



Sustainability Report 2018



Better Business,
Better World®



LETTER FROM CEO

Improving Tomorrow Together.

IMPROVING TOMORROW TOGETHER.

To support organizations that align with our corporate values, each year we share:



At Antea Group, we believe in a philosophy of Better Business, Better World®, where doing the right thing environmentally and socially translates to improved business performance and market position long term. As an environmental consulting firm, we are committed to sustainability leadership across our operations and in our project work, with the shared purpose to create a cleaner, safer, more sustainable world.

Our Sustainability Program seeks to create positive impacts at global, national and local levels through engagements in charitable giving, pro-bono services, and volunteerism. These engagements promote a sense of community and pride among our employees, establish goodwill within our neighborhoods and reinforce Antea Group as a great place to work.

This year, we prepared meals for the hungry, assisted with land conservation, cleaned up riverbeds and beaches, supported wildfire disaster relief, funded disease research, and helped catalyze the next generation of climate change leaders. Additionally, we made investments in our people through mentoring and professional development efforts and expanded our wellness programming.

Inside these pages, you'll find highlights of our progress across our operations, client engagement, charitable giving, volunteerism, pro-bono services, talent management and wellness initiatives. I'm proud of these accomplishments and want to personally thank our employees for embracing our Sustainability Program, living our core values, and contributing to our success each day.

Brian Ricketts
CEO, Antea Group USA

OPERATIONS

OUR ENVIRONMENTAL IMPACTS

As a professional services firm, our use of natural resources and environmental impact is small compared to many other industries and the opportunities we support through our client engagements. However, as a responsible business, we are actively working to make positive change in the communities in which we live in work through reducing our environmental impacts, creating safe work environments for our employees, and finding efficiencies in our waste, energy, and other operational systems.

We are always working on reducing our offices' environmental impacts. The following provides a summary of our environmental footprint across 28 offices and co-working spaces in the United States:



WATER

1,184,294
Gallons



ELECTRICITY

1,370,860
Kilowatt Hours



EMISSIONS

759
Metric Tons CO2



NATURAL GAS

2,465,926
Cubic Feet



HEADQUARTER'S PROGRAM TO REDUCE WASTE TO LANDFILL

In 2018, our headquarters in St. Paul, Minnesota launched a new waste program to address the office's local environmental impacts by implementing organics collection and increasing the amount of waste recycled through new signage, training, and waste collection bins. While the project is still developing, finding new ways to manage our office's waste in productive, environmentally-friendly ways has shown our employees that they can make a difference in the places where they live and work.

CLIENT ENGAGEMENT

UNDERSTANDING TODAY. IMPROVING TOMORROW.

The work we do for our clients provides us with the unique opportunity to make the world safer, cleaner, and more sustainable. Our brand promise—Understanding Today, Improving Tomorrow—reflects our commitment to bettering the world through what we do every day and in the long-term. We mirror this commitment through our service offerings and supporting clients through their entire business life cycle.

“ I could not have asked for a better team on this project. Antea Group made things incredibly easy for me and our work together represents the true partnership that we have with them as our sole source consultant for due diligence work across the globe. ”

GLOBAL TIRE MANUFACTURER

“ We consider Antea Group to be a strategic partner for our organization. When we have tough environmental problems to solve, we go to them first. They are always responsive, insightful and deliver high quality results. ”

GLOBAL POWER GENERATION COMPANY

“ Our organization experienced big changes this past year, yet there was absolutely no interruption in the quality of service, responsiveness and insight that Antea Group and Inogen provided to our project teams. It feels good knowing that you have our backs! ”

MULTINATIONAL INSURANCE COMPANY

ENVIRONMENTAL MERGERS & ACQUISITIONS

Solutions designed to help our clients fully understand and manage their EHS&S risks during mergers, acquisitions, or divestment activities.

EHS AUDITING & COMPLIANCE

Solutions designed to help our clients optimize their EHS&S performance and ensure the compliance and continuity of their business operations.

