing amounts for rent, insurance, banking fees, intercompany transfers, benefits, etc., thereby reducing the Total Subcontractor/Vendor Spend used in the FY22 CSR calculation).

Kleinfelder Receives Diamond Award for Diversity & Inclusion



The American Council of Engineering Companies of Pennsylvania honored Kleinfelder with one of the organization’s 2023 Diamond Awards for Diversity & Inclusion. The award recognizes Kleinfelder’s commitment to building an inclusive culture and workplace where diverse perspectives and talents foster innovation and employees feel valued, challenged, motivated, and treated fairly.



Diversity, Equity, and Inclusion

Spectrum, Kleinfelder’s internal DE&I program, facilitates collaboration and communication among Kleinfelder employees. The result is a diverse network that invites everyone to be a part of the conversation on how Kleinfelder can improve diversity and inclusion and create equal opportunities for career success. Driven by a diverse committee of staff and leadership advisors, Spectrum provides the following:

-  **Connection** of diverse communities across Kleinfelder to enhance careers and foster learning
-  **Development** opportunities through knowledge sharing, workshops, and training
-  **Guidance** to leadership on DE&I matters that improve performance, retention, development, and recruiting
-  **Progress** through networking, learning and development activities, and mentoring and advocacy opportunities

Involvement in Society of Women Engineers

Kleinfelder's partnership with the Society of Women Engineers (SWE) aligns with our commitment to fostering an inclusive culture that embraces talent from diverse backgrounds. Through our membership in SWE's Corporate Partnership Council, our employees access free SWE memberships, career development resources, mentorship, and leadership opportunities.

An important part of Kleinfelder's investment in SWE includes staff **attendance at SWE's annual conference**. At SWE WE22, our attendees gained valuable insights into emerging DE&I trends and best practices in the A/E industry. They expanded their networks with other diversity champions, connected with prospective talent, and showcased Kleinfelder's commitment to DE&I. A highlight was the **panel discussion led by Kleinfelder's Spectrum Committee**, "Employee-Driven Cultural Change through Diversity, Equity, and Inclusion." This panel illustrated how our Spectrum Committee, mirroring our diverse workforce, drives positive change from within.

Beyond conferences, our staff **engage with local SWE Chapters** and participate in an **internal SWE network** which fosters career advice, growth opportunities, and involvement in philanthropic initiatives.



Advancing Reconciliation through Cultural Understanding

Kleinfelder Australia takes responsibility for educating its workforce, contractors, and suppliers on **respecting and understanding Aboriginal and Torres Strait Islander cultures**. The Reflect Reconciliation Action Plan (RAP), endorsed by Reconciliation Australia, outlines our strategic steps toward meaningful reconciliation.

The South Australia and New South Wales offices of Kleinfelder Australia underwent **in-person training facilitated by certified local Aboriginal Trainers** as part of the Reflect RAP. This training delved into Aboriginal history and culture, offering genuine interactions and insights. Understanding the profound impact of history on Aboriginal communities reinforces our commitment to driving authentic social change and reconciliation.



Investment in Employees

Our business success is rooted in our commitment to empowering our employees. We believe that providing the right resources and support is fundamental to fostering a thriving workforce. Our dedication extends beyond professional growth, aiming to nurture personal prosperity, ensuring our employees have the tools and backing needed to excel in their roles and beyond. By investing in our team, we build a foundation for collective achievement and sustained excellence.

Learning and Development Opportunities

In FY22, Kleinfelder enhanced the availability of learning and development opportunities available to staff with the rollout of a Business and Software Skills eLearning Library and Global Results Oriented Web Training Hub (GROWTH).



Kleinfelder Business and Software Skills eLearning Library

The eLearning Library offers over 225 online business courses and 375 software courses, providing ample opportunities for employees to learn new skills and elevate competencies.



Global Results Oriented Web Training Hub (GROWTH)

GROWTH offers online training in AEC leadership topics and the latest software, including AutoCAD, Civil 3D, BIM 360, Microstation, Navisworks, Revit, and more.

