TETRA TECH

CREATING A SUSTAINABLE AND RESILIENT WORLD

2018 **Sustainability Report Card**

About Tetra Tech

Tetra Tech is a leading provider of high-end consulting and engineering services for projects worldwide. With more than 18,000 associates working together, Tetra Tech provides clear solutions to complex problems in water, environment, infrastructure, resource management, energy, and international development. We are *Leading with Science®* to provide sustainable and resilient solutions for our clients. For more information about Tetra Tech, please visit tetratech.com, follow us on Twitter (@TetraTech), or like us on Facebook (/tetratech).

400+ offices worldwide

18,000+ associates worldwide

$2.96 billion revenue

Markets

Water   Environment   Infrastructure   Resource Management   Energy   International Development

From the CEO

At Tetra Tech, we are *Leading with Science* to advance sustainability in the projects we perform and throughout our operations. In projects worldwide, we are reducing energy consumption, increasing water security, designing sustainable and resilient infrastructure, and enhancing quality of life for fragile communities. We have defined specific sustainability goals to track our progress, as summarized in this report. I am pleased to report that we have reduced our greenhouse gas (GHG) emissions by 55 percent since program inception—surpassing our 2020 goal—and advanced on 18 of the 27 metrics we track.

This report highlights some of the innovative strategies we employed in more than 64,000 projects during 2018. These projects demonstrate how innovations in water, energy, and environmental management can reduce energy and resource consumption and increase communities' resilience to climate change. The projects we work on result in far reaching economic, social, and environmental benefits and directly align with the United Nations Sustainable Development Goals, as highlighted in this report. Our innovative approaches include applying high-end solutions such as operations research and data analytics to increase efficiency, reduce capital investments, and enhance economic and social benefits to local communities. For example, our award-winning CSoft® real-time control solution for water management has prevented billions of gallons of contaminated water from reaching streams—improving water quality while saving our clients more than a billion dollars in capital costs.

We believe in working as sustainably in our offices as we do for our clients. We continue to improve the sustainability of our more than 400 offices worldwide through measures such as energy-efficient lighting, programmable thermostats, and low-flow water systems. We have greatly reduced paper use across our operations, with nearly 89 percent of our offices now fully engaged in electronic reporting. We further demonstrate our commitment to our associates and strong relationship with our vendors by continuing to enhance our social and governance initiatives, including our supply chain management, Corporate Code of Conduct, and Diversity & Inclusion programs.
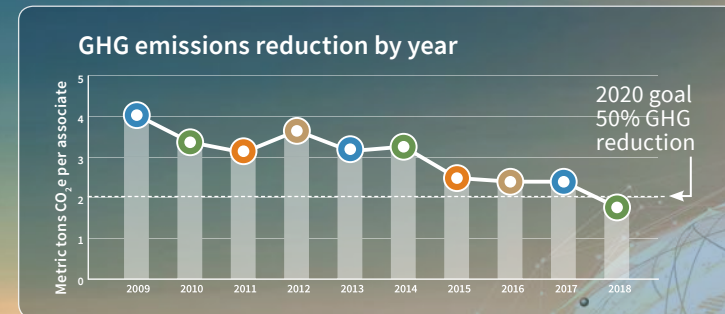
We also demonstrate our commitment to sustainability through our engagement with our local communities around the world. Our associates raise funds and volunteer their time to improve people's lives and the environment. In 2018 Tetra Tech's Science, Technology, Engineering, and Mathematics (STEM) Program reached nearly 6,600 students, and we surpassed our five-year goal of reaching 20,000 people two years ahead of schedule. Tetra Tech also supports global initiatives such as Engineers Without Borders and raises funds through its Charity of the Year campaign. Last year our employees financially contributed to the development of a clean water supply system for a community in rural Guatemala.

Although we have made great strides over the past year—meeting and exceeding our goals and broadening our positive impact on the world—we can do more. Tetra Tech will continue to dedicate resources and expertise to deliver the most sustainable and resilient solutions for its clients—enhancing the world through its projects, social programs, and commitment to sustainable practices.

Sincerely,

Dan Batrack

Chairman and CEO

GHG emissions reduction by year

2020 goal
50% GHG
reduction

Metric tons CO_2e per associate

2009 2010 2011 2012 2013 2014 2015 2016 2017 2018

In This Report

Supporting Sustainability through our Projects

Tetra Tech's biggest impact on the world by *Leading with Science* is providing innovative solutions for its clients' most challenging projects. With the best technical experts and the latest technology, we create cost-effective, sustainable solutions that are good for the environment and the community. This report highlights how Tetra Tech helps clients improve water, environmental, and energy management; design resilient infrastructure; and use technology to create more sustainable and resilient communities around the world.

