




CH2MHILL

2007 Communication on Progress For the UN Global Compact

STATEMENT

As a member of the Global Compact, CH2M HILL's business policies incorporate and support the ten Global Compact principles. Our board supports our actions in working towards sustainability goals such as those contained in the UN Global Compact, and it endorses the plans we describe in this 2007 Communication on Progress Report. Our goal is to continue moving the agenda forward on performance related to human rights, labour rights, the environment and the fight against bribery and corruption.



Signature Don S. Evans

Printed Name Vice Chair and Chief Marketing Officer

Title January 11, 2008

Date

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CH2M HILL, 2007 Communication on Progress

	Global Compact Principle	Action Taken & Impact Achieved and/or Plans for the upcoming Year
x	<p>1: Businesses should support and respect the protection of internationally proclaimed human rights; and</p> <p>2: and make sure that they are not complicit in human rights abuses.</p>	<p>CH2M HILL implicitly addresses human rights issues through a strong Business Conduct Policy and a company culture that highly values integrity and respect for others. However, from an operations perspective, we recognize our company's risk of exposure to inadvertent violations of human rights in the project work we do. Our goal is to address human rights issues more explicitly, as the company expands its global operations into countries or regions where conditions have allowed human rights abuses to occur. In 2008, we plan to develop a clear company policy addressing the protection of human rights and avoidance of abuses.</p>
x	<p>3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;</p>	<p>CH2M HILL supports the tenets of the National Labor Relations Act and employs thousands of union-represented employees in the United States and world wide. The Company employs Labor Relations staff positions at corporate and project/field levels to assure that represented employees and their collective bargaining agreements are integrated into productive work environments. Efforts in 2007 in the US include new or existing agreements renegotiated at government sites managed by the Department of Energy and the US Navy, waste and water treatment plants for municipalities and local governments, and labor agreements for major construction projects.</p>
x	<p>4: the elimination of all forms of forced and compulsory labour; and,</p> <p>5: the effective abolition of child labour;</p>	<p>CH2M HILL stands with the international community in support of human rights. All CH2M HILL employees are required to comply with the Business Conduct Policy that includes a firm-wide policy against human trafficking. Suspected violations of this policy can be reported on a firm-wide hot line.</p>
x	<p>6: and the elimination of discrimination in respect of employment and occupation.</p>	<p>CH2M HILL continues to support and carry out its Equal Employment Opportunity and Affirmative Action Policy programs. Each year, U.S. offices develop Affirmative Action Plans, which monitor the diversity of our workforce compared with the available workforce and that of our clients. We also are implementing four strategies to diversify our workforce:</p> <ul style="list-style-type: none"> • Participate in university minority engineering programs and the National Association of Minority Engineering Program Administrators. • Recruit through professional minority engineering societies such as the Society of Women Engineers, the National Society of Black Professional Engineers, and the Society of Hispanic Professional Engineers. • Support programs that educate youth about career opportunities in science, engineering, and technology – such as the Junior Engineering Technical Society. • Continue the firm's corporate practice of negotiating language in all Union Collective Bargaining Agreements (CBAs) that prohibit any form of illegal discrimination for the workers covered by the respective CBA. <p>In addition, CH2M HILL leaders are charged with fostering a culture of inclusion. A variety of recognition programs and company-sponsored social events assist toward this goal.</p> <p>In 2007, the workforce split between male/female is about 60/40 percent. Ethnic percentages are approximately split as follows: American Indian (0.3%), African American (4%), Asian or Pacific Islander (6%), Caucasian (85%), and Hispanic (4.7%).</p>

	Global Compact Principle	Action Taken & Impact Achieved and/or Plans for the upcoming Year
x	7: Businesses should support a precautionary approach to environmental challenges;	With respect to client work, implementing this principle requires technical capability and understanding among CH2M HILL employees, as well as clients who wish to adopt precautionary approaches. When these factors converge in a project, the project becomes a model for best practices – such as providing potable water using seawater desalination technology that significantly reduces energy use over traditional methods, using landfill gas as a source of fuel for an industrial plant, or reconstructing a pier to withstand hurricanes while protecting the adjacent island’s fragile ecosystem. In 2008, we will continue to promote precautionary approaches in technical solutions, through employee training sessions and in discussion with clients. In addition, we will address this principle specifically with respect to our firm’s actions in combating global climate change.
x	8: undertake initiatives to promote greater environmental responsibility;	Since 2000, CH2M HILL has taken steps to continually improve the environmental responsibility of our company’s business operations. The most recent step taken in this regard is the implementation of a formal Environmental Management System (EMS). The scope of the EMS is a focused approach for managing the firm’s important environmental impacts related to procurement, fleet, facilities, and business travel in North America. In 2007, new EMS targets helped the company decrease paper use, expand recycling programs, reduce energy use and greenhouse gas emissions at the headquarters campus, and pilot a teleworking and space-sharing program in three North American offices. In 2008, the EMS will be formally integrated with the company’s global Health, Safety, Environment and Quality business practice.
x	9: and encourage the development and diffusion of environmentally friendly technologies.	With respect to the work performed for our clients, CH2M HILL continues to offer front-running, environmentally friendly technologies such as low impact stormwater management, membrane bio-filtration, natural water treatment systems, wind power, chemical replacement, riparian restoration, water reuse, desalination, composting, and many more. These technologies are implemented in partnership with our clients on projects around the world. In addition, our company’s Sustainable Solutions program promotes sustainable technologies through training sessions, client workshops, and sustainability planning, a firm-wide online conference, a Sustainable Solutions Community of Practice, and various communications. Additional methods of technology transfer are being planned for 2008. Our focus on “green” technologies will continue, as we strive to bring more value to our clients.
x	10: Businesses should work against all forms of corruption, including extortion and bribery.	All CH2M HILL employees must sign and follow the company’s Business Conduct Policy, which addresses corruption, extortion, bribery, conflicts of interest, harassment, human trafficking, and other issues. This policy is a condition of employment by CH2M HILL. In addition, CH2M HILL is a signatory of the World Economic Forum’s Zero-Tolerance Policy to Combat Corruption and Bribery. Both commitments will continue to be an important part of our company’s way of doing business.