



## Improving Company Effects on Sustainability

[Sustainability](#) | [Performance Indicators](#) | [UN Global Compact Principles](#)

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Our company's effects on the environment, people, and the economy result from two distinctly separate spheres of activity: the conduct of our internal operations (facilities, procurement, and other functions) and the delivery of client projects. In both arenas, and as a signatory to the [U.N. Global Compact](#), our [executive leadership is fully committed](#) to ensuring that our business policies incorporate and support sustainability goals for environment, people, and economy.

As a leader in the industry and one of the first engineering and construction companies to publish a sustainability report in 2005, CH2M HILL continues a tradition of excellence and transparency in reporting on internal operations related to sustainability. Our goal is to both manage the impacts of our own operations and apply our company's portfolio of services to help our clients' organizations become more sustainable—whether dealing in master planning, land use, program management, water, wastewater, environmental work, energy, transportation, industrial systems, ecosystems, or waste management. This 2010 Communication on Progress serves to update our [2009 Sustainability Report](#) with current metrics for our internal operations.

- [Summary of CH2M HILL Sustainability Performance Indicators](#)
- [U.N. Global Compact Principles](#)

### Scope of Reporting

CH2M HILL is composed of multiple legal entities around the globe. This report covers the business operations and activities of CH2M HILL Companies, Ltd. and its subsidiaries, minus joint ventures, unless otherwise noted. The primary subsidiaries of CH2M HILL Companies, Ltd. contributing to the content reported within the 2009 Sustainability Report are:

- CH2M HILL, INC. (INC)
- CH2M HILL Canada Limited (Canada LTD)
- CH2M HILL Engineers, Inc. (Formerly IDC Architects)
- LG Constructors, Inc. (LG)
- Operations Management International, Inc. (OMI)
- CH2M HILL Energy, Ltd. (formerly VECO and Trigon)
- CH2M HILL Constructors, Inc. (CCI)

Our sustainability reporting focuses on activities and performance from the calendar years 2007 through 2009. Additional, historic data are included as appropriate and available to demonstrate trends. Unless otherwise noted, all monetary references are in U.S. dollars. Throughout the report, "tonne" refers to metric tons.

### Commitment to the United Nations Global Compact

As a signatory to the U.N. Global Compact, the firm has ensured that our business policies incorporate and support the ten Global Compact Principles. For more information about the UN Global Compact, visit [www.unglobalcompact.org](http://www.unglobalcompact.org).

### Conformance with the Global Reporting Initiative

We continue to use the Global Reporting Initiative (GRI) indicators because they constitute a familiar, globally accepted standard for reporting to our stakeholders. In some cases, we have adjusted our reporting approach to better reflect CH2M HILL's business model and the way we work. In all cases, we respond to the spirit of the GRI indicators and provide a transparent view of both our achievements and our shortcomings. The indicators were selected because they apply to our business in a meaningful way and represent areas where we have an effect on the world. For a full explanation of the GRI guidelines, visit [www.globalreporting.org](http://www.globalreporting.org).





## GRI Indicators and Additional, Industry-Specific Measures










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### Trends

-  Improvement (positive trend from 2008-2009)
-  Decline (negative trend from 2008-2009)
-  No change from existing policies or status

[Sustainability](#) | [Performance Indicators](#) | [UN Global Compact Principles](#)

Trend	GRI No.	Indicator / Progress to 2009
	EN1	<b>Materials used by weight or volume</b> Purchased 40 tonnes (44 tons) less paper in 2009 than in 2008 <a href="#">Total Paper Purchase and Recycled Fiber by Weight</a> We continue to complete more work per year, while using less paper <a href="#">Paper Use Trend: Tonnes per Billion in Revenue</a>
	EN2	<b>Percentage of materials used that are recycled input materials</b> Paper purchased with recycled content increased, both in terms of total recycled fiber by weight and in the percentage of paper type purchased <a href="#">Total Paper Purchase and Recycled Fiber by Weight</a> <a href="#">Recycled Paper Purchased</a>
	EN4 EN5 EN7	<b>Indirect energy consumption by primary source, energy saved due to conservation and efficiency improvements, and initiatives to reduce indirect energy consumption</b> Electricity consumed at headquarters campus decreased in 2009 as the result of energy efficiency improvements <a href="#">Energy Use and Carbon Emissions</a>
	EN16 EN17	<b>Total direct and indirect greenhouse gas emissions; and other relevant indirect greenhouse gas emissions</b> Tonnes (tons) of CO2 equivalent produced at headquarters campus decreased <a href="#">Energy Use and Carbon Emissions</a>
	EN18	<b>Initiatives to reduce greenhouse gas emissions</b> Related to EN16 and EN17, renewable energy purchased at the headquarters campus increased. <a href="#">Energy Use and Carbon Emissions</a> Related to EN29, CH2M HILL reduced the greenhouse gas impact of 50% of overhead (discretionary) air miles traveled through a combination of mileage reduction and carbon offset purchases. <a href="#">Total Overhead Air Miles Flown, Carbon Generated, and Offsets Purchased</a>
	EN23	<b>Total number and volume of significant spills</b> CH2M HILL had zero significant spills in 2009, the same as for 2007 and 2008. Significant spills are defined as those that exceed regulatory reporting thresholds as established by the U.S. Comprehensive Environmental Response, Compensation, and Liability Act (CERCLA).
	EN28	<b>Compliance with environmental laws and regulations</b> CH2M HILL had a total of \$200 in environmental fines, compared to 2009 gross revenue of US \$5.5 billion.
	EN29	<b>Significant environmental impacts of transporting products and other goods, and transporting members of the workforce</b> CH2M HILL set a target to reduce carbon impacts from discretionary (overhead) travel by 50% in 2009. Overhead miles flown were reduced by 26 percent, and carbon offsets were purchased to offset the remaining 24 percent <a href="#">Total Overhead Air Miles Flown, Carbon Generated, and Offsets Purchased</a>
	CH2M HILL	<b>Environmental management of our internal operations and projects</b> EMS Programs are established and ongoing in North America, Australia, and Spain.

