

ESG REPORT

**CREATING A BETTER
FUTURE, **TOGETHER.****



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TABLE OF CONTENTS

Welcome	02
Governance: About	04
Social Responsibility	10
Environmental: Tracking Progress	28
Project Innovation	38
ESG-Related Services	52

WELCOME

Creating a Better Future, Together.

At the core of our environmental, social, and governance (ESG) program are the people who make it happen. Every day, our clients, employees, and members of the communities we serve come together to create a more equitable and sustainable world.

You'll see stories and examples of their drive for a better present and future throughout this report, which has evolved from a Corporate Sustainability Report to an ESG Report. From working to increase mobility and accessibility, to prioritizing employee mental and physical health, to engaging with the next generation of architecture, engineering, and construction (AEC) industry leaders, we each play a role in upholding and advancing the tenets of ESG.

Collaborating With Clients

We're proud to partner with clients on infrastructure projects today that will influence the lives of millions for decades to come. Further, the Infrastructure Investment and Jobs Act (IIJA) has reinvigorated the important discussion around equity in infrastructure, and you'll read in this report how we partner with and support historically underutilized businesses.

Whether electrifying a rail system to reduce emissions, ensuring water is safe to drink, or helping the National Guard create a safe, LEED Gold®-certified training facility, we're committed to helping clients achieve their infrastructure, safety, and sustainability goals.

Supporting Employees to Help Them Thrive

Many have wondered what the "new normal" is for the workplace post-pandemic. At Gannett Fleming, we're committed to giving employees and managers the ability to create a hybrid environment that encourages professional development and camaraderie while also providing flexibility for work-life balance. This approach has also impacted our sustainability tracking, as we use fewer resources in our offices and reduce greenhouse gases from commuting.

We've also expanded resources for mental and physical health, safety, lifelong learning, and charitable giving, as you'll read throughout this report.

Bolstering the Next Generation

As a firm committed to taking action today that improves both our present and our future, it's no surprise we also prioritize many avenues for workforce development. We believe in bidirectional education and mentorship through programs like the *Future Generations of Gannett Fleming* employee resource group, our many scholarship programs, our internship program, our Connected Relationships™ Mentoring Program, and our partnerships with universities and professional organizations.

It's an exciting time for the AEC industry. While there are many significant questions before us about social justice, technological innovation, and the future of the workforce, we have the right team in place to support our employees as we meet those challenges head-on.

We invite you to read more about our intentional efforts to create a better future, together.



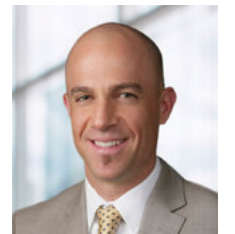
Robert Scaer, PE
CEO



Paul Nowicki, PE
President & COO



Esther McGinnis
Executive Vice President
& Director, ESG



**Stewart Vaghti, PE,
CFM, ENV SP**
Corporate Sustainability Officer

GOVERNANCE: ABOUT

Gannett Fleming at a Glance

Gannett Fleming is a privately owned AEC firm partnering closely with our clients on some of the toughest challenges facing our communities today — and into the future.

Across North America and select global locations, we offer comprehensive infrastructure solutions to a wide range of markets, including transportation, life sciences, water resources, education, industrial, federal, power, and energy.

Founded in 1915, we are the employer of choice for 2,500+ of the best and brightest in the industry.

With a focus on making the built environment safer, as well as more resilient and sustainable, our clients seek us out for our expertise and prefer us for our personal service, innovation, and creative minds.

The Gannett Fleming board of directors is responsible for the firm's ESG program. Our ESG program is led by the ESG director who, with oversight from the board and in collaboration with the corporate business group and shared services directors, establishes the ESG commitments and goals in alignment with business strategy. Further, we have a robust sustainability program overseen by the corporate sustainability officer. This unified executive leadership team is responsible for:

- Business standards, policies, practices, and compliance.
- Code of conduct and ethics.
- Quality and risk management.
- Financial performance.
- ESG program, goals, audits, and reporting.

OVER 90%
**OF OUR
STAFF** 
Recommend Us
as an Employer

**CLIENT SATISFACTION
RATINGS OVER** 
90% 

2022 BOARD OF DIRECTORS

Gannett Fleming board
of directors, from left:

Bryan Mulqueen, PE
Jon Kessler, CPA
Audrey Daly, Esq.
Paul Nowicki, PE
Bob Scaer, PE

John Kovacs, PE, PMP, DGE, ENV SP
Esther McGinnis
Art Hoffmann, PE, DGE
John Derr, PE



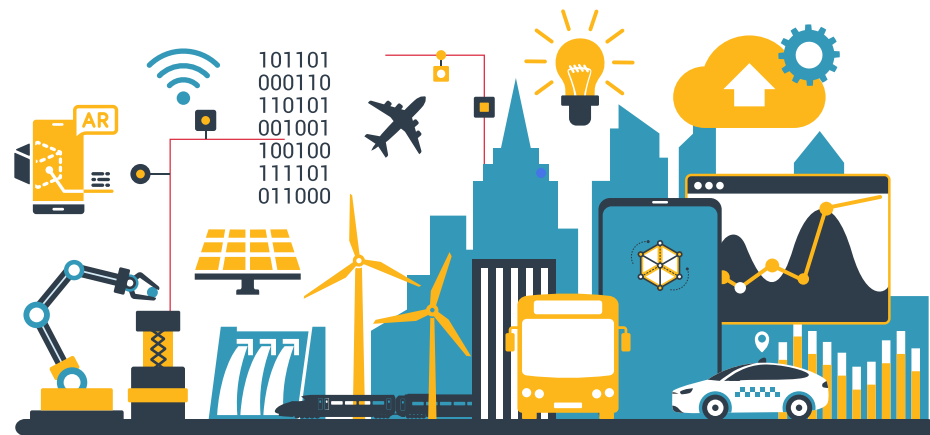
What We Believe

Vision Gannett Fleming is a driving force in improving our communities and sustaining our world.

Mission Amaze our clients with our quality, innovation, and responsiveness and become their trusted advisor; promote a safe and rewarding work environment; and provide a fair return on investment.

- Values**
- A Tradition of Excellence
 - Employees are the Key
 - Teamwork
 - Sustainability
 - Resiliency
 - Professional and Community Involvement
 - Ethical Business Practices
 - Financial Stability

105+
YEAR
HISTORY
of Innovation



65



LEED® Accredited
PROFESSIONALS

119



Envision™
Sustainability
PROFESSIONALS

ENGINEERING NEWS-RECORD (ENR) RANKINGS



- #8** Dams and Reservoirs
- #8** Mass Transit and Rail
- #9** Distribution and Warehouses
- #12** Transportation
- #12** Wastewater Treatment Plants
- #13** Water Supply
- #13** Water Treatment, Desalination Plants
- #15** Highways
- #29** Top 500 Design Firms
- #51** Top 100 Green Building Design Firms
- #114** Top 200 Environmental Firms

For complete rankings, visit our [corporate newsroom](#).

SOCIAL RESPONSIBILITY

Social Responsibility and Community Involvement

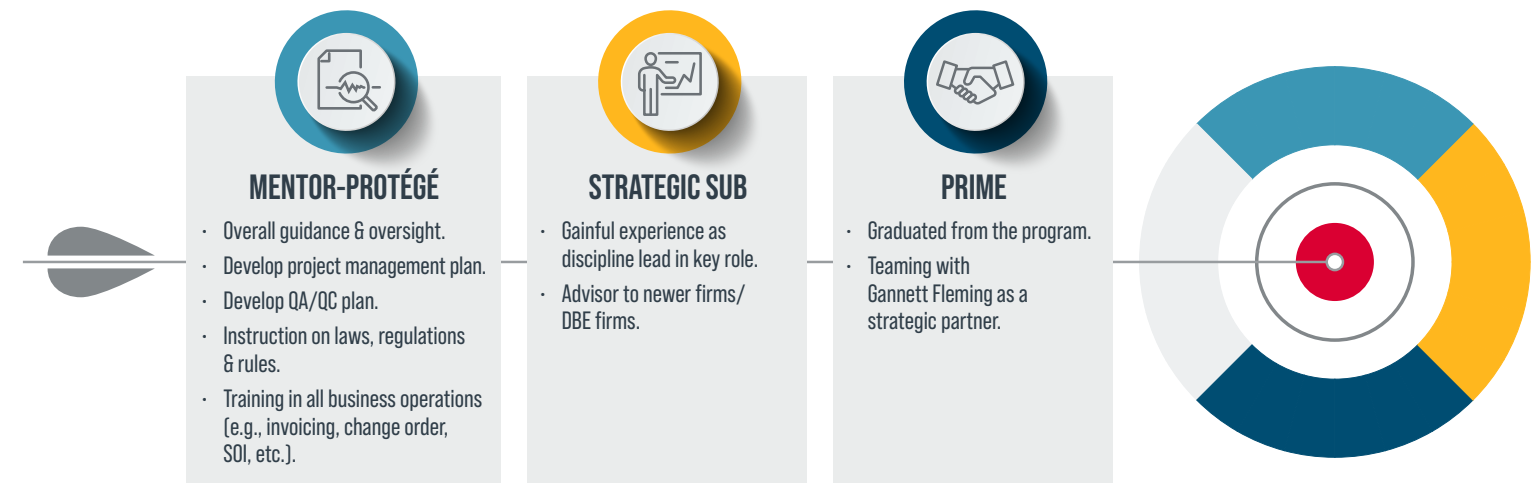
Supplier Diversity

Our commitment to the communities we serve extends to the companies and individuals that call those communities home. We understand that having diversity around the project table is the foundation for driving innovation and creative problem solving that addresses community needs. We invest in creating industry partnerships that focus on inclusion and welcome all types of businesses. That's why Gannett Fleming provides contracting and subcontracting opportunities to small, micro, women, veteran, LGBTQ+, disabled, disadvantaged, indigenous, and minority-owned businesses.

We proudly amplify AEC advocacy organizations, clients, and community organizations to improve and increase opportunities for historically underutilized businesses.

Mentor-Protégé Relationships

Our mentor-protégé approach focuses on long-term relationship building — not just for a single project or program. We work with our protégé firms to help their businesses succeed by mentoring them in areas including technical experience, business development, and project management.