SDG *Denotes projects that support the United Nations Sustainable Development Goals*

Improving water management

As the #1 Water firm ranked by **Engineering News-Record***, Tetra Tech supports clients throughout all phases of the water cycle, combining innovative solutions and demonstrated best practices.*

Delivering innovative water solutions in San Antonio SDG 6

Tetra Tech has provided 20 years of continuous support to the San Antonio Water System (SAWS) to help diversify its water

50,000 acre-feet of water treated per year

supplies. SAWS selected Tetra Tech to design the Central Water Integration Pipeline (CWIP) Project, the latest effort to ensure sustainable sources of water for San Antonio's residents. Source water will be piped in from 142 miles away, treated, and distributed to SAWS customers, integrating the largest non-local water supply in the City of San Antonio's history. CWIP will treat and distribute 50,000 acre-feet per year of water from other groundwater sources. The project includes a treatment plant, which treats the water to match the water quality in the existing SAWS distribution system. tetratech.com/SAWSWater

Restoring and protecting New York marshes to increase resiliency to sea level rise SDG 14

As part of the New York Governor's Office of Storm Recovery Living with the Bay (LWTB) initiative, Tetra Tech is providing technical expertise and design support to restore marshlands along West Hempstead Bay. In response to Hurricane Sandy and expected sea level rise, LWTB helps improve community resilience through flood risk mitigation, ecological marshland restoration, and enhanced public access to the waterfront. Tetra Tech's work addresses flood protection; provides shoreline protection and stabilization to prevent further erosion; restores and improves marsh habitat; improves water quality by reducing marsh erosion and increasing nutrient uptake; increases marsh vegetation; and includes a public education component.

Supporting sustainable water management in Mongolia SDG 6

Mongolia's capital of Ulaanbaatar is facing an imminent potable water shortage over the next several decades. Tetra Tech supported the Millennium Challenge Corporation and the Government of Mongolia in seeking alternative water sources by developing a comprehensive feasibility study for a new wastewater recycling plant. The plant will receive effluent from the city's Central Wastewater Treatment Plant and treat it to a quality that can be used by Ulaanbaatar's municipal Combined Heating & Power Plants (CHPs) for cooling operations. By using recycled wastewater rather than groundwater for cooling at the CHPs, the overall supply of potable water available for drinking and other domestic and commercial purposes will be greatly increased.

Improving environmental management

Tetra Tech is consistently recognized by Environmental Business Journal *and* Engineering News-Record *for its fully integrated range of environmental solutions that are both feasible for its clients and sustainable for the future.*

Developing sustainable solutions for the reuse of waste material SDG 11

In Melbourne, Australia, Tetra Tech helped its client reuse material disturbed as part of the construction of the Caulfield to Dandenong Level Crossing Removal Project, which replaced level rail crossings with elevated rail lines. We worked closely with

50,000 tonnes
of soil diverted from landfill

the client's environmental team to gain regulatory approval to reuse 50,000 tonnes of soil that would have been destined for disposal as waste. The material was used as structural and non-structural fill in new, restricted-access embankments, abutments, and retaining walls. We helped our client divert material from the landfill, reduce the volume of imported material used as backfill, reduce transport emissions, contribute to project sustainability accreditations, and save millions of dollars. The regulator has since used the process developed for this project to set a consistent industry framework for similar major infrastructure projects.

Creating more waste disposal capacity while reducing impacts SDG 11

As communities work toward overall waste reduction goals, Tetra Tech is providing expertise to address existing waste disposal needs with efficient, environmentally responsible solutions. We have helped communities throughout the eastern United States expand existing landfill capacity using mechanically stabilized earth (MSE) berms over top of existing landfill footprints. Expanding vertically using MSE berms has additional benefits, including using existing facility infrastructure and environmental management controls. tetratech.com/MSEberms

Using technology to streamline post-disaster debris monitoring SDG 11

10 million
cubic yards
of debris tracked

Tetra Tech uses its GIS-linked RecoveryTrac Automated Debris Management System (ADMS) to manage and track recovery activities after natural disasters such as earthquakes, tornadoes, and hurricanes. The mobile system maps and displays hazard data and the results of damage and economic loss estimates for buildings and infrastructure. RecoveryTrac ADMS virtually eliminates paper and data entry errors while helping efficiently manage the enormous volume of documentation and providing real-time progress reporting. During the 2018 hurricane season, Tetra Tech used its RecoveryTrac ADMS to provide automated debris monitoring for 28 clients in the wake of Hurricane Florence in North Carolina and Hurricane Michael in Florida and Georgia. Using more than 1,300 ADMS handheld units, Tetra Tech staff tracked the collection of more than 10 million cubic yards of debris. RecoveryTrac ADMS captures data in the field to provide real-time reporting to help our clients make the critical decisions needed to manage their recovery. The system also provides data in clear, audited packages to assist in U.S. Federal Emergency Management Agency reimbursement for debris removal expenditures.

