



# Willdan Environmental Policy

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## Policy Overview

Willdan Group, Inc. (Willdan) is committed to conducting business in an environmentally sustainable, responsible, and ethical manner. As a professional services firm with no manufacturing or product distribution activities, Willdan's environmental footprint is relatively small. Nonetheless, we continuously strive to reduce our environmental footprint and commit to proactively implementing methods to reduce pollution and achieve our environmental objectives.

Willdan will meet our legal and voluntary compliance obligations and shall implement best practices in addressing environmental concerns, climate change mitigation, waste management, resource conservation, purchasing, transportation, and environmental risk management. We are committed to continually improving our Environmental Management System (EMS).

Our services significantly reduce our customers' adverse environmental impacts by implementing energy efficiency solutions, reducing their greenhouse gas (GHG) emissions, and making their infrastructure more sustainable. Our business practices and decision-making use a robust environmental, social, and governance (ESG) framework to evaluate and improve our performance as a corporate citizen. Above all, we commit to operating responsibly and ethically to protect our planet as we grow our business in the communities where we live and work.

The Willdan Environmental Policy identifies our general intentions, goals, and strategies for minimizing the environmental impact of our operations at offices and worksites, except where superseded by customers' policies for locations that they control. This policy is underpinned by the processes and procedures of our EMS. Our policy and EMS are informed by the International Organization for Standardization (ISO) 14001 requirements and by the United Nations Global Compact environmental principles<sup>1</sup> to support a precautionary approach to environmental challenges (Principle 7), to undertake initiatives to promote greater environmental responsibility (Principle 8), and to encourage the development and diffusion of environmentally friendly technologies (Principle 9). This policy will be implemented under the direction of our EMS Lead, who reports to Willdan's Chief Executive Officer. Willdan's Board of Directors has final oversight of the policy and its implementation.

With this policy, our general intentions are to:

- Establish a corporate-level GHG emissions inventory and disclose our progress on our sustainable commitments (including our Scope 1, Scope 2, and Scope 3 emissions) annually.
- Minimize our carbon footprint to mitigate or decelerate climate change and contribute to achieving the US goal of net-zero emissions by 2050<sup>2</sup> and Science Based Targets initiative of limiting global warming to 1.5°C by 2050<sup>3</sup>.

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<sup>1</sup> UN Global Compact (n.d.). *The Ten Principles of the UN Global Compact*. Retrieved September 28, 2024, from <https://unglobalcompact.org/what-is-gc/mission/principles>.

<sup>2</sup> US (2023, April 20). *Fact Sheet: President Biden to Catalyze Global Climate Action through the Major Economies Forum on Energy and Climate*. The White House Briefing Room. Statements and Releases. <https://www.whitehouse.gov/briefing-room/statements-releases/2023/04/20/fact-sheet-president-biden-to-catalyze-global-climate-action-through-the-major-economies-forum-on-energy-and-climate/>.

<sup>3</sup> Science Based Targets initiative (2021, July 15). *Climate Ambition: SBTi raises the bar to 1.5°C*. <https://sciencebasedtargets.org/news/sbti-raises-the-bar-to-1-5-c>.



- Integrate environmental concerns and impacts into our decision-making activities.
- Minimize waste generation and then reuse or recycle as much as possible.
- Minimize energy and water use year over year in our offices and work activities.
- Reduce carbon emissions from transportation associated with work activities.
- Manage environmental risk proactively to comply with applicable standards and with the established regulations.
- Promote environmental management policy awareness among our employees and encourage them to act in an environmentally responsible manner.
- Communicate our environmental commitment to the value chain including customers, suppliers, direct subcontractors, shareholders, and the public and encourage them to support this policy.

This policy is communicated to all employees and organizations working for or on behalf of our company. Our employees and value chain entities are expected to cooperate and assist in policy implementation, where reasonable, while ensuring that their own work is conducted without risk to themselves, others, or the environment. Willdan's senior management will review this policy annually to assess its effectiveness and, if necessary, amend and reissue it.

## Policy Implementation Strategy

Aligning with the general intentions stated above, Willdan is adopting simple, effective, and easy-to-implement practices. These practices should encourage our employees to act environmentally responsible while at our offices and worksites.

### Consideration of Environmental Concerns

Willdan employees should consider environmental concerns and impacts when making decisions regarding office operations, procedures, and practices. *Whenever reasonable, we will:*

- Collaborate with others, including the Willdan Environmental Health & Safety Office, who have specific knowledge or experience to address a concern about environmental considerations.
- Educate office and worksite operations stakeholders regarding environmental concerns.
- Create a central repository of lessons learned and best practices to use as a reference for ongoing and future operations.