●	CH2M HILL	<p><b>Recycling a wide variety of materials, including electronic waste</b></p> <p>Recycling/reuse programs continue to be available in 99% of North American offices (all but three offices, in locations where recycling programs are unavailable). Electronic waste is recycled through a variety of vendor relationships, and the amount recycled is decreasing as the stockpile of materials stored in offices is addressed  <a href="#">Total Electronic Waste Recycled (North America)</a></p>
↑	CH2M HILL	<p><b>Expanding relationships with environmental vendors through green contracting and purchasing</b></p> <p>The dollars spent with vendors who have environmental programs in place increased to \$31.5 million (U.S.)  <a href="#">Strategic Purchase Agreements</a></p>
●	HR2 HR6 HR7	<p><b>Human rights screening on suppliers and contractors; operations identified as having significant risk for incidents of child labor violations; and operations identified as having significant risk for incidents of forced or compulsory labor</b></p> <p>Through its corporate affairs organization, CH2M HILL monitors the status of countries identified by the United Nations and the U.S. State Department as high-risk nations for human rights abuse and other improper or illegal business practices. Our Employee Ethics &amp; Business Conduct Principles include specific provisions against the practice of human trafficking.  <a href="#">Human Rights Screening on Suppliers and Contractors</a></p>
●	HR3	<p><b>Human rights training for employees</b></p> <p>All CH2M HILL employees, worldwide, are required to re-sign our Employee Ethics &amp; Business Conduct Principles every 2 years. The policy empowers staff at all levels to report any suspected human rights violations.  <a href="#">Human Rights Training</a></p>
●	HR4	<p><b>Incidents of discrimination and actions taken</b></p> <p>We received 122 calls on our confidential hotline in 2009, 50% of which were related to Human Resources issues. Of those calls, 8% were related to discrimination. All calls were investigated in a timely manner and handled as the company deemed appropriate.</p>
↓	LA1	<p><b>Total workforce by employment type, employment contract, and region</b></p> <p>The total number of employees has declined from 2008 to 2009  <a href="#">Employees by Employment Type and Contract</a>  Most of our staff are located in North America  <a href="#">Employees by Region</a></p>
↓	LA2	<p><b>Employee turnover rates by region and according to indicators of diversity</b></p> <p>Although the total number of employees declined and turnover increased, no one group was significantly affected more than another when viewed by indicators of diversity.  <a href="#">Total Number and Rate of Employee Turnover</a>  Regional turnover rates ranged from 30% to 42% for 2009.  <a href="#">Employee Turnover by Region</a>  By gender, the difference in turnover rate between men and women increased 5 percentage points compared to 2008.  <a href="#">Employee Turnover by Gender</a>  By age, turnover rates are consistent for each age group compared to historic levels and the amount of change ranges from 3% to 7% for each group.  <a href="#">Employee Turnover by Age Group/Generation</a></p>
●	LA6	<p><b>Workforce representation in health and safety committees</b></p> <p>All employees are empowered and expected to provide feedback on the health and safety program. Trained Office Safety Coordinators in each North American office are responsible for verifying that approximately 10 percent of office personnel are trained in frontline safety measures.  <a href="#">Workforce Representation in Health and Safety Committees</a></p>
↑	LA7	<p><b>Injury rates</b></p> <p>Our recordable and lost time incident rates continue to decline over time.  <a href="#">Recordable and Lost Time Incidents Rates</a>  The overall number of recordable incidents has dropped back to historic levels.  <a href="#">Number of Recordable Lost Time Incidents</a></p>
↓	LA10	<p><b>Employee training</b></p> <p>Average hours of training per employee, per year, has declined from 2008 to 2009  <a href="#">Average Hours of Training per Employee per Year</a></p>
●	LA11	<p><b>Programs for skills management and lifelong learning</b></p> <p>Learning programs were offered through CH2M HILL University, as well as through CH2M HILL's individual business units, in 2009  <a href="#">Total Employee Training Hours for 2009</a></p>
●	LA13	<p><b>Composition of governance bodies and employees according to indicators of diversity</b></p> <p>Employee demographics and the percent of women in the workforce have not changed significantly from 2008  <a href="#">CH2M HILL Board of Directors Demographics</a>  <a href="#">US Employees by Demographics</a></p>

- SO2
**Business units analyzed for risks related to corruption**

CH2M HILL offers a confidential hotline for incidents of discrimination, corruption, or ethics violations called The GuideLine. We use these reports to monitor and respond to potential corruption incidents.  
[Business Units Analyzed for Risks Related to Corruption](#)
- SO3
**Training for employees in anti-corruption policies and procedures**

Outside the United States, all CH2M HILL employees are required to participate in special anti-corruption training. In the United States, anti-corruption training is provided as part of our annual ethics and compliance training. Employees are required to certify their understanding and compliance annually.  
[Training for Employees in Anti-corruption Policies and Procedures](#)
- SO4
**Actions taken in response to incidents of corruption**

CH2M HILL offers a confidential hotline for incidents of discrimination, corruption, or ethics violations called The GuideLine. Reports to The GuideLine are investigated by CH2M HILL's compliance investigation group, a team that operates independently of our business groups.
- SO5
**Participation in public policy development and lobbying**

Our Governmental Affairs staff promotes the business and professional interests of CH2M HILL, its employees, and its clients at federal, state, and local levels.
- EC1
**Economic value distributed, including donations and other community investments**

While contributions to Water For People by CH2M HILL and its employees has increased, overall philanthropic contributions through corporate giving has decreased.  
[Water For People](#)  
[Philanthropic Giving](#)
- EC1
**Economic value generated and distributed, including revenues, operating costs, employee compensation, retained earnings, and payments to capital providers and governments**

Gross revenue decreased slightly from 2008 to 2009  
[CH2M HILL Financial Data](#)
- EC6  
EC9
**Policy, practices, and proportion of spending on locally-based suppliers**

Our primary indirect economic impact is through subcontractor spending, and approximately 35% of our subcontractor spending is with small or minority-owned businesses, an increase since 2008.  
[Subcontractor Spending](#)  
We have a long history of collaboration with local, small, and minority-owned businesses.  
[Sharing the Wealth](#)



## U.N. Global Compact Principles

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### No. Principles/CH2M HILL Commitment

- 1 - 5 **Businesses should support and respect the protection of internationally proclaimed human rights; and make sure that they are not complicit in human rights abuses. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining; the elimination of all forms of forced and compulsory labor; the effective abolition of child labor.**

CH2M HILL supports and respects the protection of human rights and takes proactive steps to make sure that it is not complicit in human rights abuses. In those markets where labor unions are active, CH2M HILL works with unionized labor on its projects when appropriate. We have policies and enforcement strategies in place to proactively assure that forced and child labor do not work on our projects.
- 6 **The elimination of discrimination in respect of employment and occupation.**

We foster fairness and respect for all employees, and value the differences and similarities in employees' backgrounds and skills. We have several employee network groups for sharing information, ideas, experiences, and resources.  
[CH2M HILL: A Great Place for Everyone](#)
- 7 **Businesses should support a precautionary approach to environmental challenges.**

Addressing environmental challenges requires technical capability among CH2M HILL employees, as well as clients who wish to adopt precautionary approaches. When these factors converge on a project, the project becomes a model for best practices.
- 8 **Undertake initiatives to promote greater responsibility.**

We continually improve upon and expand the scope of our internal environmental management systems.
- 9 **Encourage the development and diffusion of environmentally friendly technologies.**

CH2M HILL continues to offer and develop front-running, environmentally friendly technologies implemented in partnership with our clients on projects around the world.
- 10 **Businesses should work against all forms of corruption, including extortion and bribery.**

CH2M HILL's strong anti-corruption stance is evidenced in our Employee Ethics & Business Conduct Principles, as well as our Anti-Corruption Policy and Compliance Handbook. We pride ourselves on our reputation for integrity and strongly believe that how we do business and make money is just as important as how much money we make. We are proud to be honored by the Ethisphere Institute as one of the 2010 Most Ethical Companies in the World based on our 2009 performance. This is CH2M HILL's second consecutive year receiving this accolade.  
[World's Most Ethical Companies](#)



CH2M HILL  
 9191 South Jamaica Street  
 Englewood, CO 80112-5946  
 P.O. Box 22508  
 Denver, CO 80222-0508  
 Tel 303.771.0900  
 Fax 720.286.9250

Around the world, a host of converging sustainability issues is changing the natural world, the built environment, and the way we live on Earth, often in significant ways. At no other time has it been clearer that energy, water, climate change, and land development are intertwined. One might even say that these issues have introduced an era of complex change, in which nothing stays the same and everything is connected.

While the risks associated with these issues pose challenges to our clients, they also create opportunities for CH2M HILL to offer practical and innovative solutions.

**Energy**—Energy management and renewable energy sources are experiencing robust growth, driven by factors such as volatility in energy prices, increasing global demand, and economic uncertainty. The relationship among energy consumption, greenhouse gas (GHG) emissions, and climate change has focused investment in carbon capture, storage, and sequestration technologies. In response, we are investing in further growth of our expertise in these areas.

**Water**—The effects of climate change are expected to exacerbate water supply, stormwater management, and sanitation issues on every continent. Our water experts are working with clients to develop proactive climate adaptation strategies in these three areas. At the design level, we are integrating sustainability into water and wastewater treatment facilities—applying green building approaches, water reuse strategies, onsite stormwater management, and protocols for estimating and monitoring GHG emissions.