Designing resilient infrastructure

Tetra Tech uses innovative technologies to achieve environmental and economic benefits across its infrastructure projects around the world.

Creating a sustainable school through smart design in Oregon SDG 11

The Durham Center is an alternative high school just outside Portland, Oregon, that is designed to achieve Net Zero Energy status. Tetra Tech provided

140,000 kWh
from rooftop PV array

mechanical, electrical, plumbing, lighting, and low-voltage design, and performed comprehensive energy analysis and modeling for the project. Our team incorporated passive design strategies—including an optimized envelope, natural ventilation, reliance on daylighting, and strategic shading—to create a building envelope that performs better than code requirements. A heat-recovery ventilator captures excess energy from internal plug loads, such as those powering computers, and supplies the remaining needs of the HVAC system. A rooftop photovoltaic (PV) array is expected to produce as much as 140,000 kilowatt-hours (kWh) per year, well over the amount needed to power the school.

Pushing the limits of building performance in Sydney, Australia SDG 11

Innovations built into Australia's International Towers Sydney at the iconic Barangaroo South development exemplify how sustainable designs can minimize environmental impacts and contribute to energy efficiency. Lendlease Group, the developer and design and construction project manager, selected Tetra Tech to provide building services for the three energy-efficient, sustainable commercial towers. Our work included mechanical and electrical design services focused on enhancing energy efficiency and incorporating Environmentally Sustainable Design (ESD) principles in collaboration with the Lendlease Applied Insight ESD team. These efforts reduced environmental impacts while increasing comfort and health for building occupants—both key objectives for Lendlease.
tetratech.com/ITSBarangaroo

Expanding an existing building to create a sustainable commercial space SDG 11

An aging, eight-story warehouse is being given new life as it is transformed into a 17-story commercial building. Tetra Tech provided mechanical, electrical, plumbing, and fire protection engineering; security design; and sustainability consulting for the 441 Ninth Avenue project. The project includes 590,000 square feet (sf) of core and shell office space; an existing building encompassing approximately 350,000 sf of full core and shell renovation; and a new tower above the existing one, encompassing approximately 240,000 sf of core and shell office space. The building is targeting LEED Platinum certification and will save a projected 17 percent on energy costs and 40 percent on water use, using approximately 2,366,000 fewer gallons per year than baseline.

Improving energy management

Tetra Tech creates smart designs that help clients reduce energy consumption and develop sustainable sources of energy for a wide range of commercial, government, and residential projects.

Harnessing the power of the wind offshore SDG 7

In 2018 Tetra Tech successfully supported development activities for five offshore wind projects under the U.S. Department of Interior, Bureau of Ocean Energy Management's offshore renewable energy program.

11 of 16 East Coast offshore
wind projects supported

These offshore wind projects are located on the Atlantic outer continental shelf and are anticipated to supply gigawatts of clean, sustainable power for customers in coastal states between Massachusetts and North Carolina. Tetra Tech provides award-winning, comprehensive, and fully integrated environmental, permitting, engineering, and construction support services throughout all phases of offshore wind development. Tetra Tech has been engaged with U.S. offshore wind since 2006 and has supported 14 different U.S. offshore wind projects along the East Coast, as well as California and Hawaii. tetratech.com/offshorewindaward

Using microgrids to improve resilience of communities facing disasters SDG 7

Community microgrids provide an innovative solution to increase resilience, meet clean energy targets, and protect against electric supply disruptions during natural disasters and attacks on the power grid. Microgrids can disconnect from the larger electrical grid and provide power to the entities connected to the microgrid or provide energy to the grid in times of excess generation. Tetra Tech is providing technical support to the New York Governor's Office of Storm Recovery Microgrid Program to implement three microgrid infrastructure technologies in the Village of Freeport, Village of Greenport, and City of Schenectady. The program's goals are to prove multiple concepts and provide reference for future microgrid projects throughout New York and the United States.