EHS DATA & KNOWLEDGE MANAGEMENT

Solutions designed to help our clients collect and manage EHS&S information to build knowledge, understanding, and meaningful insight.

HEALTH & SAFETY

Solutions designed to help our clients proactively manage health and safety within their operations including employees, customers, contractors, suppliers, and local communities.

ENVIRONMENTAL REMEDIATION

Solutions designed to help our clients mitigate, manage, and eliminate environmental liabilities and their associated human health and business risks.

SUSTAINABILITY

Solutions designed to help our clients realize business value from integrating sustainability strategies, both social and environmental, into core business practices.

PRACTICE AREAS



OUR WORK IN ACTION

Our experienced professionals work to meet client-specific goals, stakeholder expectations, and regulatory requirements by providing comprehensive solutions that reduce environmental footprints, mitigate safety risks, protect against engineering failures and minimize social impacts.

4,418
PROJECTS

96
EHS AUDITS

2,162
REMIEDIATION PROJECTS

25
INCIDENT MANAGEMENT PROJECTS

376
ENVIRONMENTAL SITE
ASSESSMENTS

183
SOURCE WATER VULNERABILITY
ASSESSMENTS

COMPLETED PROJECTS IN
63 Countries

45
CORPORATE REPORTING
AND DISCLOSURE PROJECTS

SETTING SCIENCE-BASED TARGETS FOR A MANUFACTURING COMPANY

An irrigation equipment manufacturer contacted Antea Group to help them set science-based targets to lower their greenhouse gas emissions as part of their long term corporate social responsibility efforts towards developing a sustainable company culture and reputation. Through a process of data collection, analysis, and local context-driven target setting, the client was able to fully understand the capital commitment and return on investment that existed to achieve their goals.

DEVELOPING A GLOBAL EHS MANAGEMENT PROGRAM FOR A FOOD & BEVERAGE COMPANY

An international food and beverage company reached out to Antea Group to support them with updating their global EHS management system and technical standards. Using our extensive knowledge of global regulations, we were able to identify compliance gaps, update action plans and provide the client with a template uniquely tailored to their organization, resulting in a streamlined EHS data collection process for all of their business units and operations.

PFAS SAMPLING OF A STATE-WIDE PUBLIC WATER SYSTEM

Antea Group assisted a U.S.-state public water system to sample and analyze their drinking water distribution entry points for select unregulated contaminants, including poly- and perfluorinated compounds (PFAS). Over three years, we sampled over 130 public water systems using the latest technologies, and the qualitative and quantitative data results were used to build a national PFAS contamination tracking map.

CHARITABLE GIVING

SUPPORTING THE GREATER GOOD AT HOME AND AROUND THE GLOBE

We aspire to make the world a better place by supporting global, national, and local non-profit organizations dedicated to improving social welfare and environmental sustainability. We fund organizations aligned with our corporate and personal values through our Charitable Giving Policy, helping further their efforts to positively impact individuals and society.

One Percent of Annual Profit in Donations

Our annual donation target is 1% of the current year's EBIT. This year we donated \$3,500 to the Camp Fire Relief Fund to support those who were impacted by the catastrophic California wildfires. We also involved our clients in our charitable giving—at last year's NAEM EHS&S Forum, we donated \$10 for each signature we gathered at our booth and sent \$1,400 to Engineers Without Borders USA.

Additionally, Antea Group matches up to \$50 per employee for personal contributions made to qualified 501(c)3 organizations, allowing our employees to give extra support to the organizations in communities that matter to them.

In 2018, we donated \$16,970 at the corporate level, and we awarded \$1,680 in matching gifts for non-profits of our employees' choice, totaling \$18,650 donated to charitable causes.



