

SEH Sustainability Plan Progress Report

Embracing the principles of sustainability and tying them to our Company's core purpose and values helps us be a healthier, growing and more diverse Company. By bringing innovative solutions to our clients, we achieve our core purpose of Building a Better World for All of Us®.

The FY 2020 Progress Report highlights sustainable activities focused on three main focus areas: Employee Involvement, Waste Reduction and Renewable Energy.

The green, yellow and red circles symbolize our progress in reaching this goal.



EMPLOYEE INVOLVEMENT



WASTE REDUCTION



RENEWABLE ENERGY

The COVID-19 pandemic impacted some of our sustainability efforts. However, it also saw SEH greatly reduce our carbon footprint from travel and commutes, as well as the amount of paper used.

In the coming year, we move into our next two-year plan cycle covering FY 2021–2022. With renewed focus, a refreshed Sustainability Plan and strong support from Sustainability Committee members comprised of your fellow employee-owner volunteers, we expect to make greater progress toward reaching our goals. We will identify the investments required to further move the needle to operating in a more sustainable manner.

The FY 2019–2020 SEH Sustainability Plan is located on [MainStreet](#).

David E. Ott
CEO/President



EMPLOYEE INVOLVEMENT: Engage employees in being more sustainable by being informed.

Goal 1:

INFORM EMPLOYEES ANNUALLY WITH 2-4 PIECES OF EDUCATIONAL CONTENT FOCUSED ON SUSTAINABILITY.

SEH produced eight public-facing website articles focused on sustainability services and projects, including an eBook on the state of water infrastructure. (Four of these are highlighted to the right.)

One internal call for interested employee-owners to reinvigorate the sustainability committee.

SEH posted sustainability-related social media content on YouTube, LinkedIn, Twitter and Facebook including an #EarthDay2020 highlight video and posts for #WorldEnvironmentDay.



After a tornado struck Marshalltown, Iowa, SEH and the City began rebuilding by creating a master plan that included sustainable features such as pocket parks, rain gardens and recyclable public playgrounds.

HOW A 6-MONTH MASTER PLAN IS HELPING MARSHALLTOWN OVERCOME NATURAL DISASTER



The Little Falls, Minnesota wastewater treatment facility was in critical need of improvements. Design and renovations have reduced the amount of phosphorus entering the Mississippi River.

LITTLE FALLS WASTEWATER TREATMENT FACILITY



The Bark River Restoration project rescued failing river banks, nurtured the environment and invigorated downtown Delafield, Wisconsin.

BARK RIVER RESTORATION



SEH developed an updated bicycle and pedestrian plan for Farmington, New Mexico, solidifying outdoor recreational opportunities and better serving multimodal users for years to come.

WORKING WITH A COMMUNITY TO BOOST OUTDOOR RECREATIONAL OPPORTUNITIES FOR CYCLISTS AND PEDESTRIANS





EMPLOYEE INVOLVEMENT (CON'T): Engage employees in being more sustainable by being informed.



Goal 2:

INFORM EMPLOYEES BY OFFERING ONE COMPANYWIDE SUSTAINABILITY EVENT PER YEAR.

The COVID-19 pandemic affected some Earth Day and water quality events in which SEH offices have traditionally taken part. However, not everything was canceled in FY 2020! The Durango office held bike to work days and had 100% participation in a commuter challenge event.

SEH did not organize or sponsor a companywide sustainability event in FY 2020.



SEH Wins City of Durango Clean Commuter Challenge

Showcasing their commitment to the environment, the SEH Durango, Colorado office won the City of Durango's Winter 2020 Clean Commuter Challenge. Ranked by participation and the number of commutes that were considered "clean," SEH achieved 91% with second place coming in at a distant 68%.



WASTE REDUCTION: Embed sustainability into our Company's business operations.



Goal 1:

MAKE SURE RECYCLING IS SET UP IN EVERY SEH OFFICE.

95% of the offices recycle.

More than 74% of workspaces encourage recycling by using bins.

Each office identifies items that are and aren't recyclable (based on each community or waste hauler).

77% of the responding offices have kitchens equipped with recycling bins.



Goal 2:

IN EACH OFFICE, REDUCE WASTE FROM DISPOSABLE ITEMS BY PLACING REUSABLE ITEMS IN THEIR PLACE.

45% of offices offered real dishes and silverware for daily use prior to COVID-19.



In FY 2020, 19% of responding office managers reported decreasing trends in quantity of paper products ordered.

66%

reported it was about the same as previous, or there was no clear trend.

Office managers identified additional waste reduction opportunities not currently in practice across all offices, including:

- Organic/compost/recycling.
- Share office supply cache between offices.
- Review programmable thermostats periodically.
- Utilize motion sensing lights where practical.
- Educate employees on waste reduction efforts.

NOTE: Metrics are based on responses from 22 offices.



RENEWABLE ENERGY: Reduce reliance on fossil fuels.



Goal 1:

DECREASE OUR CARBON FOOTPRINT BY INCREASING THE PERCENTAGE OF RENEWABLE ENERGY WE USE TO POWER OUR OFFICES



rooftop solar panels were installed at the St. Paul office in 2017.

The panels generated 16 megawatt hours (Mwh) of power in FY 2020. This is equivalent to powering, on average, two residential households for an entire year.

This is a 6 Mwh reduction from FY 2019 due to equipment degradation.

Approximately 2% of the office's total power is currently generated through solar power.



Goal 2:

ENCOURAGE ALTERNATIVE FORMS OF TRAVEL TO OFFICES INCLUDING BIKES, ELECTRIC VEHICLES AND PUBLIC TRANSPORTATION.

In light of COVID-19, SEH made great progress moving nearly all of our employees to remote working situations thereby avoiding commutes. For the foreseeable future, SEH will continue to encourage telecommuting for the majority of employees.

At least three offices have held bike-to-work days in FY 2020. The Denver office reimburses employees who commit to using public transportation in lieu of Company paid parking.



Goal 3:

INCREASE OFFICE ENERGY EFFICIENCY WITH LIGHTING AND FACILITY UPGRADES.

Energy efficient lighting was installed in FY 2020 in the St. Paul and St. Cloud offices, two of the Company's three properties that we own. The Madison and Pueblo offices also had high efficiency LED lighting updates.

In addition, the St. Paul office controller and fans for the boiler and heat pump system were replaced with higher efficiency, variable frequency units in FY 2020. This is estimated to reduce heating and cooling power usage office-wide by 5%.