**Climate change**—With GHG regulations on legislative dockets throughout the world and updated emission forecasts showing accelerated impacts, climate change is a top issue facing our industry. While a high volume of business related to GHG management and climate adaptation is not yet at hand, we expect a sea change as more legislation is passed. In preparation, we are keeping pace with the latest findings and have developed specialized expertise to conduct GHG inventories, devise mitigation and adaptation strategies, and prepare clients for regulated carbon markets.

**Land development and planning**—Multiple trends are affecting land development: rising public interest in improving “green” practices and quality of life; cities competing globally for business and talented citizens; land-use decisions affecting energy consumption and climate; and “ecosystem services” providing value to infrastructure systems and human health. Our people are finding ways to quantify the value of ecosystem services; creating tools for sustainable master planning; and designing sustainable transportation, storm water management systems, and green buildings.

While the scope and complexity of these challenges can be daunting, there is tremendous—perhaps unprecedented—motivation for innovation and positive change. We are committed to providing the leadership and action to enhance the sustainability of our own organization and the clients and communities we serve. Accordingly, we continue to support the United Nations Global Compact principles, the World Business Council for Sustainable Development, Water For People, Engineers Without Borders-USA, and many other organizations that are advancing sustainable solutions in diverse settings.

Our planet and humanity are dealing with many issues. However, in our opinion, the most critical are the interconnected issues of water, energy, climate change, and land development. Our company's strategy is to focus at the nexus of these. Around the world our customers are dealing with these issues and, together, we're learning to think and work in new ways.

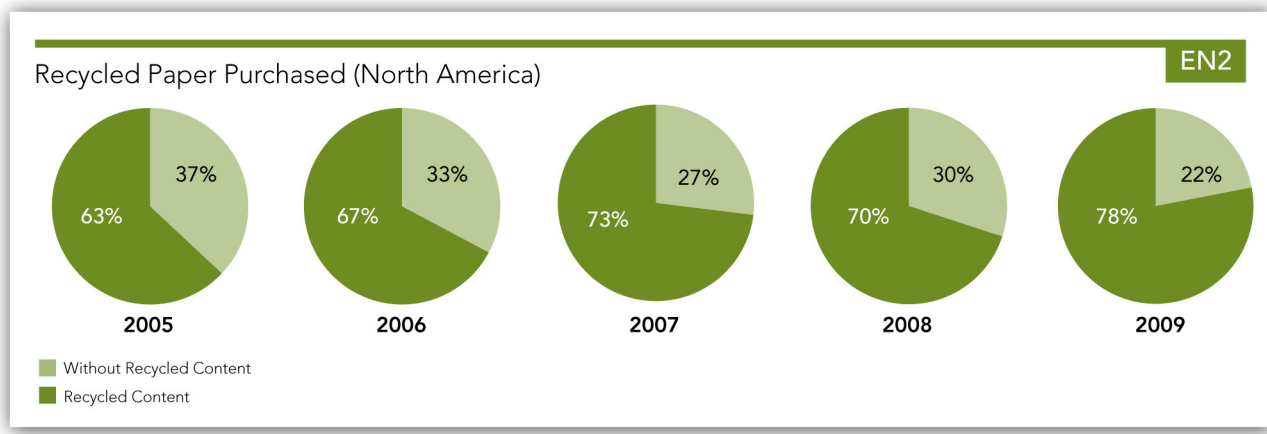
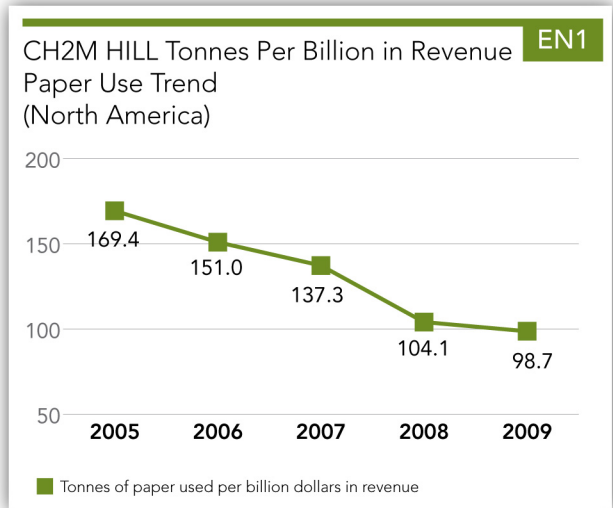
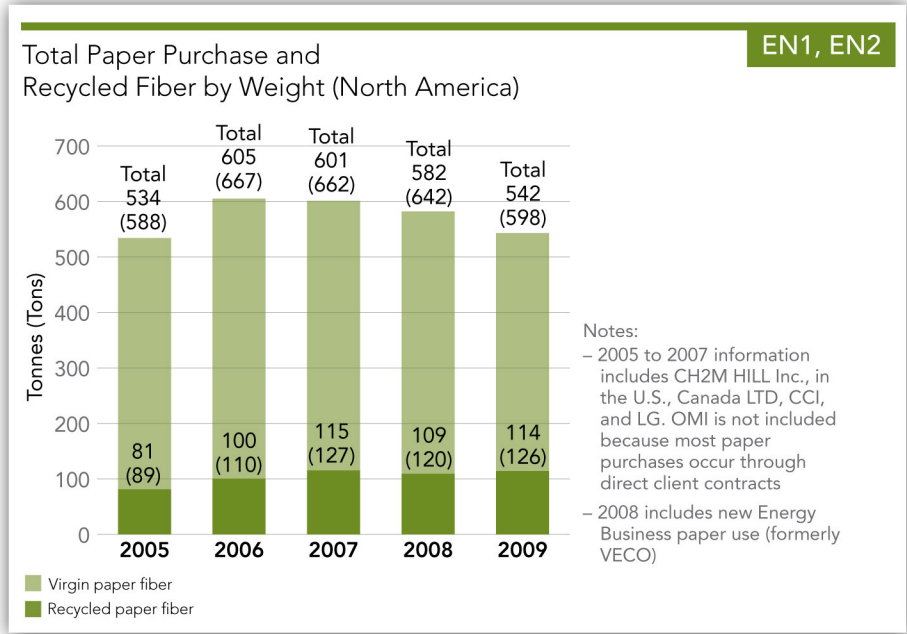


**Nancy Tuor**  
 Group President, Executive  
 Sponsor for Sustainability  
 CH2M HILL

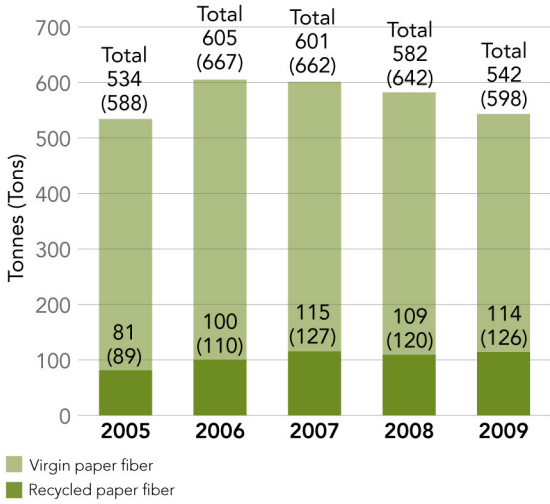
**Lee McIntire**  
 Chief Executive Officer  
 CH2M HILL