Below:

The GeoDecisions Tukah JV is a new, tribally-owned 8(a) entity formed under the U.S. Small Business Administration’s Mentor-Protégé Program.

In 2022, GeoDecisions — our geographic information system (GIS)/geospatial, data science, and technology division — formalized its mentor-protégé relationship with Tukah Technologies (Tukah TS) by creating a joint venture (JV). Tukah TS, a Tewa company, is the only 8(a) tribally-owned small disadvantaged business focused exclusively on geospatial technology. Leveraging the strengths of each company, this JV relationship supports small, indigenous business while delivering innovative and cost-effective solutions tailored to commercial, municipal, state, and federal agencies.



Outreach Events

Outreach events allow Gannett Fleming and other industry partners to connect with the people behind small and disadvantaged businesses. Focusing on establishing relationships, Gannett Fleming works with our clients to develop a pool of qualified subconsultants and bring valuable expertise to support the development and implementation of infrastructure programs and projects.

In 2022, we partnered with the Washington Metropolitan Area Transit Authority (WMATA), DC Water, and other DC area agencies for a virtual Meet the Primes session and an in-person outreach event. Both events reached hundreds of small and disadvantaged business enterprises. In addition to making introductions, these events also provided resources and tools to small and disadvantaged businesses to help them on their journeys to success.

Below:

Working together with clients and owners helps us expand our footprint and ability to reach more small and disadvantaged businesses.



Professional Society and Educational Partnerships

Gannett Fleming’s engagement in the infrastructure industry continues through our commitment to professional society leadership and educational partnerships.

Professional Organizations

Professional organizations are the epicenter for relationship building, idea exchange, advocacy, mentorship, professional development, and charitable giving. We value these societies as a way to drive the infrastructure industry forward and encourage our employees to take meaningful roles and engage in professional organizations.

These organizations include, but are not limited to:

- American Association of State Highway and Transportation Officials (AASHTO).
- American Council of Engineering Companies (ACEC).
- American Institute of Architects (AIA).
- American Public Transportation Association (APTA).
- American Railway Engineering and Maintenance-of-Way Association (AREMA).
- American Road and Transportation Builders Association (ARTBA).
- American Society of Civil Engineers (ASCE).
- American Society of Highway Engineers (ASHE).
- Association of State Dam Safety Officials (ASDSO).
- American Society of Heating, Refrigerating and Air-Conditioning Engineers (ASHRAE).

- American Water Works Association (AWWA).
- Canadian Urban Transit Association (CUTA).
- Conference of Minority Transportation Officials (COMTO).
- Construction Management Association of America (CMAA).
- Design-Build Institute of America (DBIA).
- Esri.
- Geoprofessional Business Association (GBA).
- Institute of Transportation Engineers (ITE).
- Intelligent Transportation Society of America (ITS).
- International Bridge, Tunnel and Turnpike Association (IBTTA).
- International Society for Pharmaceutical Engineering (ISPE).
- National Association of Black Women in Construction (NABWIC).
- National Association for Environmental Management (NAEM).
- National Hydropower Association (NHA).
- National Society of Black Engineers (NSBE).
- Ontario Association of Architects (OAA).
- Society of Hispanic Professional Engineers (SHPE).
- Society of Women Engineers (SWE).
- Transportation Research Board (TRB).
- United States Society on Dams (USSD).
- Water Environment Federation (WEF).
- WTS.

Right:

Accelerating infrastructure on time, on task, and on budget was the shared goal of those gathered at The White House for a critical summit to discuss the efficient implementation of the Bipartisan Infrastructure Law. Our own Art Barrett, who serves as ACEC board chair, was on site with other infrastructure leaders, including U.S. Secretary of Transportation Pete Buttigieg, left, and Infrastructure Implementation Coordinator Mitch Landrieu, right.



WTS Philadelphia Names Gannett Fleming Employer of the Year

WTS and Gannett Fleming share a similar vision, which is why we’ve been a proud partner of the organization for more than 20 years in the U.S. and Canada. We recognize that women are a crucial part of creating safe, efficient, and reliable transportation systems that will sustain our communities now and for generations to come.

This achievement marks the fourth time that Gannett Fleming has received the WTS Employer of the Year Award. The firm earned this prestigious award from WTS Central Pennsylvania in 2021, WTS Pittsburgh in 2019, and WTS South Florida in 2018.

Below:

The Gannett Fleming team attends the WTS Philadelphia Winter Wonderland Gala to accept the 2022 Employer of the Year Award.



Educational Partnerships

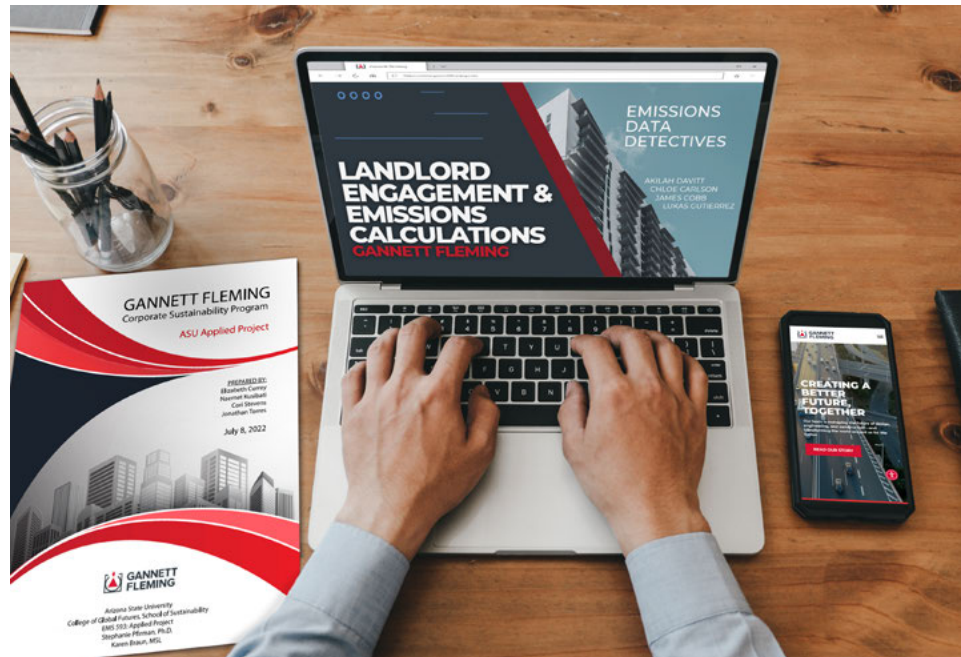
Our commitment to education is illustrated throughout this report, including through charitable outreach, our internship program, and the scholarships we sponsor. Another example of Gannett Fleming’s engagement with the academic community is our partnership with Arizona State University (ASU).

ASU is home to the first school in the U.S. dedicated exclusively to studying sustainability principles. Graduate students in ASU’s School of Sustainability engage in dynamic capstone projects to connect their studies with strategic, real-world partners.

Gannett Fleming sponsored two capstone projects with ASU’s School of Sustainability in 2022. During the first project, students

worked with Gannett Fleming to review our current sustainability program and make recommendations regarding emerging and best sustainability practices across leading firms in the AEC industry. Starting in 2022 and continuing into 2023, we began a second capstone project of studying greenhouse gas (GHG) emissions calculations for our leased offices. Integrating leased office GHG calculations into our internal metrics program is an important step for future ESG reporting as well as for supporting the development of meaningful carbon reduction targets.

Be it mentorship, internships, scholarships, or these capstone projects, Gannett Fleming embraces the bidirectional education and benefits of engaging with the next generation of leaders.



Charitable Giving and Community Involvement

Gannett Fleming’s commitment to community involvement is so central to our culture that it’s the basis of our corporate vision statement, “Our vision is to be a driving force in improving our communities and sustaining our world.”

Employees, partners, and clients help us live out that vision through our work culture, project delivery, and in every facet of what we do.

We also believe it’s critical to leverage our resources as a manifestation of this commitment to social responsibility. For example, our **Corporate Contributions Portfolio** ensures positive stewardship of financial assistance to community and charitable organizations that provide support to the communities in which we live and work. In 2022, for example, Gannett Fleming supported numerous charities and non-profits across North America, including educational programs, food banks, and local community-focused organizations.

Below:

We’re proud to support The Unity Council, a social equity development corporation in Oakland, Calif., as part of Bay Area Rapid Transit’s Community Benefits Program. Joseph Deery, PE, left, and Tiffani Bryant, PE, PMP, MBA, right, were honored to present a check to Karely Ordaz of The Unity Council.





\$430,500
IN UNITED WAY
CONTRIBUTIONS

Gannett Fleming also provides assistance to the **United Way** and many non-profits through our annual United Way campaign. The United Way is a special partner in carrying out our vision because it allows employees to support established United Way programs, like early childhood education and workforce development, while also allowing employees to direct funds to a charity of their choice.

Over the last 14 years, Gannett Fleming has contributed nearly \$4 million to the United Way through annual campaigns. Gannett Fleming employee giving combined with a corporate match totaled more than \$430,500 in 2022, our highest total to date.

This year's theme, "Healthy Communities Begin With Me," as well as our fitness-themed giving incentives, reinforced the firm's commitment to the wellness of both our employees and our communities.

Further, employees often volunteer with local United Way chapters to help improve health, education, and economic mobility in our communities.

In another example of community support, the **Gannett Fleming Charitable Foundation (GFCF)** provides assistance to employees impacted in a natural disaster declaration area. The GFCF began in response to Hurricane Sandy. When natural disasters affect a member of our Gannett Fleming family, they affect all of us. Our goal in forming the GFCF was to help alleviate some of the financial burden as employees faced damage to their homes and possessions not covered by insurance. This has become a critical part of our business continuity planning, which allows us to continue serving our valued clients while also making sure employees have the support and resources they need.



Right:

Gannett Fleming employees assembled 200+ dental kits for the United Way to distribute via its health, school readiness, and workforce development initiatives.

Wellness

At Gannett Fleming, we define wellness success through our employees and helping them thrive despite today's challenges, including the continuing impacts of COVID-19. We have incorporated new and evolving policies and opportunities for them to create a better present and future for themselves and their loved ones.