Protecting habitat for threatened desert tortoise at a California solar project SDG 7&15

3,000 acres
of habitat assessed

Tetra Tech completed environmental and mineral resource assessments in support of the habitat conservation and mitigation requirements for a large renewable energy project in Blythe, California. The approximately 3,000 acres assessed were identified as conservation habitat for the California and federal-listed threatened species Agassiz's desert tortoise (*Gopherus agassizii*). Tetra Tech completed multiple Phase I Environmental Site Assessments and Mineral Resource Evaluations throughout the land acquisition and resource agency approval process, including proposing restoration activities within the parcels assessed.

Supporting resilient societies in developing countries

Tetra Tech offers governance and capacity building, natural resource management, critical infrastructure design, and climate-smart investment to support stronger, more resilient communities in developing countries.

Supporting responsible, conflict-free mineral supply chains from the Democratic Republic of the Congo SDG 1&8

Through the Capacity Building for Responsible Minerals Trade (CBRMT) project, the U.S. Agency for International Development (USAID) and its partners developed a commercially viable, conflict-free supply chain for artisanal minerals from the Democratic Republic of the Congo (DRC). The estimated $24 trillion in untapped mineral resources in the DRC has helped fuel two decades of conflict that has claimed millions of lives but also serves as a critical source of income for millions of Congolese. Serving as CBRMT program manager, Tetra Tech worked to scale up conflict-free mineral certification and traceability systems in the region, build national and regional capacity, and help governments reform their legal and policy frameworks to support a responsible and economically productive artisanal mining sector. tetratech.com/DRCminerals

Improving sustainable forest management and climate resilience in Malawi SDG 15

5,400 *famers adopted improved agricultural practices*

In Malawi forest cover and soil quality are degrading at some of the highest rates in southern Africa. USAID's Protecting Ecosystems and Restoring Forests in Malawi (PERFORM), implemented by Tetra Tech, works with communities to address the drivers of deforestation by promoting improved forest governance and management, sustainable land use, and increased efficiency in energy consumption. PERFORM uses a Malawian-led process to improve both systems and institutional capacity for natural resource management and access to finance for climate change mitigation and adaptation. PERFORM has supported more than 5,400 farmers to adopt improved agricultural technologies and management practices, including making informed decisions regarding seed and management practice preferences. tetratech.com/MalawiPERFORM

Supporting Afghan women to become future leaders SDG 5

22,000 women trained

Promoting Gender Equity in National Priority Programs (PROMOTE) is a joint commitment by the U.S. and Afghan governments focused on educating, promoting, and training 75,000 Afghan women ages 18 to 30. Through its involvement in the Women's Leadership Development component of PROMOTE, Tetra Tech is helping to empower Afghanistan's most talented young women to become future leaders in government, business, and civil society. Tetra Tech is using a capacity-building approach to train Afghan women in leadership development. Training program participants have visited villages and rural areas to learn first-hand about Afghan women's needs, challenges, perspectives, and aspirations and disseminate the skills they have learned. The program has trained more than 22,000 women who demonstrate exceptional leadership potential and commitment to positive social change. tetratech.com/AfghanistanPROMOTE

Using innovative technologies to support sustainability and resilience

Tetra Tech works with its clients to find innovative ways to incorporate technology into their projects to support more effective, informed decision making and enhance environmental, economic, and social sustainability.
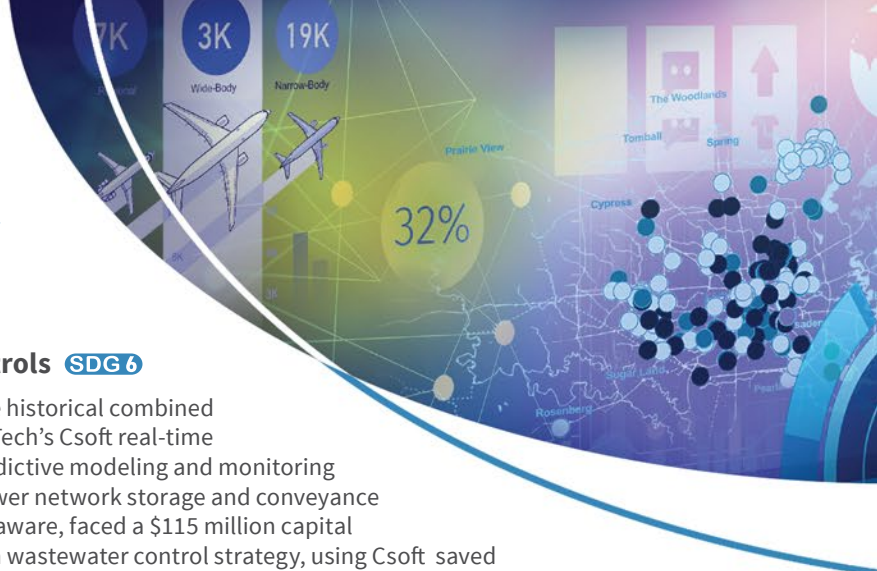
Optimizing wet weather systems through real-time controls SDG 6