# Sustainability Performance Indicators



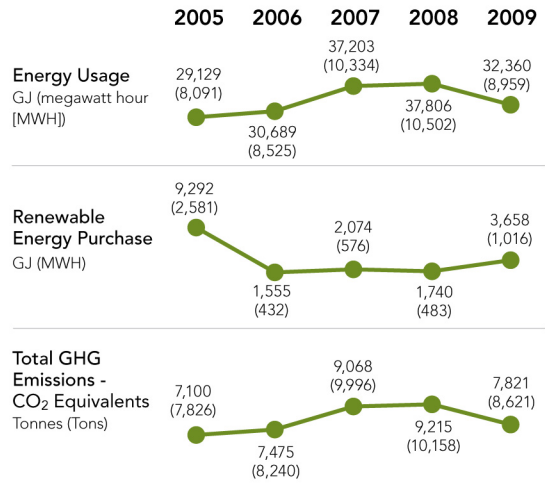
Total Paper Purchase and Recycled Fiber by Weight (North America)



Notes:  
 - 2005 to 2007 information includes CH2M HILL Inc., in the U.S., Canada LTD, CCI, and LG. OMI is not included because most paper purchases occur through direct client contracts  
 - 2008 includes new Energy Business paper use (formerly VECCO)



Headquarters Campus, Denver, CO — Energy Use and Carbon Emissions



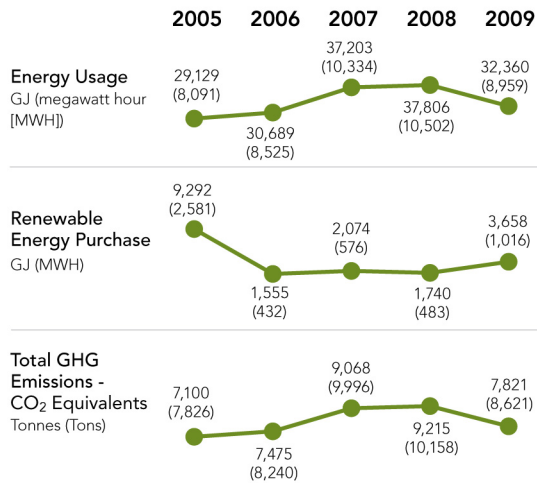
Notes:  
 - Headquarters campus had 34,419 square meters (370,485 square feet) of building space through 2006 (south, west, and north buildings). The east building was added in 2007, bringing the total to 44,419 square meters (478,123 square feet).  
 - Renewable Energy Purchase: Headquarters campus continues its commitment to contribute 5 to 10 percent of energy use in an equivalent amount of wind power, depending upon availability of wind power from the local utility. The relative high in total renewable energy purchase for 2005 reflects the purchase of wind power for a newly constructed building, as part of a 2-year commitment for the LEED certification process.  
 - Corresponding carbon emissions are calculated using the World Resources Institute/World Business Council for Sustainable Development Greenhouse Gas Protocol, [www.ghgprotocol.org](http://www.ghgprotocol.org)





## Headquarters Campus, Denver, CO — Energy Use and Carbon Emissions

EN4-5, EN7,  
EN16-18



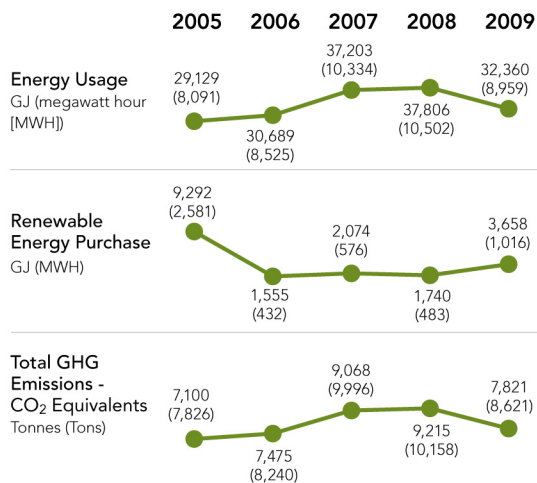
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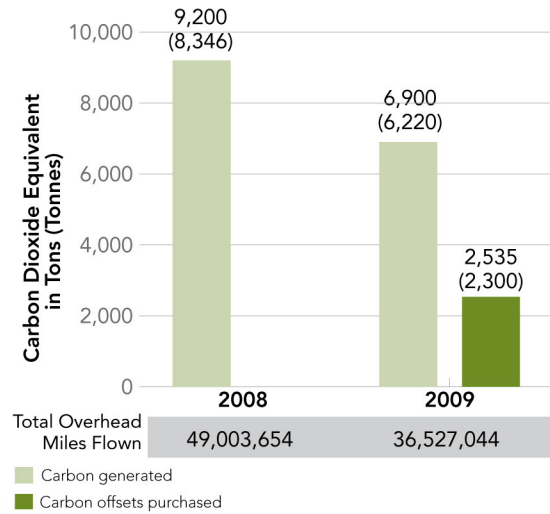


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Total Overhead Air Miles Flown, Carbon Generated, and Offsets Purchased

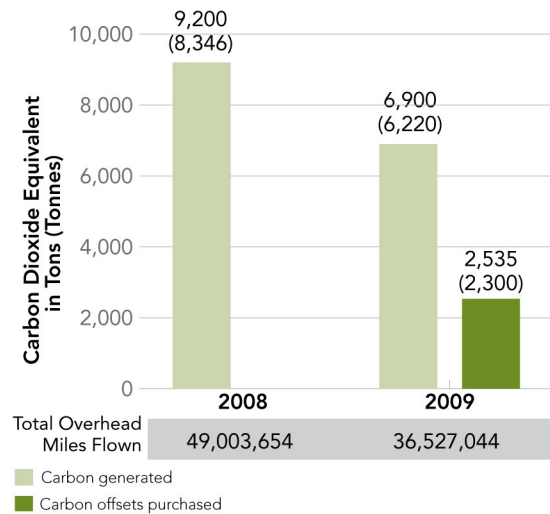


Notes:

- "Overhead miles" are miles flown for internal CH2M HILL meetings and business only, and do not include miles flown for client business.
- No offsets were purchased in 2008 because it was the baseline study year.
- Offsets purchased in 2009, combined with the overall reduction in miles traveled, reduced CH2M HILL's air travel carbon footprint by 50%



Total Overhead Air Miles Flown, Carbon Generated, and Offsets Purchased



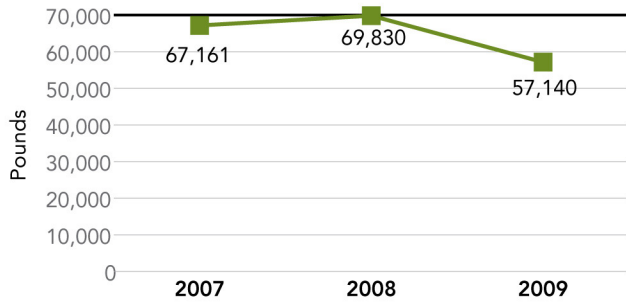
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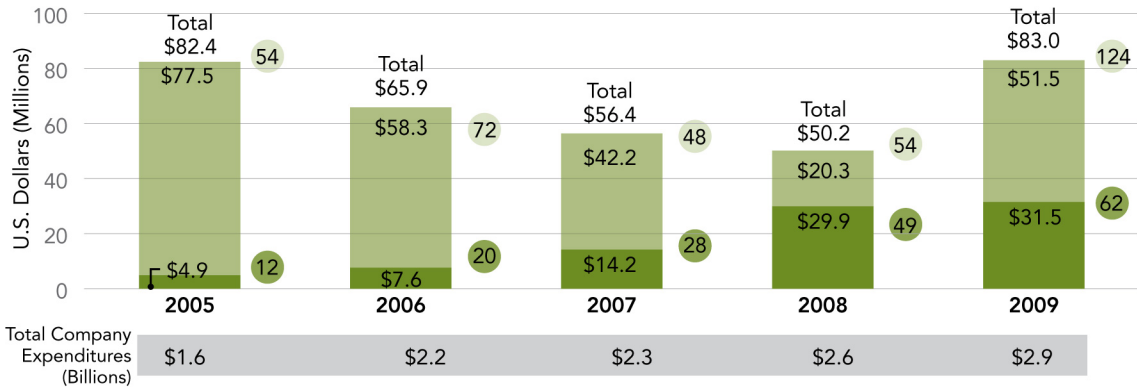
CH2M HILL Total Electronic Waste Recycled (North America)

CH2M HILL



Total North American Spend on Strategic Procurement Agreements

CH2M HILL



- Standard strategic procurement agreements
- Green strategic procurement agreements
- Number of procurement agreements

Notes:


- Strategic agreements shown in the graph represent less than 10% of the firm's total expenditures for products and services.
- Data provided are only for U.S. contracts, and does not include intercompany expenditures.