For example, we continued our **Freedom to Work from Home** program, providing our employees with a hybrid work model that encourages better collaboration and teamwork, while allowing for the flexibility to work elsewhere to help manage other responsibilities.

Our **employee wellness** programs include:

- Gym membership discounts.
- A nutrition education program.
- Financial incentives for annual preventive care.
- A companywide walking challenge, which resulted in more than 32,260 miles logged.
- A quarterly wellness newsletter.
- Wearable fitness tracker reimbursements.

Wellness extends to both physical health and mental health. That is why Gannett Fleming partnered with the **Calm app** to provide our employees with tools for meditation, focus, and stress management - for free.

We supplemented this with a **mental health education series** in the fall, with 165 participants.

30% 
OF EMPLOYEES
HAVE USED
THE CALM APP
Within the First 9 Months

Health Care Medical Premiums

Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Market Increase	9.1%	9.8%	8.2%	7.4%	8.0%	7.1%	6.3%	7.5%	6.5%	7.1%	6.8%	7.3%	7.4%
Gannett Fleming Increase	9.9%	3.0%	0%	7.8%	7.0%	7.5%	5.0%	5.0%	5.4%	3.9%	3.2%	5.5%	5.6%

Source: Mercer's National Survey of Employer-Sponsored Health Plans & Segal.

A Commitment to Safety



SAFETY — IS IN OUR — HANDS

We say that “safety is in our hands” at Gannett Fleming, which means we empower and engage every employee to help us maintain a safe working environment and advance safety in the industry.

We’ve incentivized this proactive safety culture through our **Live Healthy, Work Safely** internal communications campaign of monthly safety and wellness messages, as well as hazard recognition in our annual **Near Miss Safety Challenge**. Since 2019, we’ve increased near-miss reporting by more than 560%.

We continued to focus on our field employees submitting health and safety plans, with 58 plans reviewed throughout the year. Our team of safety professionals also conducted over 70 job site safety audits, and our employees logged more than 5,560 hours of safety-related training last year.

OVER
560%
INCREASE IN
NEAR MISS
REPORTING
SINCE 2019



OUTSTANDING SAFETY RECORD



- **0.12** Total Recordable Incident Rate, Compared to a National Average of 0.60.
- **211** Employees Took CPR/First Aid Training.
- **5,560** Safety Training Hours Logged.

Learning and Development

Gannett Fleming is home to an engaged, highly skilled team of professionals, and we are intentional about investing in their development. We achieve this by giving them the training and resources that they need, including:

- Leadership development, through our partnership with Carnegie Mellon University in the Leadership Academy.
- Role-specific training, like our Project Manager Academy, Project Principal Boot Camp, and client management training.
- Exam preparation courses to help employees achieve industry certifications and licensure.
- Incentives for industry thought leadership, totaling \$14,500, to further encourage knowledge sharing across the AEC industry.

This commitment to lifelong learning helps employees develop the knowledge and skills needed to better understand and meet the needs of the clients and communities they serve, resulting in improved services and outcomes.

Throughout this report, you will read about additional Gannett Fleming scholarship programs and partnerships with students and universities that convey our passion for continuous education.



15	employees completed the Gannett Fleming-sponsored American Society of Civil Engineers PE Civil Exam Review program.
17	employees completed the Gannett Fleming Leadership Academy.
29	employees participated in Gannett Fleming’s in-house Certified Associate in Project Management and Project Management Professional Exam Prep programs.
30	employees were supported by Gannett Fleming’s Academic Studies Tuition Reimbursement program.
50	employees completed the Gannett Fleming New Business Development Workshop.
1,482	employees completed other types of courses, including webinars, live training, and external courses.
20,900	online courses completed via our internal Gannett Fleming Learning Network.

INSIGHTS

Our external INSIGHTS webcast series welcomed more than 4,600 attendees in 2022 and featured guest speakers from:

- California Department of Water Resources.
- Cold Spring Construction.
- National Association of State Energy Officials.
- New York State Department of Transportation.
- Pennsylvania American Water.
- Pennsylvania Department of Environmental Protection.
- Metropolitan Transportation Authority.



4,600+
ATTENDEES



Diversity, Equity, Inclusion, and Belonging

Gannett Fleming’s unwavering dedication to building a diverse, inclusive workplace focused on equity and creating a sense of belonging for every employee was strengthened in 2022 through several new and maturing initiatives.

DE&I Steering Committee & Employee Resource Groups

Our employee resource groups (ERG) worked hard in 2022 to provide programming on various topics through several platforms, meeting the need for a hybrid approach. Some of this programming included:

- Ask-me-anything sessions featuring internal thought leaders and networking opportunities from [Future Generations of Gannett Fleming](#).
- Pub Hub professional development events on topics from the new rules of leadership to mastering procrastination from [Connected Women at Gannett Fleming](#).
- Rainbow Connection discussions on topics such as pronouns and gender from [LGBTQ+ of Gannett Fleming](#).
- Introduction of the “Standby to Standby” podcast from [Military Veterans at Gannett Fleming](#).

The ERGs also found opportunities to collaborate throughout the year, holding a panel discussion on intersectionality and a fusion event to end the year titled, “Discover Happy: Staying Positive, Strong, and Calm in a Crazy World.”

We were also excited to celebrate Connected Women’s fifth anniversary with a special event titled, “The Courage to Lead,” featuring three female leaders discussing how to be empowered in male-dominated fields. Additionally, [LGBTQ+](#) celebrated its first anniversary with a Tie-Dye for Pride celebration in June, inviting employees to tie-dye t-shirts at home or together in our offices.



Left:

Our [LGBTQ+](#) of Gannett Fleming employee resource group held a Tie-Dye for Pride event to celebrate its first anniversary.

Below:

Members of our DE&I and ERG steering committees attended a two-day summit to collaborate and strategize.

The Connected Relationships™ Mentoring Program

Led by *Connected Women* and *Military Veterans*, the [Connected Relationships™ Mentoring Program](#) completed its third year in 2022. The program chairs refreshed the curriculum and programming this year in collaboration with past mentors and mentees, resulting in:

- 82 mentor and mentee pairs.
- An average participant evaluation score of 4.5 out of 5.

Inaugural DE&I Summit

Our DE&I Steering Committee and ERGs are essential to achieving our corporate strategic action plan (SAP), and they also set individual SAPs to help our firm progress. To create improved alignment between the DE&I Steering Committee and ERGs and identify focus areas for each group, our leadership invested in a two-day [DE&I Summit](#) in Philadelphia. The firm invited each group's steering committee members to attend the in-person event, which included:



- Presentations on Diversity, Equity, Inclusion & Belonging (DEI&B) workplace trends.
- Breakout sessions to identify areas of excellence and those needing attention.
- Goal-setting, accountability assignments, and defining next steps.



XCEL Internship Program

In 2022, we welcomed more than 50 interns from nearly 40 universities and colleges, spanning multiple geographies and areas of study. Our robust and meaningful [internship program](#) enables us to provide learning and development opportunities to gain real-life experience in preparation for the potential of a professional career with Gannett Fleming. The pipeline of emerging talent created by the partnership between interns and Gannett Fleming career professionals supports our strategic goals and future growth.

Scholarship Programs

Gannett Fleming offers two AEC scholarships annually. These scholarships, totaling \$10,000, support Black and female students with academic and leadership potential as they pursue careers in engineering (civil, environmental, electrical, and mechanical), construction services, computer science, or architecture.

We are also proud to partner annually with the American Water Works Association (AWWA) Scholarship Program to offer the Gannett Fleming Forces of Change Scholarship to an undergraduate or graduate student in engineering, project management, or information technology.

Additionally, the firm has supported higher education for more than 70 children and grandchildren of Gannett Fleming employees since 2000 through the Gannett Fleming

Below:

We enjoyed celebrating our 2022 interns on National Intern Day in our offices across the U.S. and Canada.

Gannett Fleming's investment and commitment to providing a fulfilling experience involves a deep understanding, intentional preparation, and effective execution of each component of the internship program. To enhance the internship experience, our Buddy Program pairs an experienced and engaged employee with each intern to serve as an ongoing point of contact. Our buddies help their interns feel welcome as they get to know Gannett Fleming and navigate the college/workplace transition.

Scholarship Program. The generosity of employees and retirees has equated to more than \$200,000 in contributions to the fund. We awarded seven \$5,000 scholarships in 2022.



Below:

Gannett Fleming was honored with the WTS Philadelphia Employer of the Year Award, marking the fourth time we have received the WTS Employer of the Year Award.

DEI&B Thought Leadership

As part of our commitment to DEI&B, we encourage our internal thought leaders to lend their voices to the sometimes difficult but critical conversations associated with trending DEI&B topics. **Masai Lawson**, our senior manager of talent acquisition and inclusion, led multiple panels and discussions for industry and professional organizations in 2022 and served on the ACEC DEI&B Steering Committee and WTS Philadelphia

Executive Women’s Round Table. She also authored several blogs that provide insight and original viewpoints on topics that impact underrepresented groups. These topics ranged from [marginalization in the workplace](#) and [allyship](#) to the importance of [workplace wellness benefits for all](#) and combating [productivity anxiety](#).



Awards & Recognition

In 2022, we were honored to receive several awards acknowledging our commitment to DEI&B. We also had the opportunity to celebrate individual contributions to DEI&B through their dedication to providing an equitable, collaborative, and safe environment for our employees to experience career growth at Gannett Fleming. These awards included:

- [Employer of the Year Award](#), WTS Philadelphia.
- [Pennsylvania’s Seven Seals Award](#), Department of Defense.
- **CEO Bob Scaer**, [Honorable Ray LaHood Award](#), WTS of Central Pennsylvania.
- **Human Resources Director Heather Eickhoff**, [Tribute to Women of Excellence List](#), YWCA Greater Harrisburg.

Below:

Gannett Fleming was proud to receive Pennsylvania’s Seven Seals Award from the Department of Defense, recognizing our support of employees who serve in the National Guard and reserves.

Internal Communications & Resources Expansion

Employee feedback helped us focus our internal communications and resources devoted to DEI&B. We launched several new internal initiatives as a result, including:

- Delivering a presentation on the importance of DEI&B to attendees of our Project Management Academy and Project Principal Bootcamp.
- Dedicated DEI&B pages on our Human Resources SharePoint site and expanded sites for each ERG.
- A year-long email campaign highlighting various cultural observances and a quarterly DEI&B newsletter.