Removing barriers to growth, both platforms offer online courses that are self-paced and accessible 24/7, empowering employees to schedule learning at their convenience.



Amplifying Employee Benefits

In FY22, Kleinfelder **raised the employer match for employee 401(k) retirement plans** from 2% to 3%, amplifying this benefit to acknowledge employees' dedication and promote retirement readiness. This enhancement reflects our commitment to valuing long-term financial security for our employees as they plan for their future beyond the workplace.



Empowering Futures through Scholarships

To **support employees in funding their children's higher education**, Kleinfelder awarded ten academic scholarships, ranging from \$2,000 to \$5,000 each, assisting employees' children in pursuing advanced education.



Growth Through Mentorship

Kleinfelder's Mentoring Program offers inclusive growth and career development opportunities for all staff. With a flexible structure, the program eliminates participation barriers, providing personalized leadership and guidance through qualified mentors that help staff expand networks and hone skills crucial for career progression.

In FY23, Kleinfelder **connected over 125 employees seeking mentorship with qualified mentors** through its Mentoring Program.

Community Engagement

At Kleinfelder, community engagement embodies a dedication to making a tangible difference. Our employees contribute through both volunteerism and the application of their technical expertise, driving positive change in local communities. From supporting STEM education to addressing fundamental societal needs, our employees' commitment to philanthropy underscores our collective mission to foster meaningful social impact.



- 1) Kleinfelder staff participated in NAIOP Washington State Chapter's community enhancement project at Washington Middle School, providing much needed campus improvements.
- 2) Kleinfelder staff from the Edmonton, Alberta office participated in the Great Cycle Challenge – a ride to help end childhood cancer.
- 3) Kleinfelder staff volunteered at Backpack Friends in Pflugerville, packing approximately 1,000 weekend meal kits for students from homes that are food insecure.
- 4) Staff from the Charlotte, NC, office collect food donations for their local Food Bank.

Supporting STEM Education

Through volunteer efforts at schools, universities, STEM programs, and industry development seminars, Kleinfelder inspires interest and advancement in the AEC industry, helping to shape the next generation of problem solvers.



Sr. Engineering Geologist Michael Cook volunteered at Muscoy Elementary School's Career Day in San Bernardino, CA.



Kleinfelder staff from Northern CA helped facilitate the H. Ray Taber Foundation Drill Seminar, an educational event for university civil engineering and geology students.

Building Better Communities

Inspired by a shared commitment to community welfare, Kleinfelder employees generously contribute their time and technical prowess to transformative projects. From aiding homeless shelters to addressing structural issues post-disaster and collaborating with organizations like AmeriCorps to enhance water sources, their dedication brings meaningful change to communities in need.



Chris Minick, VP of Transportation Structures, completed a 12-day **deployment with Maryland Task Force 1 of FEMA's National Urban Search and Rescue system** in Ft. Myers, FL, after Hurricane Ian struck. As a Structure Specialist, he **provided vital engineering support** by conducting structural assessments, offering shoring and stabilization designs for damaged buildings, roads, bridges, and dams, ensuring the safety of search and rescue teams. During this deployment, Chris contributed to evaluating over 3,000 residential structures and researched bridge conditions on the mainland-Pine Island causeway, aiding those affected by wind and flood damage.



Matt Paragamian, a Water Resources Staff Professional, dedicated two months to **volunteering with AmeriCorps National Civilian Community Corps** in Colorado. AmeriCorps, the sole federal agency fostering service and volunteerism, offers diverse opportunities for individuals to contribute their time and skills, enhancing communities nationwide. During his tenure, Matt's team played a **pivotal role in restoring the Poudre River in Rustic, CO, an essential drinking water source impacted by wildfires and floods**, by clearing debris and aiding in its recovery.