## Human Rights Screening on Suppliers and Contractors

HR2, HR6, & HR7


CH2M HILL monitors engagement of suppliers, contractors, or labor brokers who are from or who use labor from countries identified by the United Nations and the US State Department as high-risk nations for human rights abuses. These abuses include the use of child or forced labor. We have identified the Middle East, central Asia and southwest Asia, and certain countries in Central Europe as areas with higher risk of human rights and forced labor violations. Therefore, we have developed special protocols to screen our suppliers, contractors, and labor brokers in these areas. If a business unit within CH2M HILL contemplates the engagement of a supplier, contractor, or labor broker in one of these geographic locations, as a condition of engagement we present our expectations with respect to use of labor and human rights. We work only with those suppliers, contractors, and labor brokers who understand and are prepared to endorse our expectations. Our Employee Ethics & Business Conduct Principles include specific provisions and requirements about fair labor practices and against the practice of trafficking in persons.

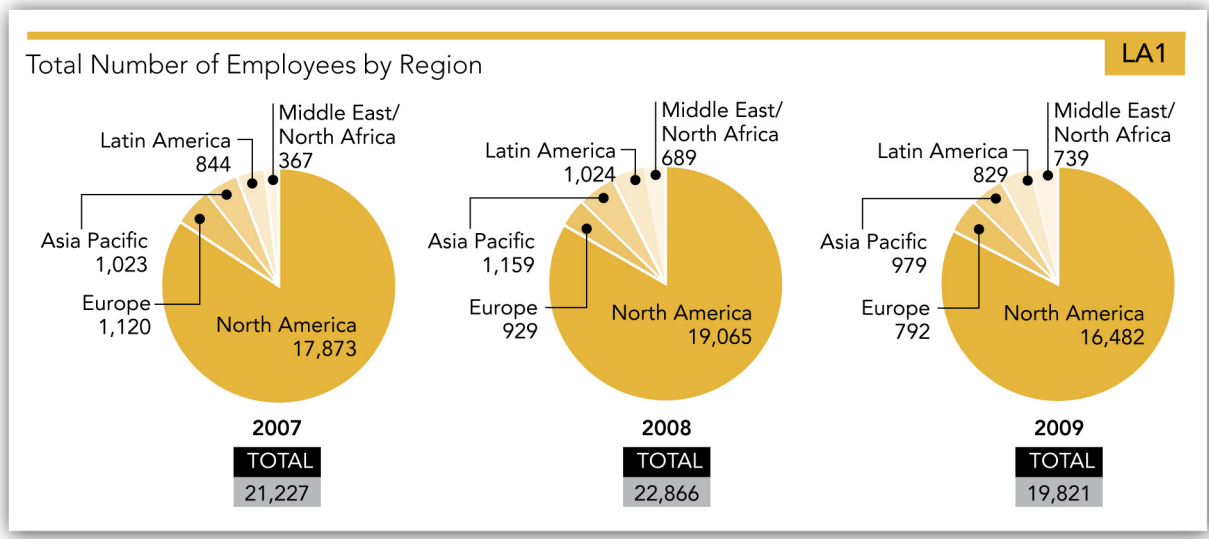
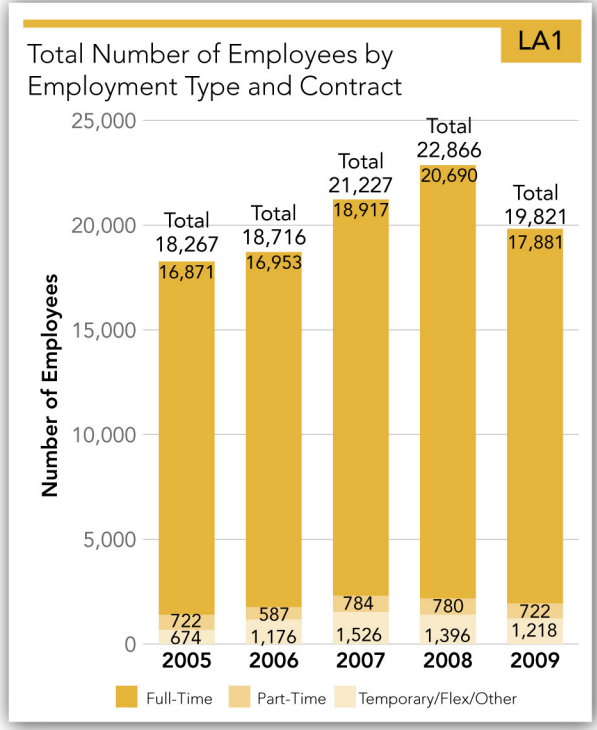


## Human Rights Training for Employees

HR3

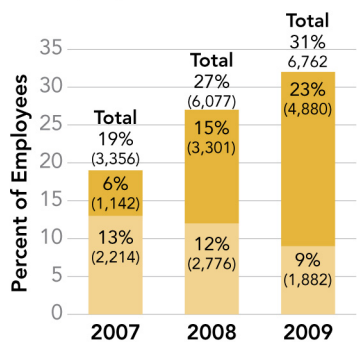
Upon joining the company, all CH2M HILL employees receive a copy of our Employee Ethics & Business Conduct Principles, which contains clear provisions about fair labor practices and trafficking in persons. Employees are asked to review the Employee Ethics & Business Conduct Principles annually and re-commit themselves to the ideals presented in our Ethics & Business Conduct Principles and agree to abide by them. All US employees take an annual ethics quiz and are required to re-sign such acknowledgements as a condition of continued employment; employees in other countries do so periodically as permitted by local labor regulations. As part of our training we empower staff at all levels to seek guidance from senior management (through a confidential hotline) and to report any suspected human rights violations without fear of retaliation.