ENVIRONMENTAL: TRACKING PROGRESS

Our robust sustainability program embraces a top-down and bottom-up approach in which our entire company plays a part. The board of directors guides the overall direction of the firmwide corporate sustainability strategy and goals. The Corporate Sustainability Team leads the charge in advancing our culture of innovation, advising on the strategic direction for corporate sustainability, setting sustainability goals, and monitoring progress toward those goals — all in alignment with corporate goals. Members represent a variety of offices, business groups, and geographic regions. Our office coordinators organize sustainability efforts on the local level, such as supporting local recycling programs, organizing office-level Earth Day activities, ensuring sustainable appliances and office equipment, and even obtaining local certifications.

Efficient Operations

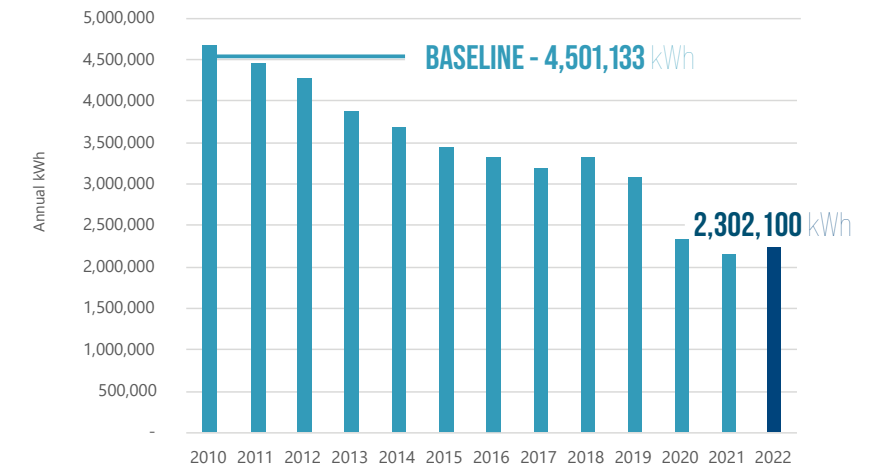
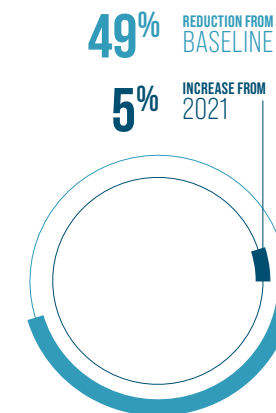
We regularly evaluate the carbon footprint generated by our company-owned facilities, from electrical and natural gas usage. Over the past 12 years, we have steadily decreased our footprint. Our hybrid Freedom to Work from Home program continues to influence usage and metrics.

At our corporate headquarters in Harrisburg, Pennsylvania, our indirect greenhouse gas emissions from electrical usage increased by 5% from the previous year (2021) and are down 49% from the baseline established in 2010. Our direct emissions from natural gas combustion increased by 2% from the previous year and are down 17% from the 2010 baseline. Carbon emissions increased 4% from 2021 but have decreased 44% from the 2010 baseline.

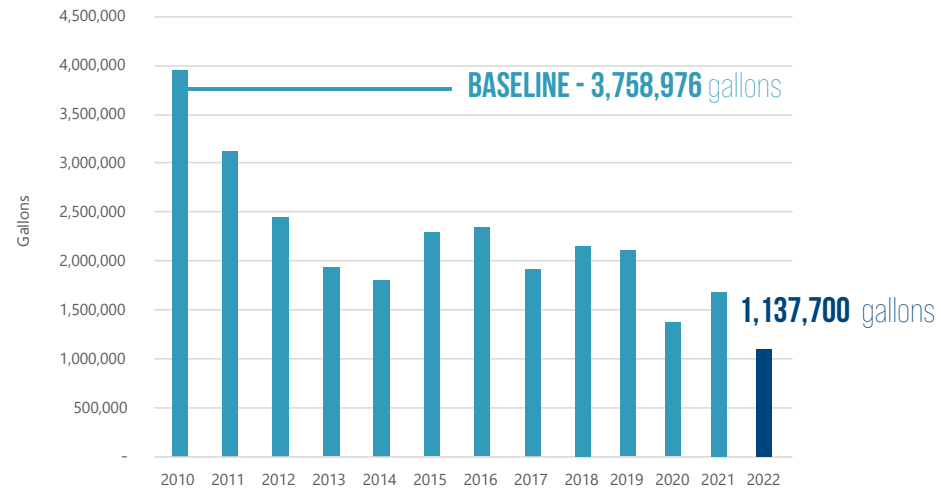
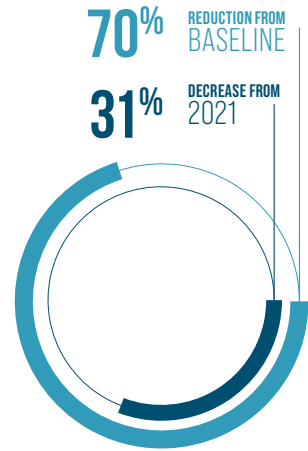
At the other office we own, in Valley Forge, Pennsylvania, our indirect greenhouse gas emissions from electrical usage remained the same as 2021 and are down 50% from the baseline established in 2010. Our direct emissions from natural gas combustion decreased by 28% from the previous year and is up 23% from the 2010 baseline. Carbon emissions decreased by 10% from 2021 and 39% from the 2010 baseline.

We are proud of our progress to date but know that there is more to do. We initiated a multi-phase program by conducting a desktop study to explore options with a goal to further reduce energy usage at our company-owned facilities, both the Harrisburg campus and our Valley Forge office, by 15% with a 10-year buyback goal.

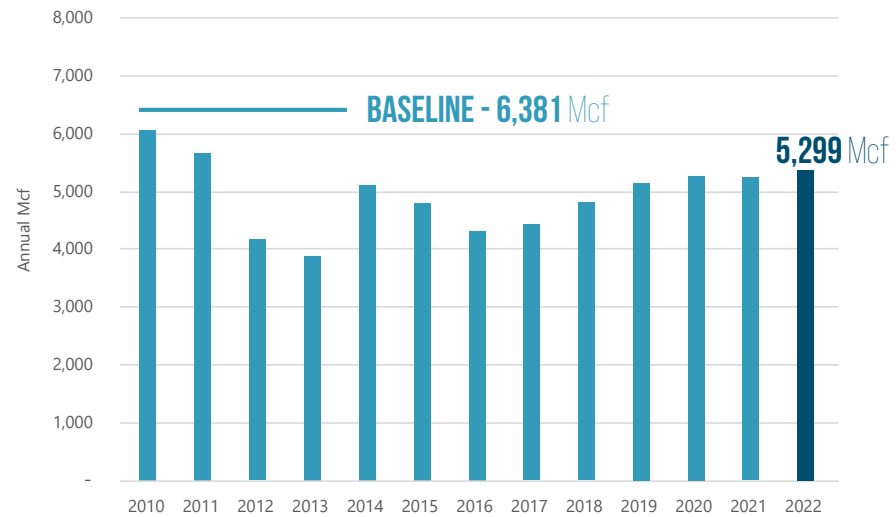
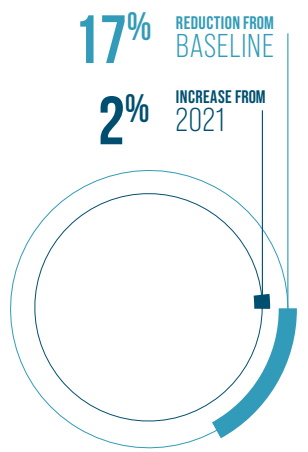
Harrisburg, Pennsylvania Harrisburg Electricity



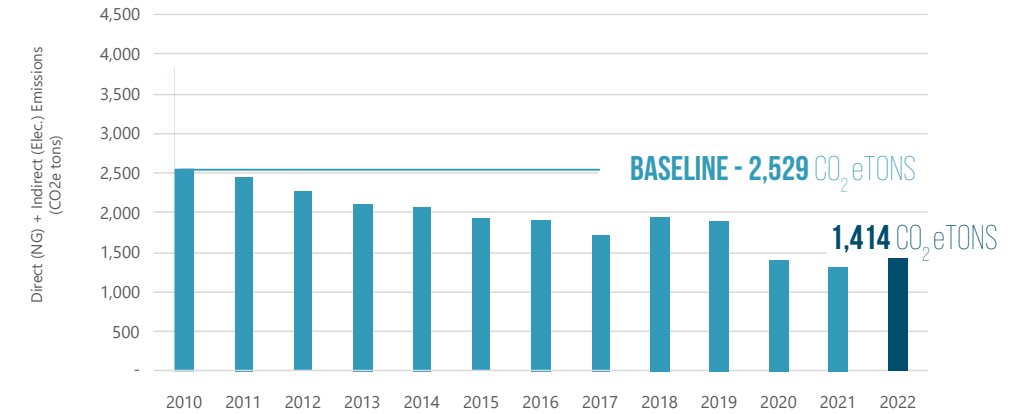
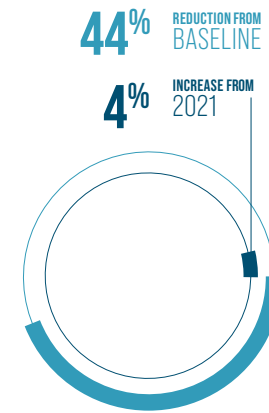
Harrisburg Water



Harrisburg Natural Gas



Harrisburg Carbon Footprint



Headquarters Recycling Program

We make recycling simple and easy at our corporate headquarters. Our single-stream recycling program offers employees the opportunity to turn materials that would otherwise become waste into resources.