### Climate Change Mitigation

Climate change mitigation is core to our identity. In addition to being good environmental stewards, we deliver comprehensive solutions to customers that reduce carbon intensity and facilitate their transition to a net-zero emissions future. We are committed to minimizing our carbon footprint and mitigating our Scope 1, Scope 2, and Scope 3 GHG emissions<sup>4</sup>. Scope 1 represents direct emissions from sources that Willdan owns or controls (e.g., own or leased vehicles). Scope 2 represents indirect emissions from energy

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<sup>4</sup> GHG Protocol (2004, March). *Setting Operational Boundaries*. The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, Revised Edition. <https://ghgprotocol.org/sites/default/files/standards/ghg-protocol-revised.pdf>.



purchased for our own use (e.g., electricity for leased facilities). Scope 3 encompasses all other indirect emissions within Willdan's value chain (e.g., employee business travel). To account for growth, we measure our impact as normalized per employee, per \$ of net revenue, or using other appropriate factors. *In support of our commitment to climate change mitigation, we will:*

- Prepare a corporate-level GHG emissions inventory and disclose progress on our sustainable commitments annually across our Scope 1, Scope 2, and Scope 3 emissions in accordance with the GHG Protocol Corporate Accounting and Reporting Standard. Aligning with the Science Based Targets initiative, our near-term GHG target is to achieve a 50% reduction each in our Scope 1 and Scope 2 emissions by 2030, relative to our 2023 baseline. A similar target will be set for Scope 3 emissions after completing our inventory for 2024.
- Strive to achieve our near-term individual Scope 1 and Scope 2 GHG reduction goals by leveraging three primary activities: (1) reduce direct emissions, (2) purchase renewable energy certificates, and (3) purchase high-quality carbon offsets. Our decarbonization activities should include: (a) leasing more energy-efficient facilities, (b) leveraging technology and virtual efficiency tools, and (c) engaging employees to work sustainably. We will support clean, renewable energy by purchasing renewable energy certificates and will buy high-quality offsets equivalent to the remaining GHG emissions.
- Continue to adopt and deploy cleaner and more efficient technologies to reduce our carbon footprint and that of our customers. This practice aligns with our commitment to helping achieve the US goal of net-zero emissions by 2050 and Science Based Targets initiative of limiting global warming to 1.5°C by 2050.
- Direct a portion of our philanthropic activities to organizations and projects that focus on global climate change and sustainability education.

## Waste Management (Reduce, Reuse, and Recycle)

Willdan will minimize waste generation and then reuse or recycle as much as possible. Through recycling programs and employee-supported waste collection campaigns, we will strive to reduce the volume of office materials entering waste streams, including paper goods, cans, bottles, batteries, e-waste (e.g., computers, mobile phones, and monitors), and printer ink. Our goals are to (1) reduce hazardous and nonhazardous waste by 10% when normalized per employee, per \$ of net revenue, or by other appropriate factor that accounts for growth, and (2) accomplish complete e-waste recycling by 2030. When direct measurement of waste quantities is not feasible, we will estimate the amount of waste disposed of by using industry-accepted practices. *Whenever reasonable, we will:*

- Conserve paper and minimize waste generation by (1) using cloud storage to share documents, (2) enabling default settings on our printers to preselect double-sided printing, (3) reusing any one-sided printed paper as notepaper, (4) editing soft copies instead of hard copies, (5) posting meeting agendas and materials electronically, and (6) implementing electronic billing and digital signatures.
- Implement an office “swap closet” to collect and store previously used office supplies and equipment. Check the availability of previously used items before ordering new items, particularly during the transition between former and new employees.



- Design reusable business cards with QR codes to automatically add contacts, requiring fewer business cards to be printed.
- Consider buying office supplies in bulk instead of individually packaged items.
- Minimize the use of disposable products and encourage the use of biodegradable and reusable products, including biodegradable cleaners for office spaces.
- Prioritize the use of personal, reusable water bottles or glasses and filtered tap water instead of single-use water bottles.
- Position and encourage the use of recycling bins in cubicles, hallways, conference rooms, kitchens, and other areas in the office for paper, plastic, and other recyclable materials.
- Properly dispose of energy-efficient light bulbs and used batteries in the designated area(s).