## Total Number and Rate of Employee Turnover

LA2

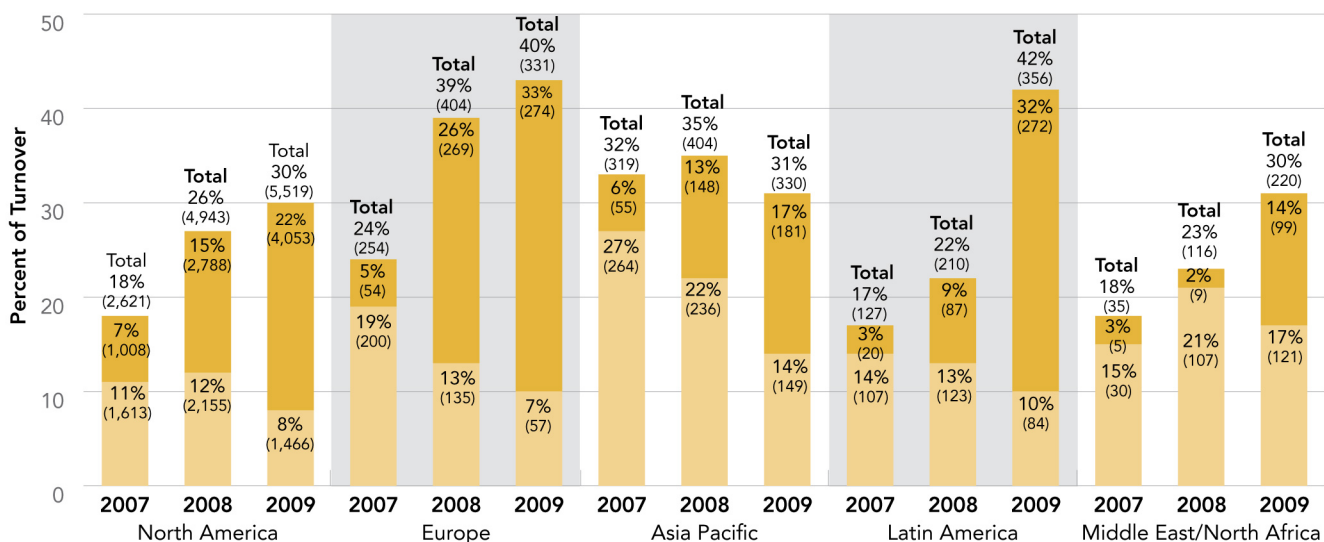


■ Involuntary Losses  
■ Voluntary Losses  
 ( ) Number of Employees



## Employee Turnover by Region

LA2

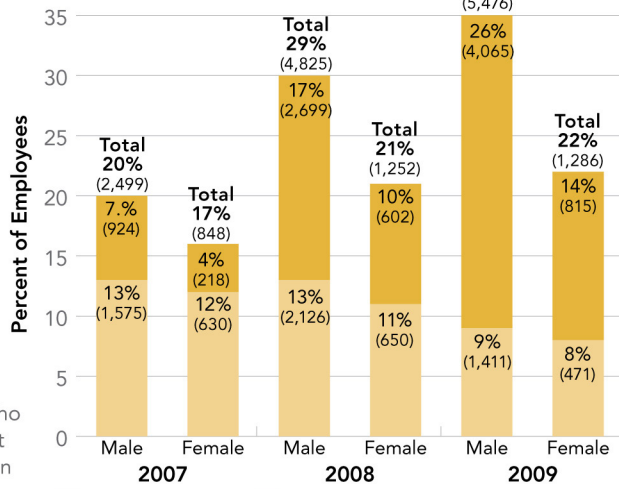


■ Involuntary Losses  
■ Voluntary Losses  
 ( ) Number of Employees



### Employee Turnover by Gender

LA2



Notes:

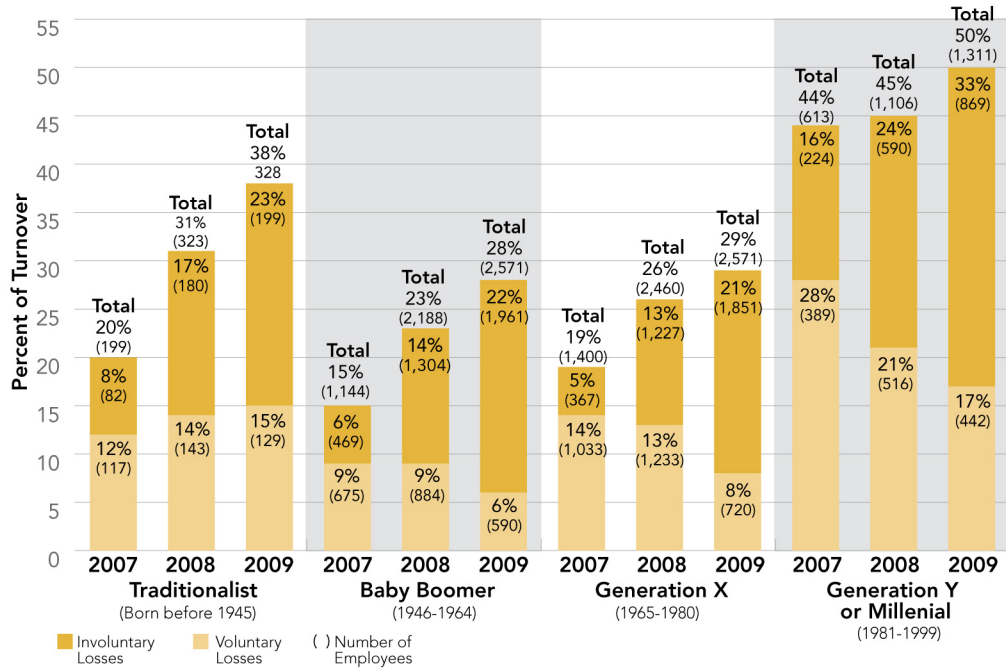
- Employees who did not report their gender in are excluded from this chart.

■ Involuntary Losses   ■ Voluntary Losses   ( ) Number of Employees



### Employee Turnover by Age Group/Generation

LA2



■ Involuntary Losses   ■ Voluntary Losses   ( ) Number of Employees



## Workforce Representation in Health and Safety Committees

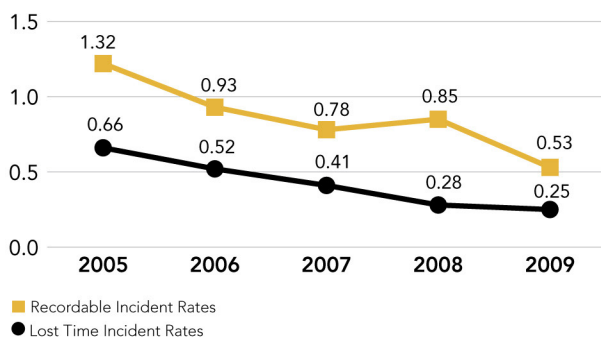
LA6

CH2M HILL expects employees to protect the safety and health of themselves, their co-workers, and others in our offices and on client job sites. We are committed to promoting a culture of safety throughout the firm, and monitor progress through monthly compliance checks and emergency response actions that are tracked and verified for completion.

At the office level, a comprehensive annual audit is conducted and documented at each facility. We have trained Office Safety Coordinators at each of our locations. Additionally, 10% of our staff at each location serve as as Office Emergency Responders and Fire Wardens, which includes training in first aid, cardiopulmonary resuscitation (CPR), and the use of automated external defibrillators (AEDs). Ergonomics is another important aspect of our health & safety efforts. An ergonomics call center is staffed at all times to provide proactive workstation configuration needs.

## Recordable and Lost Time Incident Rates

LA7

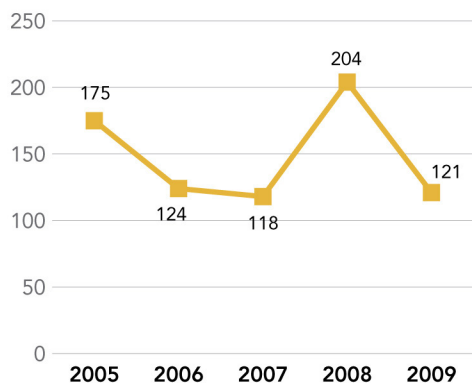


### Notes:

- Includes worldwide recordables and lost time cases for all CH2M HILL Companies.
- 2008 includes recordables and lost time cases for former VECO and Trigon companies.
- Lost time cases are those that involve days away, restricted duty, or transfer to another job.
- Both recordable incident and lost time rates are figured as a number of cases per 200,000 hours worked, as specified by industry standards. 200,000 is an estimate of the hours worked by 100 employees in a year.