Harrisburg Employees

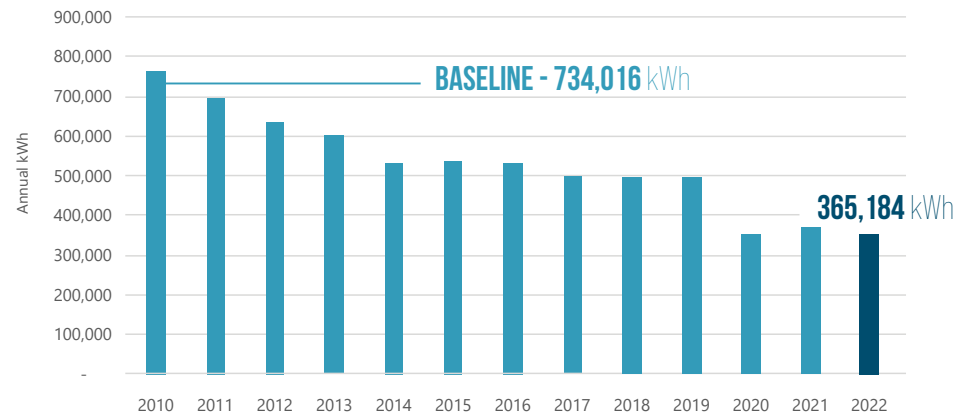
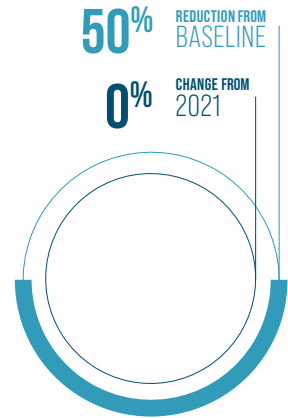
RECYCLED

11,780

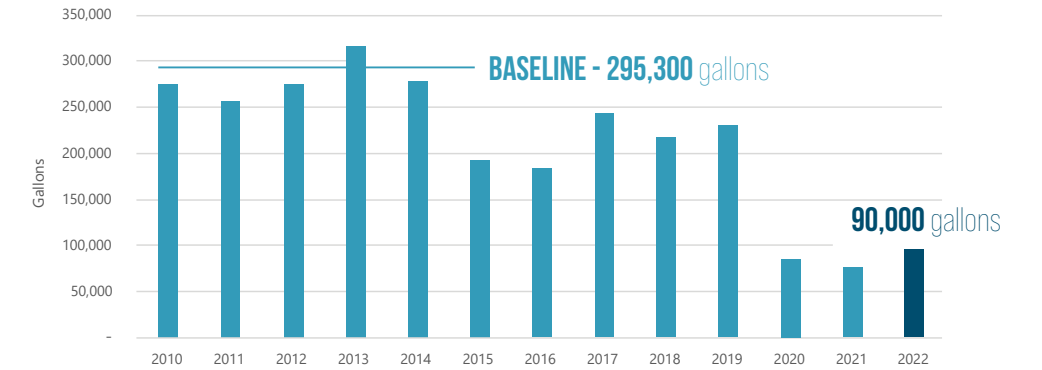
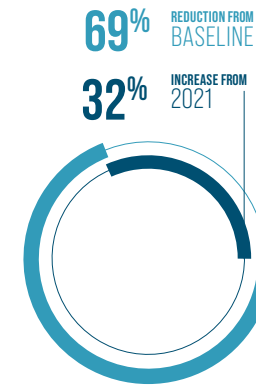
POUNDS IN 2022



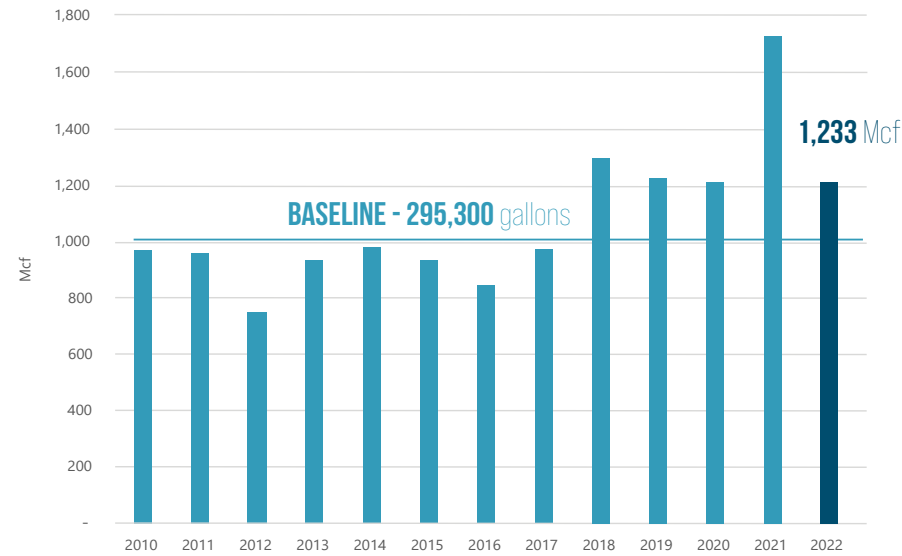
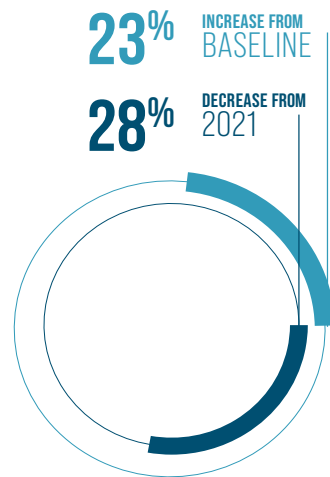
Valley Forge, Pennsylvania
Valley Forge Electricity



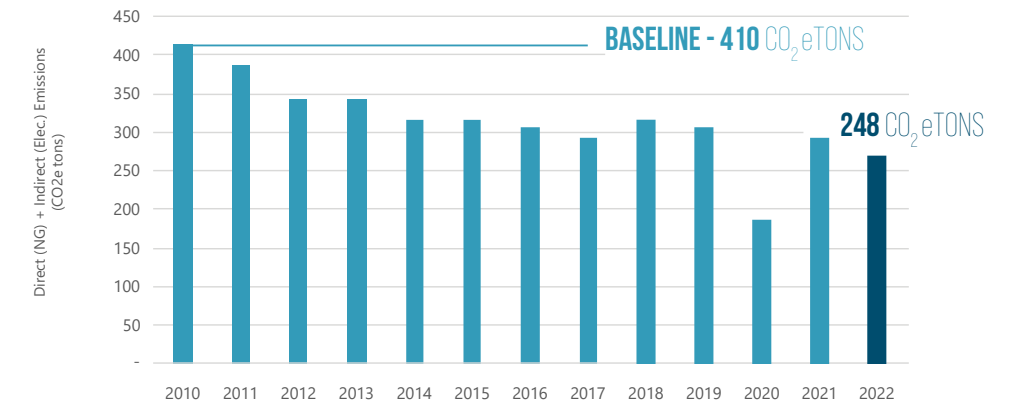
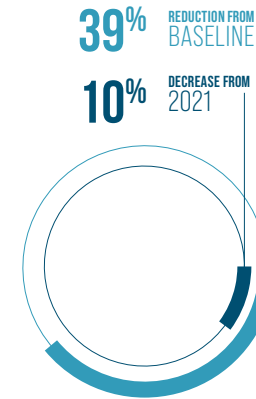
Valley Forge Water



Valley Forge Natural Gas



Valley Forge Carbon Footprint

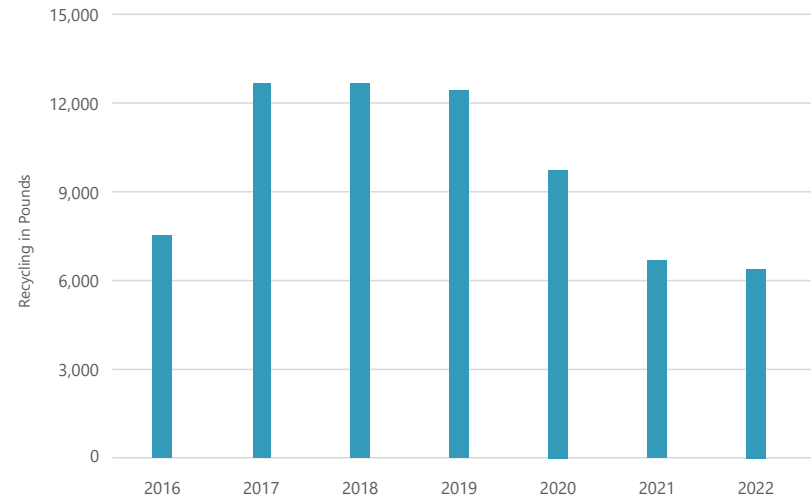


As evidenced by the 2022 data, natural gas usage returned to a normal range after the correction of occupancy settings in 2021.

Around Gannett Fleming

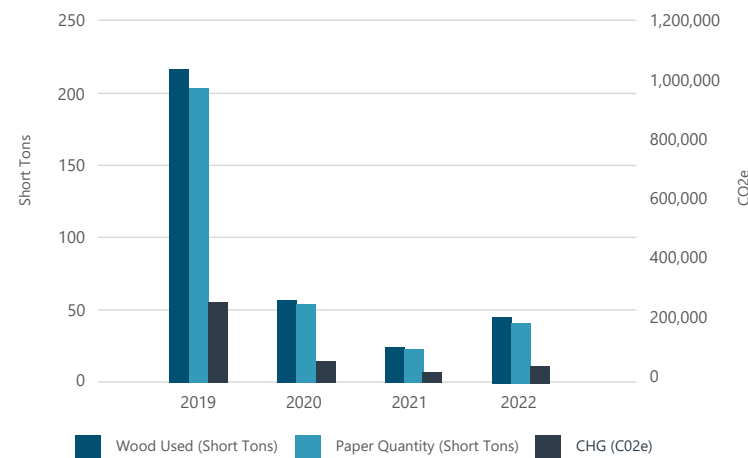
Companywide Techno Trash

Our companywide electronic recycling program enables us to reduce the expense and environmental impact associated with obsolete technology.



Printing Efficiency Program

Gannett Fleming experienced a dramatic reduction in printing throughout COVID-19 and our resulting Freedom to Work from Home program. As our hybrid work model continues to evolve, we've created a Printing Efficiencies Committee, removed many printers and copiers from our offices, and encouraged the use of digital programs to replace printing through education and training. Our paper usage is reflected at right, and we look forward to setting goals to capture this momentum of reduced printing.