TOTAL DONATIONS

\$18,650.00



ORGANIZATIONS WE FUNDED IN 2018

American Cancer Society	Engineers Without Borders USA	Parrot Rescue Services
Animal Humane Society	Environmental Initiative	Veterans Bridge Home
Arthritis Foundation	Honor Flight Network	York County Board of Disabilities and Special Needs
Boy Scouts of America	Kings Harvest Pet Rescue	
Catawba Lands Conservancy	Minnesota Public Radio	
Camp Fire Relief Fund	Northwest Harvest	
Easter Seals Wisconsin		



SUPPORTING CALIFORNIA IN A TIME OF CRISIS

The Camp Fire was the most destructive wildfire in California's history, burning close to 1.5 million acres of land, according to calfund.org. To support California communities, including many nearby our offices in Long Beach, Oakland, Sacramento, and San Jose, we donated \$3,500 to the Camp Fire Relief Fund, which provided both immediate and long-term relief to those impacted by the fire.



PROVIDING MATERIALS AND MONEY FOR ANIMAL ADOPTION

Each year, around 6.5 million animals enter U.S. animal shelters, according to the ASPCA. Our employees took notice of the needs of these animals who are waiting to be adopted, and donated \$255 to the Animal Humane Society, which we matched, bringing the total donation to \$510. In addition to monetary donations, we donated pet food and supplies, helping to support clean, safe environments for animals waiting to be adopted.

VOLUNTEERING

LENDING A HAND TO LOCAL CAUSES

To reinforce our commitment to our local communities, each employee is given the opportunity to volunteer during work hours, either individually or as a team. By engaging in hands-on efforts, our employees reap the rewards of making a difference in their communities while strengthening connections with their neighbors, colleagues, and clients.

One Volunteer Day Per Employee

Our Volunteerism Policy compensates each employee up to 8 hours per year to volunteer at the charitable organization of their choice. This year, Antea Group employees volunteered a total of 908.75 hours.



VOLUNTEER HOURS

908.75



FAMILY GIVING TREE

Our Northern California offices came together and wrapped gifts for Family Giving Tree, an organization that fulfills over 76,000 holiday gift wishes for children and families living below the poverty line in the greater San Francisco Bay Area.



NORTHWEST HARVEST

To address local hunger needs, our Seattle office volunteered at Northwest Harvest, an organization that distributes food to families that need it. They helped process over 4,432 pounds of oats, and measured, packed, and boxed them in family-sized portions.



DETROIT RESCUE MISSION

The Detroit office sponsored two boys for holiday gifts through the Detroit Rescue Mission. This was the office's third year participating in this event, and donated several gifts to the boys.



CARTER LAKE

To stay vibrant, parks and nature areas require frequent upkeep and cleanup. Our Loveland office volunteered at with Larimer County at Carter Lake, Colorado, where they increased the usability of the park by rebuilding docks and fire pits.

- Docks are for loading and unloading
- 10-minute tie up maximum
- No fishing or swimming from dock
- Docks may ice over in cold, wet weather
- Underwater hazards may exist. Use caution while boating
- Direction of travel on lake is counter clockwise

HAVE A SAFE DAY!



AUER FARM

The Auer farm is an educational agricultural center where students can learn about the environment through hands-on activities. Our Hartford office volunteered there and washed pumpkins, picked flowers, and drew parking lines.



SCOTT COUNTY ENVIRONMENTAL OUTREACH

Twice a year, 30 volunteers monitor streams, rivers, lakes, and wetlands at 48 sites in Scott County, Illinois. Our Bettendorf office helped collect water quality samples from local streams in the county, supporting the county's efforts to understand local water quality conditions.



HEMLOCK BROOK PRESERVE

Trails provide vital and important places for communities to gather and engage in healthy, fun activities. Our Valhalla and Bridgewater offices volunteered at the Hemlock Brook Preserve, bench-cutting to create a trail.

PRO BONO

SHARING OUR EXPERTISE WITH WORTHY CAUSES

We strive to make a positive impact locally and globally. Through pro bono consulting, we are rewarded with opportunities to share our professional skills and knowledge with organizations committed to making a difference in our world.