Project Spotlight: Caritas Village:

Kleinfelder partnered with Catholic Charities for Caritas Village, a comprehensive development in Santa Rosa, CA. The project includes Caritas Center, which offers diverse support services like family shelter, childcare, and health clinics. Additionally, Caritas Homes provides 128 affordable housing units catering to various community members. Kleinfelder contributed by discounting fees for **geotechnical engineering and inspection services by 10%, amounting to a \$15,000+ donation** on the \$150,000 scope. This support, coupled with additional **donated time from Project Manager Bill McCormick**, ensured project success while positively impacting the community. Today, Caritas Village stands as a **crucial full-service facility for homeless assistance**.

"I knew personally and professionally this was a worthwhile project, and one Kleinfelder would be proud to support. I was truly impressed with all the thought and design that went into this facility...a shining example of community involvement!" – Bill McCormick, Sr. Principal Engineering Geologist

Governance

Kleinfelder's commitment to governance extends beyond compliance; it's about embedding ethical practices into the fabric of our operations, driving sustained success with integrity.

In this section of our CSR Report, we address the fundamental principles and practices that steer our company towards ethical conduct, resilience, and effective management. This section underscores our commitment to upholding stringent business ethics, ensuring seamless business continuity and resilience, proficient risk management, robust data security measures, and our pursuit of progress through innovation. These key pillars of governance reaffirm Kleinfelder's dedication to fostering a culture of accountability, integrity, and sustainable growth while navigating the evolving landscape of our industry.



Fostering Ethical Standards

Business Ethics / Anti-Corruption

Kleinfelder remains committed to fostering a principled work environment. In FY23, our dedication to ethical conduct was reinforced through updates to our HR Manual. These updates include a robust section on **Diversity, Equity, and Inclusion (DE&I)**, affirming a zero-tolerance stance against discrimination and harassment while advocating for equal opportunities and mandatory diversity awareness training. We also reaffirmed our stringent adherence to **human rights**, prohibition of **forced labor**, **human trafficking**, and **child labor**, and dedication to fostering a **safe and healthy workplace**. Additionally, clarifications within the **Professional and Technical Certifications** section further exemplify our unwavering commitment to transparency and integrity in professional development.

Updates to Kleinfelder's HR Manual strengthened our stance on key ethical facets



DE&I



Human Rights



Forced Labor & Human Trafficking



Child Labor



Safe & Healthy Workplace

Sound Business Practices

Business Continuity / Resilience

Kleinfelder's commitment to business continuity and resilience was underscored through an annual review and updates to key business continuity plans. Emphasis was placed on bolstering control and safety measures to safeguard the well-being of our employees, reinforcing Kleinfelder's resilience against diverse disruptions while upholding our responsibility to clients reliant on our operational continuity.

Emergency Action Plans (EAP): Individual office EAPs were revisited and updated with local emergency contacts and delineated protocols for crises, including building evacuations, medical emergencies, fires, bomb threats, severe weather, and power outages. Complementing these plans, office-specific "Safety Tips & General Info" pocket guides were placed at office entrances, providing crucial insights from the EAPs, including site-specific evacuation maps and designated assembly points during evacuations.

Emergency Response Plans (ERPs): ERPs were reviewed and updated, tailoring strategies for various contingencies such as civil unrest, earthquakes, floods, hurricanes, tornadoes, wildfires, severe winter weather, public health threats, and chemical/radiological/biological/nuclear incidents. These ERPs facilitate consistent responses across all Kleinfelder facilities, orchestrated by the establishment of Local Business Unit Response Teams as soon as an emergency is anticipated or identified.

Health Threat Preparedness and Response Standard Operating Procedure: Updates were aimed at refining strategies and procedures to sustain operations in the face of health-threat-related interruptions that impede critical functions. Emphasis was placed on bolstering prevention, control, and safety measures to safeguard the well-being of our employees, reinforcing Kleinfelder's resilience against diverse disruptions while upholding our responsibility to clients reliant on our operational continuity.