This data represents usage from internal printers, copiers, and plotters.

Strategic Sourcing

Since 2013, we have contracted with a large national retailer to handle our procurement of office supplies, cleaning products, office furniture, shipping, and equipment. The goal of the program is to realize cost reductions from contractual pricing, reduce our administrative burden, eliminate unnecessary office supply purchases and waste, and improve the way we monitor our cleaning product purchases. The total number of orders increased, which is attributed to adjusting to a hybrid work environment. Here are additional details from 2022:

Strategic Sourcing Trends

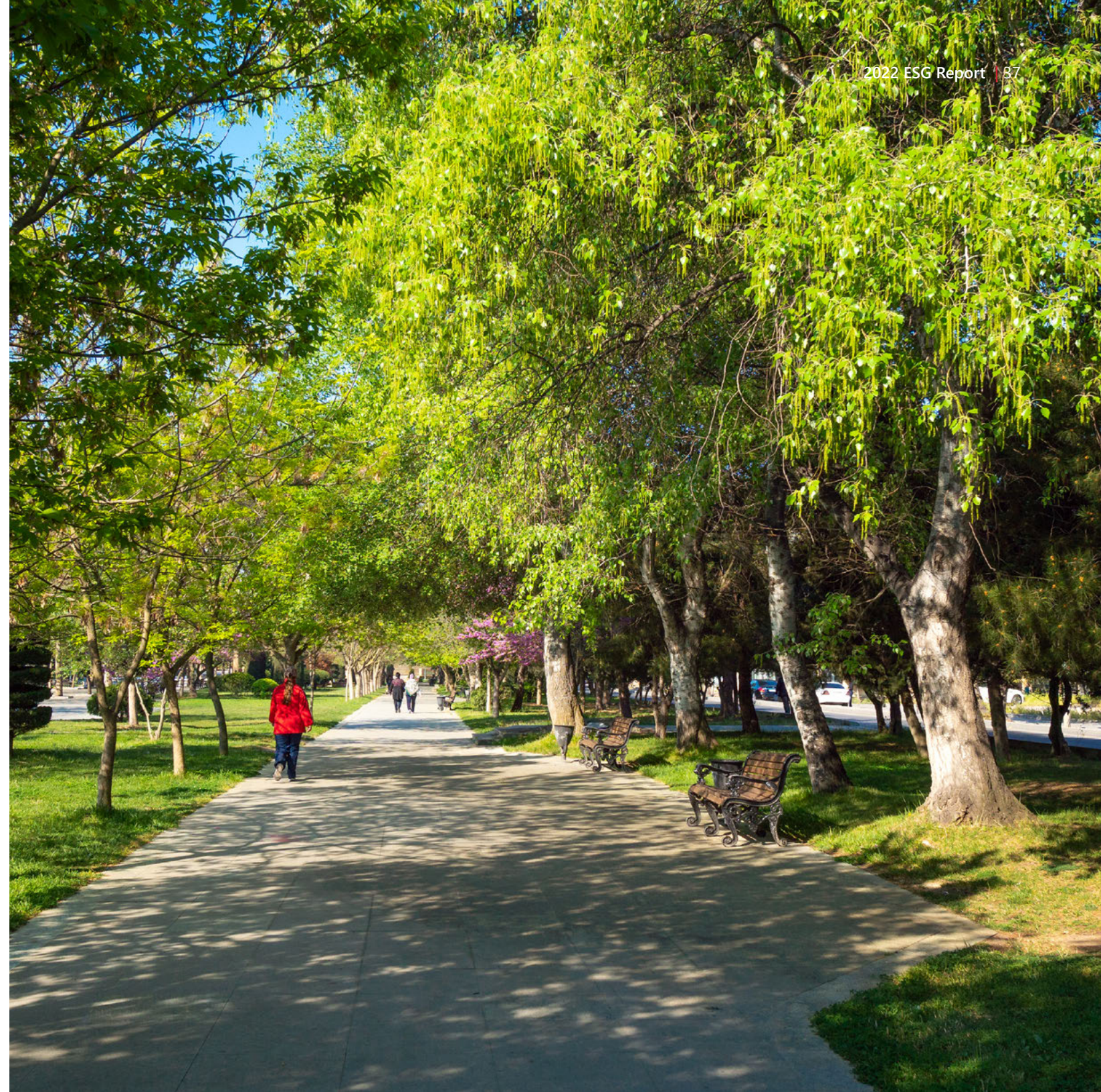
	Total Orders	Total Order Deliveries	# of Orders Below \$50	% of Orders Below \$50	% Eco-rated Products	Filling & Binding	Filling & Binding - % of Total Orders	Total Spent	Average Order Size
2013	645	601	92	14%	18%	\$18,538	13%	\$148,226	\$230
2014	1,482	1,415	191	13%	33%	\$41,811	24%	\$176,874	\$119
2015	1,534	1,456	110	7%	31%	\$44,782	22%	\$204,347	\$133
2016	1,532	1,437	100	7%	23%	\$32,954	15%	\$219,727	\$143
2017	1,811	1,722	76	4%	32%	\$34,082	12%	\$275,562	\$152
2018	2,164	2,091	74	3%	29%	\$30,588	10%	\$316,435	\$146
2019	2,559	2,486	105	4.1%	14%	\$30,632	9%	\$336,356	\$131
2020	853	806	36	4.2%	22%	\$9,788	8%	\$127,377	\$149
2021	572	525	16	3%	20%	\$4,356	5%	\$95,067	\$166
2022	725	725	17	2%	23%	\$6,262	2%	\$260,089	\$58
% Change from 2021 to 2022	27%	38%	6%	-16%	16%	-44%	-47%	174%	-65%

Mileage Impacts

For a comprehensive look at CO₂e emissions from vehicle travel companywide, we considered mileage from personal vehicles, rental cars, and corporate fleet vehicles. We normalized the data against our annual firm revenue.

Year	Mileage	CO ₂ e (Metric Tons Per Year)	Revenue (\$ Million)	CO ₂ e Tonnage Per \$ Million Revenue
2010 (Baseline)	6,292,067	2,760	291	9.48
2011	6,574,472	2,883	290	9.94
2012	6,452,751	2,830	293	9.66
2013	6,301,814	2,764	313	8.83
2014	6,469,029	2,837	332	8.55
2015	6,104,225	2,677	351	7.63
2016	6,435,362	2,822	388	7.27
2017	6,540,476	2,869	410	7.00
2018	7,926,917	3,477	484	7.18
2019	9,084,977	3,985	554	7.19
2020	6,965,128	3,055	662	4.61
2021	6,507,365	2,854	606	4.71
2022	7,269,631	3,188	730	4.37

Mileage reduction data by year.



PROJECT INNOVATION



A Bright, Healthy Future for a Virginia Community

The Hopewell Water Treatment Plant Industrial Pump Station and Chemical/UV Facility | Hopewell, Va.

Community health, service reliability, and taste and odor were top-of-mind when forward-thinking Virginia American Water initiated improvements at its century-old Hopewell Water Treatment Plant (WTP).

Fed by the Appomattox River and permitted for a total capacity of 36.75 million gallons per day (MGD), the WTP provides high-quality drinking water to 9,600 customers, including 19 industrial customers, in the City of Hopewell and portions of Prince George County and Fort Lee.

To achieve compliance with the U.S. Environmental Protection Agency's Long Term 2 (LT2) Enhanced Surface Water Treatment Rule — which aims to reduce illness and other microbial pathogens in drinking water — the WTP required one additional log of cryptosporidium removal or inactivation credit. At the same time, high levels of naturally occurring geosmin and 2-methylisoborneol (MIB) originating from algae in the source supply were producing earthy, musty tastes and odors in the community's drinking water.

Gannett Fleming delivered a one-two punch, pairing ultraviolet (UV) disinfection with advanced oxidation processes (AOP) to

simultaneously address LT2 and taste and odor events. The UV facility continuously treats domestic filter effluent, operating in AOP mode intermittently with a hydrogen peroxide feed, to destroy geosmin and MIB. This innovation represents the very first application of AOP using UV at a Virginia drinking water facility.

Beyond treatment concerns, the WTP's existing high-service pumping station (PS) — a critical system delivering potable water to the community — had reached the end of its useful life and required extensive repairs. To improve service reliability, Gannett Fleming designed a new industrial PS. With four pumps, the 28.7 MGD PS provides the capacity to meet projected demand through 2035. Designers left room for a fifth pump, bringing the total PS capacity to 40.2 MGD. This new PS helps ensure the community receives the water it needs with every turn of the tap.

A model of true partnership among the client, contractor, designer, and citizens, the project achieved regulatory compliance, increased reliability, improved taste and odor, and enhanced public safety — all contributing to a healthy Hopewell community today and into the future.



LEED Gold Training Center Advances Servicemembers' Mission of Combat Readiness

Pennsylvania Army National Guard Training Support Center | Annville, Pa.

Built with an eye toward technology and sustainability, the new Army National Guard Training Support Center provides world-class combat readiness while prioritizing the protection of the environment. The training center earned Leadership in Energy and Environmental Design (LEED) Gold certification from the U.S. Green Building Council (USGBC) by earning points related to energy efficiency and responsible resource management.

The new center offers 65,000 square feet on 10 acres for thousands of combat training aides, such as replicated weapons, munition rounds, and other devices. Simulator spaces, flexible classroom areas, a video teleconferencing-enabled meeting room, break room, fabrication and repair shop, and a 30,000-square-foot simulation armament warehouse foster effective teaching and learning opportunities.

The center replaces six smaller World War II-era buildings, consolidating the outdated buildings into a highly efficient facility that uses fewer resources. Energy-saving features result in a 94% energy-use reduction compared to code compliance, approaching net-zero energy.

More than 20% of the building's materials, by dollar value, are recycled, reducing waste sent to landfills. Site work to 10 acres of previously developed land improves stormwater quality and reduces run-off while protecting undeveloped land.

Sustainable Features & Outcomes:

- » Daylighting and daylighting controls.
- » Enhanced thermal envelope performance.
- » Geothermal heating, ventilating, and air conditioning systems.
- » 230kW of roof-mounted photovoltaic solar panels.



Mobility Improvements Bring Accessibility to New York City Commuters

Metropolitan Transportation Authority Livonia Avenue Station | Bronx, N.Y.