One Percent of Annual Profit in Expertise

Our firm is dedicated to providing up to 1% EBIT in the form of pro bono environmental consulting services to non-profit organizations in need of our expertise.

The organizations we support must be federally registered 510(c)3 organizations committed to promoting societal benefits in the areas of social responsibility and environmental sustainability. We give special consideration to organizations that employ sound environmental stewardship, use natural resources in a sustainable manner, and protect and restore the natural world and human wellbeing.

In 2018, Antea Group facilitated a three-day workshop in Mexico City in support of the Youth Congress for Sustainable Americas. This collective, directed by The Nature Conservancy and the Biennial of the Americas, is for young citizen leaders driven to stop global warming, mitigate the effects of climate change, and restore our natural environment.

During the workshop, 28 attendees from 11 different countries learned about tools, strategies, and networks to help them effectively catalyze movement around climate change and encourage sustainability in their local communities.



PRO BONO SERVICES

\$5,435.15



HEALTH AND SAFETY

PROTECTING OUR EMPLOYEES IN THE OFFICE AND THE FIELD

At Antea Group, we believe that all work-related injuries and illnesses can be prevented. Our Health, Safety, Security, and Environment (HSSE) Management System consists of 13 essential elements that define the tenets used to attain our goal of an injury-free workplace.

OUR HSSE STRATEGY

Continuous improvement and proactive management of risks are fundamental to providing a safe and healthy workplace while protecting the environment. Our strategy reflects this by focusing on meeting or exceeding regulatory, industry, and client HSSE standards for safe work, security, and environmental protection. We use clearly established guidelines, innovative tools, regular assessment, and deliberate action to meet our goal and continue to evolve our HSSE Management System.



2018 HEALTH & SAFETY STATS

1	OSHA Recordable Injury Total recordable incident rate 0.26 <i>out of 781,155 hours worked</i>	12	Motor Vehicle Accidents <i>out of 1,395,618 miles driven</i>
17	First Aid Cases	0.91	Experience Modification Rate
149	Near Misses		
49	Unsafe Acts or Conditions		
59	Management of Change Events		

Antea® Group HSSE Management System Elements



Roles & Accountabilities



Contractor Management



Documentation



Risk Assessment & Management



Stakeholder Awareness



Security



Health, Safety, Security, & Environmental Plans



Performance Measurement



Environment



Training & Communication



Management of Change



Continuous Improvement



Incident Management

TALENT MANAGEMENT

WHEN OUR EMPLOYEES THRIVE, WE THRIVE

Our people are our greatest assets. We are committed to cultivating a great workplace and reinforcing employee value through meaningful work, a culture of empowerment and respect, and opportunities to develop both personally and professionally. We empower our employees to grow on their own paths and to understand how their work is meaningful and brings value to our organization. By prioritizing employee success, we strive to improve satisfaction, enhance productivity, and bolster retention.



BOOMERANGS
6



NEW HIRES
68



EMPLOYEE REFERRALS
19



INTERNS
6

In 2018, we focused on developing our talent mix to meet the needs of our clients, which included recruiting new and experienced hires, as well as offering professional development opportunities within Antea Group. Here are some of the ways we are investing in employee success:



CAMPUS RECRUITING

As we continue to grow, we rely on the constant infusion of new ideas and creative thinking to develop solutions that maintain our position as a market leader and trusted partner to our clients.

We are proud of the success we've had with our campus recruiting efforts to bring the best and brightest graduates into our firm to start their careers in environmental consulting. In fact, our campus recruiting at college career fairs around the country accounted for over a third of our new hires in 2018.

35%
OF NEW HIRES
CAME FROM RECRUITING
AT CAMPUS CAREER FAIRS



DEVELOPING PROFESSIONALLY THROUGH FEEDBACK

Feedback is an important piece of growing professionally, and in 2018, we furthered our support of feedback by launching a new feedback tool designed to support agile performance management. The tool allows employees to send and request feedback from peers and managers alike, helping to spark discussions that lead to better quality and professional growth.