Risk Management

Kleinfelder maintains robust risk management practices, crucial for mitigating industry-specific risks. In FY23, Kleinfelder assembled a team to review and improve the company's assessment of risk. The effort resulted in the rollout of an enhanced risk review process, including a **new Risk Review Policy** and accompanying **Risk Review Matrix**. Key changes include:

- **Expanded scope:** All projects now undergo thorough risk assessments, ensuring comprehensive risk mitigation measures, not limited to major projects alone.
- **Early risk identification:** Emphasis on addressing potential issues earlier in project pursuits, engaging relevant experts at the project's outset for smoother execution and better outcomes.
- **Clarity and coordination:** The Risk Review Matrix delineates risk triggers and review levels, involving pertinent stakeholders upfront, reducing oversight risks, and ensuring comprehensive evaluations.
- **Enhanced guidance:** The Risk Review Policy offers detailed insights into risk triggers, aiding project teams in identifying risks during contract reviews.
- **Procedural efficiency:** Introduction of Preliminary Reviews ensures early engagement of Division Risk Coordinators, streamlining coordination and facilitating appropriate risk assessments.
- **Strengthened focus:** Additional risk triggers around data protection and health and safety fortify client data security and early safety risk identification in projects.

Kleinfelder's new Risk Review Policy and Matrix bolster the company's risk-reward balance, profitability, and proactive risk management culture. These measures safeguard assets, optimize project outcomes, and fortify the company's competitive stance, fostering sustainable success.

Data Governance

Kleinfelder rigorously safeguards company, client, and employee data against cyber threats, ensuring robust data management and protection. In FY23, our data protection efforts saw significant enhancements through multiple initiatives:

- **Strengthened defences** against malicious emails by increasing our email filtering thresholds to heighten protection.
- **Enhanced network security and connectivity** with advanced traffic inspection and better data access control.
- **Updated policies and implemented technical controls to specify data storage locations**, requiring justification for non-secure data transmission.
- **Augmented mobile device security** by mandating multifactor authentication for accessing Kleinfelder applications.
- **Fortified data breach prevention and regulatory compliance** by implementing sensitivity labels.
- **Revised Remote Work Policy** to limit remote work in high-risk countries, bolstering compliance and data protection.
- **Elevated cybersecurity awareness and training** across the organization, emphasizing best practices and incident reporting.
- **Introduced a Compliance Director** role to bolster regulatory adherence.
- **Initiated a robust data privacy program**, aligning with evolving privacy regulations like California Consumer Privacy Act, Personal Information Protection and Electronic Documents Act, and Australian Privacy Act, ensuring continued focus on data privacy to fortify personal information security for clients and employees.

Continuing to Drive Progress

Innovation

Innovation remains pivotal to Kleinfelder's strategy, fueling client value and business growth. Our Innovation Program, vital for adapting to evolving market dynamics and ensuring enduring success, propelled several advancements throughout FY23:



Rapid Site Development | ML: a predictive modeling tool leveraging machine learning and a vast contaminant database to swiftly evaluate groundwater plumes, providing accurate insights with minimal site/field-specific data. Leveraging this technology, Kleinfelder rapidly and cost effectively provides property developers with a thorough understanding of potential liabilities and offers precise measures for site cleanup, providing confidence in the viability and financial investment of a project.



LabNet and ForneyVault Integration: an achievement in automating data collection in Kleinfelder's laboratories. The integration of LabNet and ForneyVault streamlines sample tracking and compressive strength data collection, primarily for concrete, controlled low strength material, lightweight cellular concrete, and flex beams. This enhances efficiency by seamlessly transmitting test data directly to LabNet at the point of collection, improving quality and operational speed in our labs.

Other innovation initiatives include tools to accelerate and improve our solar design capabilities, waterline lead and copper identification process, remediation work, and our clients' paper data conversion process:

- **Solar Automation Tool:** Centralizes calculations and data for large solar plans, expediting design completion and delivering cost savings while enhancing the quality of deliverables for clients.
- **Machine Learning for Lead Service Pipes:** Predictive technology expedites lead pipe identification within water utility systems, accelerating removal processes, saving time, and minimizing costs.
- **Subsurface GIS Mapping for Remediation:** Enables precise mapping of analyte concentrations affecting remediation sites, allowing teams to explore subsurface data for contamination depth and spatial distribution, improving remediation strategies.
- **AI-Powered Records Management:** Piloting AI to expedite document processing, accurate metadata extraction, and automated records management, aiming to optimize asset knowledge and management processes for our clients.