As North America's largest public transportation agency, the Metropolitan Transportation Authority (MTA) New York City Transit (NYCT) is a reliable and consistent source of transportation for millions of passengers.

To improve station infrastructure accessibility and create a safer passenger experience, NYCT is implementing a comprehensive Americans with Disabilities Act (ADA) station accessibility upgrade program. The program includes improvements to vertical transportation, stairways, ramps, fare control, and platforms.

To achieve NYCT's goal, Gannett Fleming provided architectural, engineering, and vertical transportation design services to implement accessibility upgrades at the Livonia Avenue Station on the Canarsie Line.

This \$53.9 million design-build project created an accessible route from Livonia and Van Sinderen Avenues to the elevated side platforms. New ADA-compliant elevators connect the platforms, the new pedestrian overpass, and street levels.

The Livonia Avenue Station is fully accessible and compliant with 2010 ADA standards. The elevators include a two-way communication system to assist people who are deaf, hard of hearing, and speech impaired in compliance with the 2020 Building Code of New York State.

The improvements contribute to a better customer experience by making the station easier to navigate, improving functionality, and accommodating the full spectrum of riders that comprise today's subway system customers.

Gannett Fleming was recognized as Designer of the Year by the Society of American Military Engineers New York City Post in recognition of our contributions to the MTA's systemwide accessibility program.



"Gateway to Pennsylvania" Bolstered by Innovative Design and Environmental Protection

Renovation of I-83 Exit 4 Diverging Diamond Interchange | Shrewsbury, Pa.

The first stop for visitors entering Pennsylvania on Interstate 83 (I-83), Exit 4 experienced a surge of significant growth in recent years, contributing to traffic congestion, backups, and safety concerns. Gannett Fleming upgraded the existing I-83 interchange with PA 851 by providing preliminary engineering, final design, and construction consultation services to the Pennsylvania Department of Transportation.

The renovation features an innovative diverging diamond interchange (DDI) in place of the previous tight diamond configuration and a replacement culvert adjacent to environmentally sensitive lands. One of only three DDIs currently built in the commonwealth, the new DDI configuration reduces congestion and the number of intersection conflict points, which is expected to reduce crash rates, and provides accommodation for pedestrians and bicycles to travel through the interchange.

Our team also helped develop a stormwater management system that protects the nearby local public water supply. By including basin lining and outlet valves in the design for spill containment, we prevent roadway runoff from infiltrating into groundwater in the Deer Creek watershed.

During the culvert replacement, our team implemented sustainable solutions to protect the endangered bog turtles in the nearby watershed. The new 12' x 11' box culvert allowed stream improvements, including more natural streambed material not present in the previous pipe culvert. A bog turtle specialist surveyed the project area to safely relocate any turtles.

The project earned a National Recognition Award from the American Council of Engineering Companies.



Securing and Restoring an Ecologically Protected Environment

U.S. Fish and Wildlife Service | Great Bay National Wildlife Refuge, Newington, N.H.

The Great Bay National Wildlife Refuge — part of the Pease Air Force Base Superfund Site — is home to the area's largest concentration of wintering bald eagles and several state-listed rare and endangered species. Protecting the refuge was paramount to the U.S. Fish and Wildlife Service as the agency sought a plan to breach its aging Lower Peverly Dam.

More than a century old, the dam was in dire condition, and its spillway exhibited signs of critical failure. Dam failure risked the downstream migration of contaminated sediments into the Great Bay. The Gannett Fleming team prepared field investigation plans, performed investigations under a Site-Specific Health and Safety Plan, installed grade controls to lock contaminated sediments in place indefinitely, and prepared all permit applications with the U.S. Army Corps of Engineers and the New Hampshire Department of Environmental Services.

The final design solution included breaching the dam, installing grade controls, and reestablishing a native riparian zone with wetlands, shallow pools, and habitats. This innovative ecological restoration reestablished 6.2 acres of open water pond to a sustainable wetland/riparian habitat. The project used timber matting and controlled equipment access to contaminated areas to minimize sediment disturbances and tree clearing. Engineering and institutional controls remain in place as the final use condition of the refuge.

Sustainable Features & Outcomes:

- » Restored 6.2 acres of open water pond to a sustainable ecological wetland/riparian zone habitat.
- » Prevented the downstream migration of contaminated sediments into the Great Bay using grade controls.
- » Utilized the existing natural seed bank of the undisturbed reservoir sediments to jumpstart the reestablishment of native wetlands and riparian plant species.
- » Incorporated supplemental native seeding from local collection efforts.



Using Geospatial and Planning Technology to Improve Operations

Virginia Department of Conservation and Recreation's Agriculture Best Management Practices | Va.

The Virginia Department of Conservation and Recreation (VA DCR) is responsible for helping farmers manage their crop production nutrients and reduce harmful soil runoff. To improve VA DCR's Agriculture Best Management Practices (AgBMP) Conservation Application Suite (CAS), it needed an Esri ArcGIS technology solution, increased web mapping functionality, improved spatial operations, and data analysis automation.

GeoDecisions — Gannett Fleming's GIS/geospatial, data sciences, and technology division — partnered with VA DCR to introduce the Nutrient Management Planning Module into the AgBMP CAS. This technology solution improves operations, assists stakeholders with farming needs, and increases planning efficiency. Additionally, this technology allows VA DCR to leverage existing datasets and develop visualizations to automate soil selection. The most significant improvement was the ability to standardize the soil selection process.

The module enhancements assisted Virginia's 47 Soil and Water Conservation Districts with their sustainable agriculture by developing plans, including recommendations to implement AgBMPs, to protect and improve water quality.

The module automates soil selection, increasing planning accuracy and saving time and resources. This process helps the Environmental Protection Agency improve water quality from harmful soil runoff and promote habitat conservation.

The Nutrient Management Planning Module allows specialists to help farmers develop site-specific nutrient management plans, simplify data collection, and report to the Chesapeake Bay Program. This new reporting structure lets planners visually demonstrate progress toward the Chesapeake Bay Watershed Implementation Plan goals.



Conversion from Diesel to Electric Reduces Emissions and Increases Capacity

Metrolinx Electrification | Toronto, Ontario, Canada

One of the world's largest, most complex railway upgrades is transforming how people get around in the Greater Toronto and Hamilton areas. GO Transit, operated by the provincial transportation authority Metrolinx, carries more than 70 million combined rail and bus passengers a year. Converting the agency's rail network from diesel to electric power is part of a \$13.5 billion program to create a more convenient, integrated transit system.

Gannett Fleming is providing engineering, environmental, construction, design, and simulation services for the electrification of five of seven GO Transit branch lines and previously provided program management services as well. Electrification allows

GO Transit to offer faster, more frequent service to and from dozens of stations daily, including evenings and weekends.

A crucial component of our team's work was completing an extensive environmental assessment of the electrification project for review by the Ontario Ministry of the Environment and Climate Change. To accomplish the largest environmental assessment in Metrolinx's 50-year history, our team conducted 32 public meetings, held more than 100 stakeholder meetings, and responded to thousands of comments from review agencies and other interested parties. The report incorporated an electrification design that included solutions for key regional concerns.

Sustainable Features & Outcomes:

- » Increase passenger capacity to approximately 127 million by 2029, representing a 142% increase from 2014.
- » Reduce GO Transit's greenhouse gas emissions by an estimated 94%, improving local air quality.
- » Implement regenerative braking capabilities, allowing railcars to offset energy usage.
- » Generate \$3 in economic benefits for every \$1 of program spending.



"Hitting the halfway mark on the South Central Extension is a great reminder of our shared purpose: to make it easier for residents to get to jobs, school, and local businesses without the need for a car. We also recognize the deep history in the South Central Corridor, with many second- and third-generation families and businesses, all of whom take great pride in their community. This extension promotes equitable and inclusive communities and is an example of how Phoenix Public Transit and Valley Metro can ensure racial justice and economic inclusion through our programs and investments."

- Kate Gallego, City of Phoenix Mayor

Light Rail Expansion Enhances Mobility and Promotes Equitable, Inclusive Communities

Valley Metro Rail South Central Extension | Phoenix, Ariz.

Valley Metro is undertaking an ambitious expansion of its light rail system to satisfy projected travel demand between downtown Phoenix and points south, as well as to improve passenger connectivity in the downtown area over the coming decades. The South Central Extension project involves creating a 5.5-mile exclusive, at-grade guideway from Central City to the South Mountain Village community, and eight new stations along the way. The extension's annual ridership is expected to grow to 13,000 daily linked trips by 2040.

Gannett Fleming, in a subconsultant role, provided design services, including trackwork design, safety and security, geotechnical, station and site civil, station structural, system ductbank, traffic signaling, and system integration coordination services. Our team is also performing technical design review services during construction.

Valley Metro envisions the South Central Extension as more than "just a train," but a "catalyst for positive change." More than 25% of households along the project corridor do not own cars and approximately 38% live below the poverty level. The project will improve mobility and connections to activity centers, including downtown Phoenix, Arizona State University, and Phoenix Sky Harbor International Airport.

When completed, the extension will add more than five new miles of track and eight new stations. Additionally, the project includes new utilities, repaved streets, sidewalks, landscaping, public art, and two new park-and-ride areas.

Gannett Fleming Partners with State of New Jersey on Electric Vehicle Charging Deployment

New Jersey Department of Transportation and Additional State Agencies | N.J.

Gannett Fleming is proud to partner with the New Jersey Department of Transportation (NJDOT) and other key New Jersey agencies, including the New Jersey Governor's Office, New Jersey Department of Environmental Protection, New Jersey Board of Public Utilities, and New Jersey Economic Development Authority, in the development of New Jersey's Electric Vehicle Infrastructure Deployment Plan.

This plan advances the significant efforts underway in New Jersey to accomplish a statewide network of publicly available electric vehicle (EV) chargers and equitable access to EVs.

On Nov. 15, 2021, the Bipartisan Infrastructure Law was enacted into law as the Infrastructure Investment and Jobs Act (Pub. L. 117-58). It established the new National Electric Vehicle Infrastructure (NEVI) Formula Program, authorized under the Highway Infrastructure Program, which supports the goal of a nationwide network of 500,000 EV chargers by 2030 and ensures a convenient, reliable, affordable, and equitable charging experience for all users.