## Number of Recordable Incidents for CH2M HILL Family of Companies

LA7



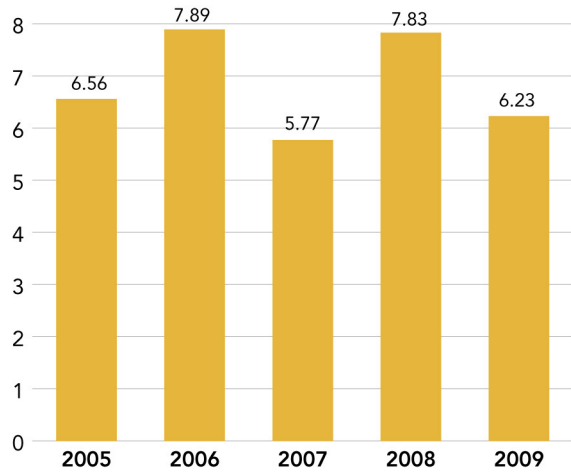
### Notes:

- Includes worldwide recordables for all CH2M HILL Companies.
- 2008 includes recordables for former VECO and Trigon companies.



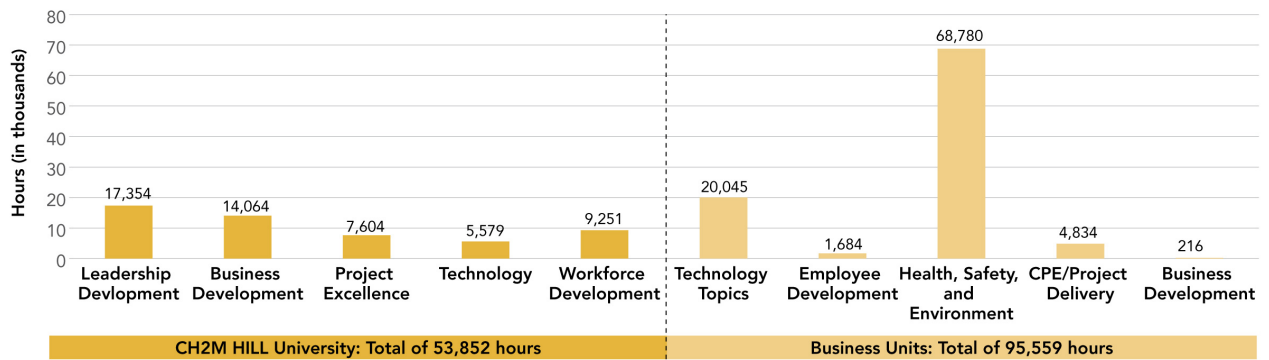
Average Hours of Training  
Per Employee Per Year

LA10



Total Employee Training Hours for 2009 through CH2M HILL University and by Individual Business Units

LA11



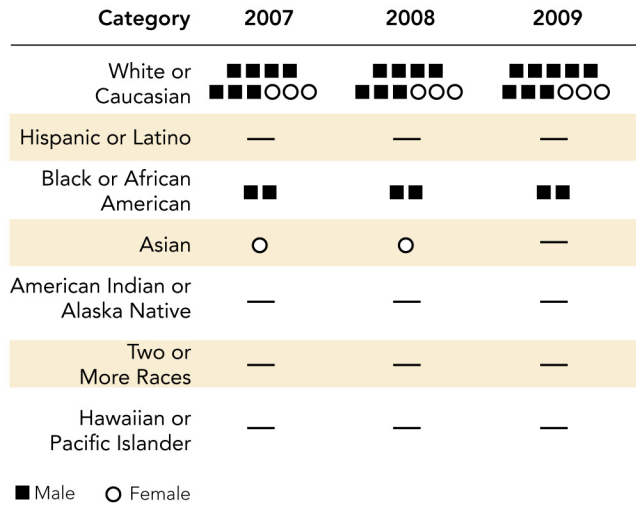
Notes:

- Anti-corruption training is provided as part of the "Workforce Development" and "Employee Development" training.
- Training hours shown are firmwide.



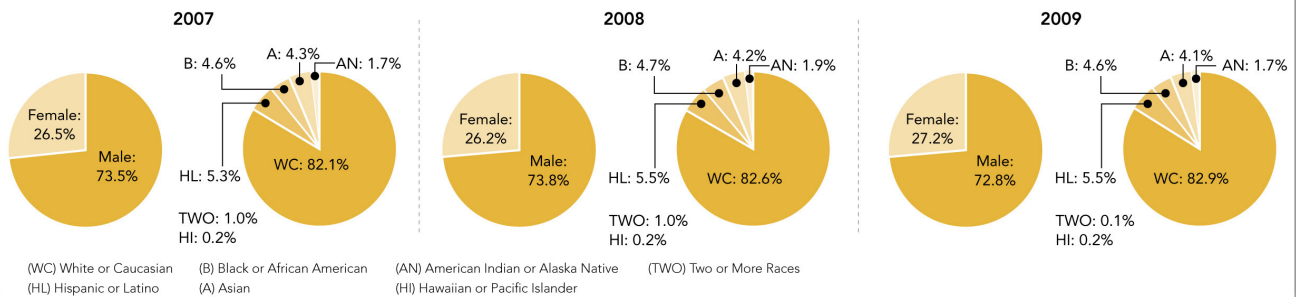
## CH2M HILL Board of Directors Demographics

LA13



## Percent of U.S. Employees by Demographics

LA13



## Business Units Analyzed for Risks Related to Corruption

SO2

As part of our Risk Management function, we engage with each of our business units to maintain on-going awareness about corruption risk. This includes training and easy access to tools and advice. For those business units that have extensive project commitments in countries known for their corruption risk, we perform additional periodic audits; we also engage in open and frank communication with business and project leadership in the field where corrupt activities are more likely to take place.



## Training for Employees in Anti-corruption Policies and Procedures

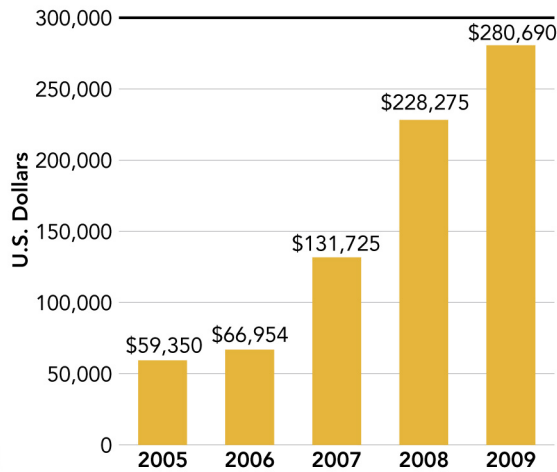
SO3

In the United States and Canada, anti-corruption training is routinely offered as part of policies training and also as part of risk management and contracts training. Outside North America, all employees engaged in project procurement (business development) and senior project delivery staff receive periodic (at least annual) training focused specifically on corruption, conflicts of interest, and ethics and compliance. This training is delivered through live sessions, and online through educational quizzes and web meetings.