## Energy and Water Conservation

Willdan will strive to conserve energy and water in our offices and work sites by implementing energy-saving practices, including energy-efficient lighting, occupancy/motion sensors, and programmable thermostats. *Whenever reasonable, we will:*

- Program office copiers, printers, lights, and other electronic equipment to use eco-friendly settings (e.g., timers and energy-saving modes) that automatically turn off unused equipment after long periods of inactivity.
- Use energy-efficient light fixtures such as LEDs. Seek installation of these and any other energy conservation options from a lessor when negotiating a new lease or renewing a lease agreement.
- Discuss routine HVAC maintenance with building management (e.g., frequency of filter changes and tune-up schedule) to help avoid leaks and inefficiencies.
- Work with building maintenance to address any water conservation issues.
- Turn off lights and equipment when not in use.

## Purchasing

Willdan will consider environmental protection and conservation when purchasing office supplies and other materials. Our goal is to reduce our real estate carbon footprint as lease terms expire, lowering our facilities' total area by 25% on a per-employee basis by the end of 2025. *Whenever reasonable, we will:*

- Establish procurement contracts with companies that offer environmentally friendly purchasing options.
- Prioritize the purchasing of products that are made from sustainable, recycled, or biodegradable materials.
- Choose suppliers that use minimal, recyclable, or biodegradable packaging materials.
- Buy from local suppliers to support local economies and reduce transportation-related emissions.



## Transportation

Willdan employees should attempt to travel to/from work and work-related events using options with low environmental impact. *Whenever reasonable, we will:*

- Host/attend meetings virtually instead of in-person when virtual options are available, will meet the objectives, and avoid the use of air or automobile travel. When purchasing airline tickets employees should consider participating in the airline carbon offset program by paying an additional nominal amount set by the airline.
- Purchase, lease, and rent electric vehicles, plug-in hybrid electric vehicles, or more fuel-economic vehicles.
- Encourage employees to use carpools, taxis or other ride share options (e.g., Uber Green/Lyft Green, shuttles, and public transportation) to reduce carbon emissions.
- Provide visitors with information on low environmental impact travel options prior to their visit.
- Consider the facility location and transportation options (e.g., proximity to available public transportation) when selecting a facility to host an off-site meeting or event.
- Select telework options when work responsibilities can be executed without a negative impact, and with approval from the employee's direct supervisor.

## Environmental Risk Management

Willdan employees and the Willdan Environmental Health & Safety Office should proactively work together to identify and manage environmental risks associated with operations at our offices and worksites. *When applicable, we will:*

- Manage environmental risk using the Willdan Risk Management Information System, which (1) helps identify environmental threats and opportunities, and (2) tracks issues and progress related to environmental stewardship at our offices and worksites.
- Conduct annual internal audits of the Willdan Geotechnical Laboratory and of select offices and project worksites. Audits will check for proper handling, storage, and disposal of any e-waste and hazardous waste, in compliance with applicable standards and established regulations.

## Policy Metrics Disclosure

We are committed to transparency regarding environmental sustainability and stewardship. In alignment with best practices, we will publicly disclose relevant environmental data pertaining to our operations including, but not limited to, energy and water use, waste generation, and emissions (Scope 1, Scope 2, and Scope 3, as applicable). Our disclosures will be informed by recognized standards (e.g., Global Reporting Initiative, Sustainability Accounting Standards Board, and Task Force on Climate-Related Financial Disclosures), so that data is accurate, complete, and comparable across reporting periods. We will periodically verify and validate data through internal audits or third-party certification processes, as needed. Furthermore, we are committed to achieving measurable performance improvements and engaging with stakeholders on our progress toward long-term sustainability goals.



## Policy Awareness

Willdan will promote awareness of this policy by adopting several practices. *Whenever reasonable, Willdan leadership will:*

- Encourage the creation of a Green Team at our offices. These teams will consist of office employee volunteers and will work with office management to facilitate environmentally friendly ideas and strategies based on the office's characteristics. The teams will also promote environmental awareness among office employees and encourage them to act in an environmentally responsible manner.
- Encourage employees to participate in the Green Team and volunteer for local opportunities that help the environment.
- Post this policy on Willdan's intranet (including a prominent reference on the home screen) and highlight key parts of this policy on Willdan's digital signage network.
- Share this policy, as appropriate, with suppliers, direct subcontractors, customers, and others.
- Provide regular training sessions through the Willdan Clean Energy Academy and the Willdan Environmental Health & Safety Office to educate employees on sound environmental stewardship and our sustainability goals.

## Policy Feedback and Revisions

When this policy is shared with employees, customers, or other stakeholders, they will be encouraged to provide feedback, including improvements or additional implementation ideas, by contacting [sustainability@willdan.com](mailto:sustainability@willdan.com). Willdan's EMS Lead will review the feedback and provide policy revision recommendations to the Chief Executive Officer for review and approval.

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