Under this program, New Jersey submitted an EV infrastructure deployment plan describing how the state plans to use its apportioned NEVI Formula Program funds per this guidance. The New Jersey Plan was submitted on July 30, 2022, to the Joint Office of Energy and Transportation and the Federal Highway Administration (FHWA). The FHWA approved New Jersey's Plan on Sept. 27, 2022.

New Jersey policies and public law have established the vision and goals of:

- 330,000 light-duty, plug-in EVs registered in New Jersey, 400 direct current fast charging stations for EVs, and 1,000 Level 2 chargers by 2025.
- 2 million light-duty, plug-in EVs registered by 2035.
- 85% of light-duty vehicle sales shall be plug-in EVs by 2040.



ESG-RELATED SERVICES

Helping Our Clients Achieve ESG-Related Goals

Gannett Fleming offers over 100 distinct ESG-related services. We incorporate ESG principles into our projects, considering social, environmental, and economic impacts. Our diverse expertise can be categorized across the following 10 areas:

Risk and Resilience

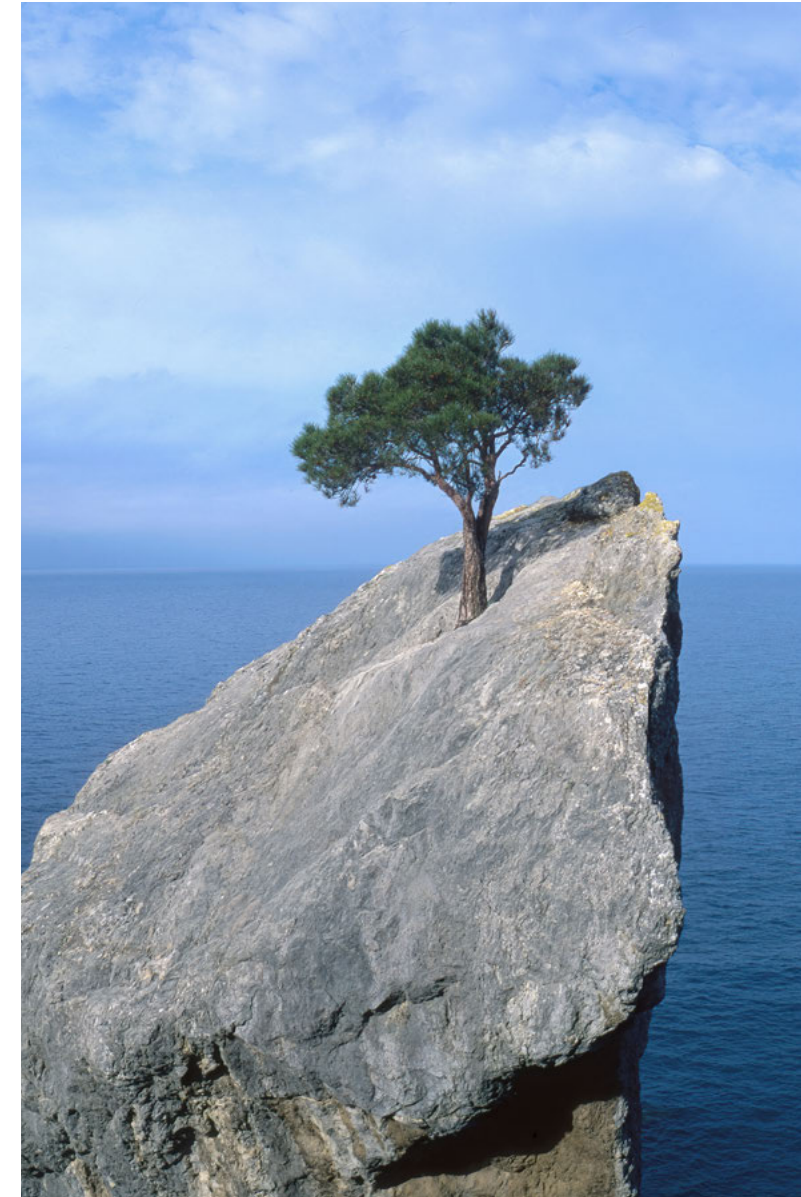
Our approach to [resilience](#) goes hand-in-hand with sustainability. By protecting, improving, and strengthening systems and infrastructure, we can address emerging risks with forethought and efficiency and improve the ability of a facility, system, or organization to rebound and recover from a crisis.

- Gannett Fleming has a cross-discipline Risk and Resilience Committee. This diverse leadership team drives growth and awareness of the tools and specialized expertise needed to support our clients as they plan for, respond to, and recover from emergencies and mitigate future incidents.
- The services we provide include capital program planning, asset and risk management, planning for climate resilience, and infrastructure resilience for buildings, dams, power facilities, bridges, and more.
- By creating or rehabilitating resilient structures — from industrial wastewater pretreatment plants and power substations to dams, industrial facilities, and historically significant landmarks — we strengthen our communities while solving client challenges.

Energy

Sustainable and secure energy availability are focus areas for numerous staff who work with our clients on decarbonization, planning for natural and climate impacts, and assessing near-term and long-term threats to reliable power.

Our renewable and electric [energy expertise](#) includes power transmission and storage, substation engineering, electrification, microgrids and stabilization, and electric mobility and charging. Further, Gannett Fleming's [Center for New Energy Solutions](#) is focused on advancing the state of practice for navigating evolving energy systems.



Assessment and Analysis

Our work in sustainability and environmental assessment and analysis spans many disciplines and draws on our expertise in data collection, GIS, analytics, regulatory reviews, and leading-edge investigations. Examples include:

- Geomorphology studies.
- Geotechnical investigations.
- National Environmental Policy Act assessments.
- Contaminated site analyses.
- Modeling groundwater, vibration, noise, pollutants, water and wastewater systems, and more.

Innovation, Data, and Technology

Innovation is a critical part of the Gannett Fleming culture, and we are experts at leveraging new and ever-growing data sources to support faster and more sustainable decision-making.

Our services span data collection, processing, management, governance, storage, and access for many applications.

Our data sources are wide-ranging, including:

- Aerial surveys.
- Photogrammetric mapping.
- Non-intrusive detection and sampling.
- Radar.
- Lidar.
- Digital twins.
- Massive datasets.

The team members in Gannett Fleming’s data and technology division, GeoDecisions, are experts at bringing science and art together to organize, integrate, and visualize information. Born from an innovative culture, GeoDecisions transforms operations by considering the entire information life cycle and uses data analytics to make clients’ information work for them.

Technology is more than an investment; it’s a transformational tool. GeoDecisions assimilates information to clarify and magnify insights that lead to better decisions. Our scalable approach allows clients to increase their return on technological investments by utilizing and making their current information accessible to the entire organization. This accessibility increases organizational effectiveness and solves problems more effectively than ever before.

Our annual Innovation Challenge, President’s Innovation Award, and a team dedicated to ingenuity and innovation help cultivate transformative ideas across our firm that support sustainability, renewable energy, environmental justice, water quality, and ecosystem protection.

Transportation and Mobility

Gannett Fleming works with our transportation agency partners to weave sustainability into **transportation** projects. We focus on:

- Improving access and equity for underserved populations, planning and designing for non-motorized mobility, and assessing the economics of mobility through the environmental lens.
- Incorporating solutions, such as reuse and recycling of materials, into the planning, design, and construction of projects to improve efficiency, extend the service life of infrastructure, and minimize impacts on the natural environment.
- Supporting our clients in the pursuit of decarbonization and reduced climate impact through better community design and mobility technologies like automation and electrification.



Community and Health

Communities and public health are integral to Gannett Fleming's sustainability and environmental efforts:

- Our team works with public agencies to develop emergency action plans, preparing key stakeholders for worse-case community scenarios resulting from natural or human-caused disasters and providing regular training and exercises with personnel.
- We provide comprehensive building assessments, including energy audits and indoor air quality studies, to improve indoor environmental quality and help reduce the carbon footprint. In addition, our team works to introduce technologies for cleaner air, thereby protecting our clients' health and the communities we serve.
- Our [water and wastewater](#) experts prioritize the optimization of existing resources, conservation, reclamation, treatment, conveyance, collection, and transmission.
- Our clients' communities are made better by our services in community planning, public involvement, recreational protection under Section 6(f) of the Land and Water Conservation Act, discharge management under Section 404 of the Clean Water Act, landscape architecture, and stakeholder engagement.

Culture and History

Our [planners](#) provide comprehensive services surrounding cultural diversity, historical preservation, built environments, and integrated, people-centric design. Our engineers design with historical preservation in mind while modernizing structures to adhere to newer safety standards.

We offer experts in historical evaluations, historical sites and preservation, architecture, archaeology and archaeological studies, socioeconomic studies, and cultural resource protection.

Mitigation and Remediation

We help our clients mitigate future incidents by providing solutions to ensure the reliability and viability of their infrastructure. This involves designing to improve operational performance while considering the impacts of increasingly severe events caused by extreme weather, fire, and other changing dynamics.

We are experienced with erosion control, ecosystem protection, and restoration, as well as safe handling, containment, abatement, and transport of regulated materials and hazardous waste.

Policy and Compliance

We keep pace with [evolving environmental regulations](#) and provide a wide range of services for sustainability and environmental policies across many disciplines. Our regulation expertise includes, but is not limited to, NEPA, the Clean Water Act, the Resource Conservation and Recovery Act, Clean Air Act Amendments, Comprehensive Environmental Response, Compensation, and Liability Act, and state regulations.

Our expertise extends beyond policy, implementing tools that help clients meet regulatory agency reporting requirements. Whether working within existing software structures, or developing customized applications, the end result is a tool that increases accuracy, saves time and resources, and automates various reporting activities.





Environmental Sustainability Policy

Gannett Fleming, Inc. will take significant and lasting steps to minimize adverse environmental impacts and conserve natural resources in its activities, projects, and work processes. In its operations, the firm will increase recycling of supplies and materials, reduce the use of natural resources, and raise environmental awareness among its employees. In its projects, the firm will minimize energy use, respect the natural environment, reuse materials, and decrease negative impacts. Gannett Fleming and its employees will meet the needs of the present without compromising future generations.

For more information, visit www.gannettfleming.com.