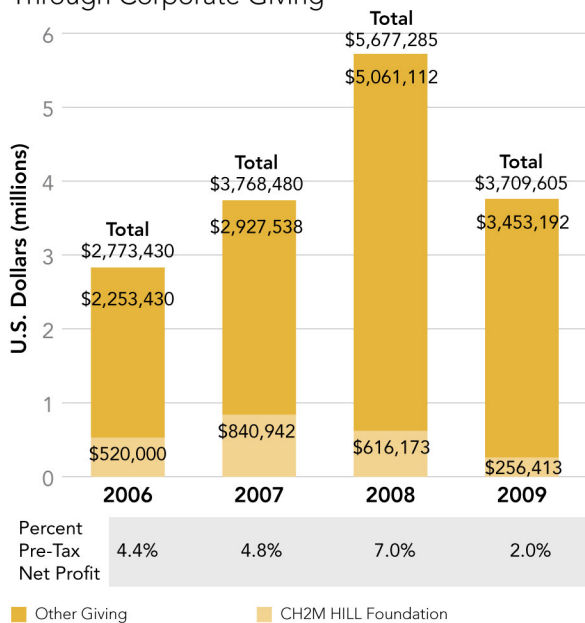
Combined Contributions to Water For People from CH2M HILL and Our Employees

EC1



Philanthropic Contributions Through Corporate Giving

EC1



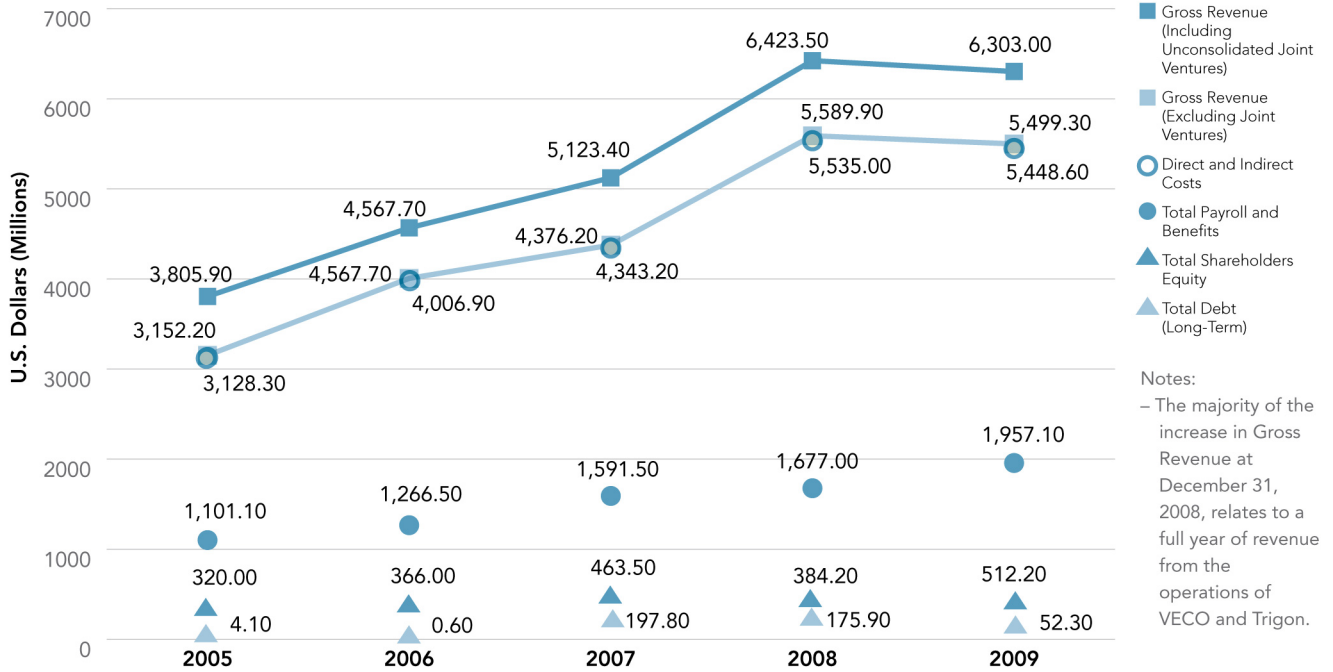
Notes:

- This information represents spending by the company coded as "charitable contributions" in CH2M HILL's accounting system. The figures do not include contributions made by employees.
- While CH2M HILL's charitable contributions did not increase significantly between 2007 and 2008, pre-tax revenue decreased \$18 million. The majority of the decrease is due to the increase in amortization of intangible assets and interest expense in 2008 as a result of the VECCO acquisition in late 2007.
- More conservative charitable giving by the firm in 2009 reflects the global economic downturn and a period of reduced spending while the firm restructured its community investment program. The firm's long-term goal for charitable giving is to contribute 4% of pre-tax net profit to its global communities on an annual basis.



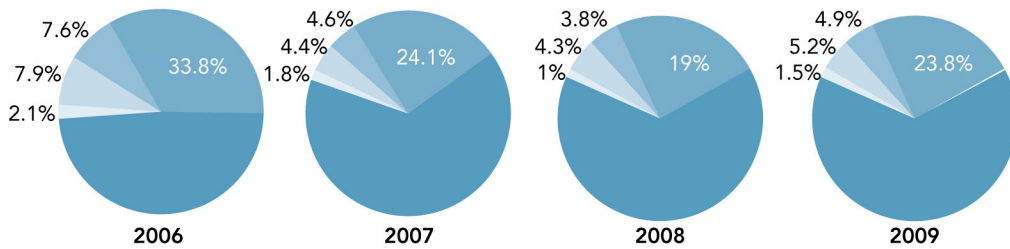
## Financial Data: CH2M HILL Family of Companies

EC1



## Subcontractor Spending

EC6 & EC9



Total CH2M HILL Subcontractor Spending

\$1.3B

\$1.5B

\$2.8B

\$1.9B

Other Subcontractors    Small Business    Minority    Women    Veterans

## Sharing the Wealth:

CH2M HILL has been recognized for our commitment and contributions to the small business community

Our recent awards include:

- Greater Los Angeles African American Chamber of Commerce Engineering Company of the Year (February 2009): For demonstrating the highest level of responsiveness to the African American and small business community
- U.S. Department of Defense's Prime Contractor Subcontracting Award for Subcontracting Excellence with Service-Disabled Veteran-Owned Small Businesses (November 2008): Recognizing our utilization of veteran-owned businesses with service connected disabilities in support of our DoD contracts
- National Veteran-Owned Business Association's Best Corporations for Veteran-Owned Businesses, 2007 (June 2008): Recognizing our contribution in utilizing veteran businesses as subcontractors
- Pacific Gas and Electric's (PG&E's) Supplier Diversity Leader Award (December 2007): Recognizing our contribution to PG&E's long-standing Supplier Diversity Initiative
- U.S. Department of State, Small Business Subcontracting Award (September 2007): For achieving Small Business Subcontracting Goals in fiscal year 2006
- SBA's Dwight D. Eisenhower Award (April 2007): Representing the SBA's highest honor for large companies that use small businesses as suppliers and subcontractors



## CH2M HILL: A Great Place for Everyone

Principle 6

Two honors bestowed on the company exemplify CH2M HILL's commitment to employees:

- Catalyst Award. CH2M HILL's Women's Leadership Initiative became the first in the engineering and construction industry to receive this prestigious award, which honors innovative organizational approaches that advance women in the workplace. We received the award in 2009 on the basis of our performance in 2008.
- *FORTUNE* Magazine's 100 "Best Companies to Work For" 2003, 2006, 2008, and 2009; named 6 times to "America's Most Admired Companies"



## Based on 2009 Findings, CH2M HILL is Selected as One of 2010's "World's Most Ethical Companies"

Principle 10



We are proud to be honored by the Ethisphere Institute as one of the 2010 Most Ethical Companies in the World based on our 2009 performance. This is CH2M HILL's second consecutive year receiving this accolade. We earned a coveted place on the list by going beyond legal minimums, introducing innovative ideas to benefit the public, and forcing its competitors to follow suit by consistently upping the ante for what it takes to be an ethical leader.

"This recognition is a testament to the values and integrity of our more than 23,500 employees who focus on respect for our customers, each other, and the communities we serve." said Lee McIntire, CH2M HILL's chief executive officer.

Open, two-way communication at all levels of the organization engages employee-owners in candid dialogue on how to resolve issues and improve the firm's ethics program. Internal articles highlighting ethical dilemmas, executive communications, and messages delivered during meetings and training keep ethics at the forefront of business decisions.