These innovative initiatives underscore Kleinfelder's unwavering commitment to efficient, precise, and forward-thinking solutions, empowering us to drive progress and create substantial value for our clients and business operations.

Appendix A

Detailed Environmental & Sustainability Reporting



Environmental & Sustainability Reporting Summary Table

The following table presents data tracking our environmental footprint criteria and progress.

Sustainability Metrics (Operations)	Jan-Dec 2019 (Baseline) (a)	FY23: Apr 2022- Mar 2023 (b)	FY23 Status (% change from baseline)	FY23 Status (change from baseline)
Kleinfelder Facilities (number)	79	102	29%	increase
Kleinfelder Facilities (square feet)	529,978	698,264	32%	increase
Kleinfelder Number of Full-Time Employees (FTE)	1,669	2,849	71%	increase
Kleinfelder Number of Vehicles	331	626	89%	increase
Kleinfelder Gross Revenue (\$million)	366	695	90%	increase
SCOPE 1 Greenhouse Gas Emissions				
Gasoline Fleet Vehicles (gallons)	262,850	544,786	107%	increase
GHG Emissions Fleet Vehicles (metric tons CO ₂ e)	2,336	4,842	107%	increase
SCOPE 2 Greenhouse Gas Emissions				
GHG Emissions Electricity Purchased and Consumed (kWh)	8,938,441.60	9,330,714	4%	increase
GHG Emissions Electricity Purchased and Consumed (metric tons CO ₂ e)	3,870	4,040	4%	increase
GHG Emissions Natural Gas Purchased and Consumed (therms)	209,782.96	257,438	23%	increase
GHG Emissions Natural Gas Purchased and Consumed (metric tons CO ₂ e)	1,112	1,364	23%	increase
TOTAL GHG Emissions (Electricity + Gas; metric tons CO ₂ e)	4,982	5,404	8%	increase
TOTAL GHG Emissions (Electricity + Gas; metric tons CO ₂ e)/square foot	0.009	0.008	-18%	decrease
SCOPE 1 and 2 Greenhouse Gas Emissions (GOAL: 30% Reduction by 2030)				
GHG EMISSIONS TOTAL (Facilities [electricity + natural gas] & Vehicles [gasoline]), mtCO ₂ e	7,318	10,246	40%	increase
GHG EMISSIONS TOTAL (Facilities & Vehicles, mtCO ₂ e)/full-time equivalent (FTE)	4.4	3.6	-18%	decrease

Sustainability Metrics (Operations)	Jan-Dec 2019 (Baseline) (a)	FY23: Apr 2022- Mar 2023 (b)	FY23 Status (% change from baseline)	FY23 Status (change from baseline)
Waste				
Waste Disposed (in tons)	5,787	5,220	-10%	decrease
Waste Disposed (in tons)/square foot	0.011	0.007	-32%	decrease
Waste Disposed (in tons)/FTE	3.5	1.8	-47%	decrease
Human I-T: Tons of eWaste Diverted from Landfills	3	6	98%	increase
Tons of Construction Material Recycled and Reused	450	912	103%	increase
Total Tons Diverted/Recycled/Reused	453	918	103%	increase
% Waste Diverted/Recycled/Reused	7%	15%	106%	increase
Water Consumption				
Water Usage (in gallons)	7,030,906	11,841,468	68%	increase
Water Usage (in gallons)/square foot	13	17	28%	increase
Water Usage (in gallons)/FTE	4,213	4,156	-1%	decrease
Green Procurement				
Staples, Green Procurement (\$)	\$45,208	\$36,127	-20%	decrease
Staples, Green Procurement (% of cost)	30%	23%	-23%	decrease
Paperless (ARC/Printing) (total print count)	5,170,414	1,890,019	-63%	decrease
Paperless (ARC/Printing) (square feet)	3,467,535	1,275,386	-63%	decrease
Notes				
mtCO2e = metric tons carbon dioxide equivalent; GHG = Greenhouse Gas; CO ₂ e = Carbon Dioxide equivalent (a) Baseline data for vehicles and furniture is for FY20: April 2019 - March 2020. (b) Kleinfelder has almost doubled in gross revenue between FY23 and 2019, growing organically and through acquiring additional businesses. Facility space increased by over 168,000 square feet, and FTEs increased by over 1,180 as compared to baseline. Utility costs are often included in rent; therefore, for FY23, 54% of electricity consumption, 73% of natural gas consumption, 75% of waste disposal, and 87% of water usage is estimated based on square footage of facilities times literature values. 6 facilities are LEED/Energy Star-certified. 3% of the fleet vehicles represent hybrid vehicles.				