In tandem with the employee feedback tool, we also launched a mentoring goal tracker that allows employees and their mentors to log and monitor goals related to professional development, encouraging them further to communicate with their mentor and assess their professional progress.

430+ ITEMS OF FEEDBACK WERE GIVEN IN 2018



CULTURAL IMMERSION

Each year we bring new hires together to learn about the culture at Antea Group, how we operate, and how to have productive conversations about critical issues in our Cultural Immersion and Crucial Conversation Trainings.

In 2018, we continued this tradition, and 35 employees from around the country attended trainings at our headquarters in St. Paul, where they learned more about our company core values, business strategy, consulting continuum, and commitments to wellness and social sustainability.

35
2018 CULTURAL
IMMERSION
PARTICIPANTS

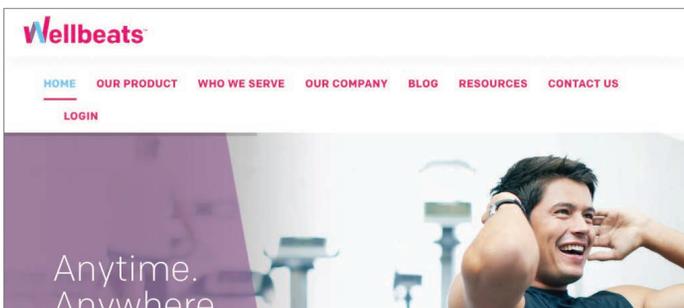
WELLNESS

Work WELL. Live WELL.

Our Wellness Program encompasses three pillars of wellness to establish a comprehensive mind-body-life foundation. By developing this approach to wellness, we recognize and support employees in all aspects of their lives. Our Wellness Program encourages and strengthens employee efforts to achieve and maintain physical wellness, emotional wellness, and financial wellness. Like any company, we want employees to work well, but more importantly, at Antea Group, we also want them to live well.

2018 WELLNESS PROGRAM ACHIEVEMENTS

- 4 company-wide wellness challenges
- 65.3% of employees participated in Learn to Live, an increase of 18.8% from last year
- Employees averaged 177.7 workouts per year
- 63% of employees completed a Vitality Health Review



WELLNESS GIFT: EXERCISING ANYWHERE & SUSTAINABLE GOODS

Each employee was gifted a subscription to Wellbeats, a virtual fitness training program that can be streamed on-demand on the device of their choosing, as well as a drink tumbler and metal reusable straws. With this gift, we aimed to make it easier for our employees to focus on wellness and sustainability, even when they are busy or on-the-go.



HOME RUN FOR HEALTH

To get employees excited about physical wellness, we hosted a summertime workout challenge that encouraged people to get active—no matter what their favorite activity was. Over 140 employees participated in yoga, strength training, running, biking, and other activities, completing a total of 4,229 workouts over a six-week period. Our Northeast Region had the highest workout average during the challenge and won a special wellness gift.



MENTAL HEALTH: TOOLS FOR FACING DEPRESSION, ANXIETY, AND INSOMNIA

In 2018, we continued to emphasize mental health as a key piece of the wellness puzzle. Learn to Live, our mental health partner, provides tools and personal coaches who help guide employees based on proven cognitive behavioral therapy principles. In 2018, 65.3% of our employees enrolled in a Learn to Live mental health program or webinar, making it our highest engagement year yet since the program's launch in 2016. We also conducted a coaching challenge, where the first 75 people to enroll in and complete a coaching call received a \$15 Amazon gift card.

FINANCIALLY FIT CHALLENGE

Fidelity, our financial planning partner, provides tools and resources to manage finances in every situation: buying a house, retirement, saving for college, and more. In 2018, we held the Financially Fit Challenge, encouraging our employees to gain knowledge and build confidence in achieving both their short- and long-term financial goals. A total of 72 employees participated and experienced lessons on budgeting, debt, saving, and investing.

Thank you for being part of our success. For more information about Antea Group's Social Sustainability Program, contact:

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