Appendix B

Health & Safety Data Reporting



Kleinfelder Health & Safety Data

FY = Fiscal Year; CY = Calendar Year

Metric	3 Year Average	FY 2023	FY 2022	FY 2021	FY 2020
Experience Modification Rating (EMR)					
Interstate	0.93	1.00	0.91	0.89	0.96
Metric	3 Year Average	CY 2023	CY 2022	CY 2021	CY 2020
OSHA RECORDABLE DATA					
Total Recordable	13	11	18	17	5
OSHA RATE CALCULATIONS					
All Recordable Incidents (TRIR)	0.71	0.58	0.93	0.92	0.29
Lost & Restricted Incidents (DART)	0.12	0.10	0.26	0.11	0.00

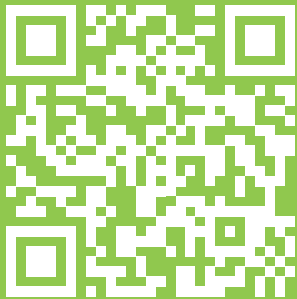
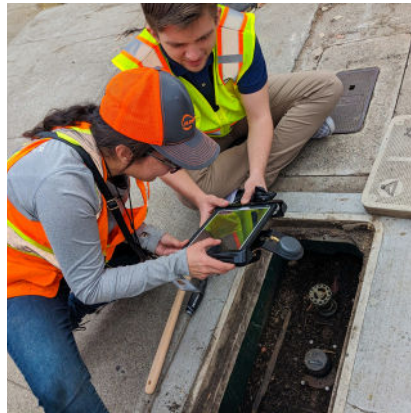
Century, a Kleinfelder Company, Health & Safety Data

Metric	3 Year Average	FY 2023	FY 2022	FY 2021	FY 2020
Experience Modification Rating (EMR)					
Interstate	2.12	2.01	2.05	2.30	2.14
Metric	3 Year Average	CY 2023	CY 2022	CY 2021	CY 2020
OSHA RECORDABLE DATA					
Total Recordable	5	4	3	4	7
OSHA RATE CALCULATIONS					
All Recordable Incidents (TRIR)	0.83	0.72	0.51	0.70	1.28
Lost & Restricted Incidents (DART)	0.53	0.18	0.51	0.35	0.73

GTS, a Kleinfelder Company, Health & Safety Data

Metric	3 Year Average	FY 2023	FY 2022	FY 2021	FY 2020
Experience Modification Rating (EMR)					
Interstate	0.93	1.00	0.91	0.89	n/a
Metric	3 Year Average	CY 2023	CY 2022	CY 2021	CY 2020
OSHA RECORDABLE DATA					
Total Recordable	0	0	1	0	n/a
OSHA RATE CALCULATIONS					
All Recordable Incidents (TRIR)	0.12	0.00	0.35	0.00	n/a
Lost & Restricted Incidents (DART)	0.00	0.00	0.00	0.00	n/a

Note: GTS was not part of Kleinfelder in CY2020. GTS FY2023 EMR stats are the same as Kleinfelder FY2023 EMR stats.



Scan to learn more about us,
or visit www.kleinfelder.com

Bright People. Right Solutions.
© 2023 Kleinfelder. All rights reserved.