$1 billion+
in capital costs avoided

Many older cities face staggering capital improvement costs to update historical combined sewer networks that transport sanitary waste and stormwater. Tetra Tech's Csoft real-time control platform incorporates data from predictive modeling and monitoring sensors to route flow to optimize existing sewer network storage and conveyance capacities. When the City of Wilmington, Delaware, faced a $115 million capital improvement project to update its long-term wastewater control strategy, using Csoft saved them more than $85 million in capital costs. In Kentucky, the Louisville Metropolitan Sewer District (MSD) also projected hundreds of millions of dollars in construction costs to protect the health and safety of its residents. Csoft optimized unused capacity in the Louisville sewer system, resulting in better water quality and eliminating the need to build additional storage basins. In 2018 Tetra Tech provided a new release of its Csoft software (Version 4) that continues to improve operational performance of its customers' sewer networks. This latest version of Csoft, which is the result of 10 years of research and development, was installed as an update in Montreal and Quebec City, Quebec; Bordeaux, France; and Louisville, Kentucky, and will be installed soon in Wilmington, Delaware. We recently received the prestigious Franz Edelman Award for our work with the Louisville MSD. tetratech.com/edelmanaward

Helping stakeholders visualize complex aviation data SDG 7

10,000+
flights per day monitored

Tetra Tech's suite of aviation solutions includes Volans, an innovative, propriety 3D airspace analysis and visualization software tool that helps technical and non-technical audiences understand complex aviation data. The U.S. Federal Aviation Administration's Performance Based Navigation office and MetroPlex office use Volans for airspace planning and public outreach to inform stakeholders about upcoming flight pattern changes for major airports. Volans is customized for integration with airport noise and operations monitoring systems, noise modeling tools, and flight procedure design tools. Major airports and air navigation service providers within the United States, Canada, Australia, the United Kingdom, and France use Volans to analyze the environmental changes and benefits with respect to noise, emissions, and GHGs. In 2018 Tetra Tech used Volans to support airport environmental initiatives such as the Fly Quiet Program in Jackson Hole, Wyoming; Chicago (O'Hare and Midway), Illinois; and San Francisco, California; as well as the Fly Green/Fly Clean program in Aspen, Colorado. Volans monitors the real-time environmental footprint of more than 10,000 flights per day. tetratech.com/volans

Implementing Sustainable Practices in our Operations

As a leading consulting and engineering firm, Tetra Tech promotes sustainable practices in daily activities throughout its global operations. We strive to conserve resources, reduce energy and water use, reuse and recycle materials, and encourage sustainable transportation methods. With more than 400 offices around the world, Tetra Tech implements sustainable actions to further reduce its impact on the environment. For our 2018 report, we surveyed Tetra Tech offices with 10 or more employees in 15 countries, and all percentages are based on the 170 offices that completed the 2018 survey. All monetary values in this section are United States dollars.

Reducing energy consumption

Our offices strive to reduce energy use year over year by implementing energy-saving practices, including energy-efficient lighting, occupancy sensors, and programmable thermostats.

Highlights

The majority of Tetra Tech's offices have CFL and LED light bulbs. Several locations have switched 100 percent of their light bulbs to energy-efficient models, including São Paulo, Brazil; North Sydney, Australia; Quebec City, Canada; and Bloomington, Minnesota.

Our Shanghai, China, office is the first LEED Platinum CI V4 certified building in East Asia. It features a solar PV array that produces 44,000 kilowatts per hour, uses radiant in-floor heating and cooling, and is 50 percent more energy-efficient than the typical Shanghai office.

In 2018 our Auckland, New Zealand, office achieved NABERS certification with 3 stars in Energy. It also has CO_2 and thermostat sensors and energy-efficient fan coil units.

Our Irvine, California, office uses only 0.2 watts of energy per square foot, saving energy with daylight and occupancy sensors, strategic lighting design, and CO_2 sensors that limit air delivered to non-occupied spaces.

Our Marlborough, Massachusetts, office HVAC system is programmed to turn off overnight and turn on during the workday.

Percentage of locations that have energy-reduction practices in place

- 79% have programmable thermostats
- 76% have energy-efficient lighting
- 54% have ENERGY STAR appliances
- 41% have occupancy sensors
- 22% have a sustainable building certification
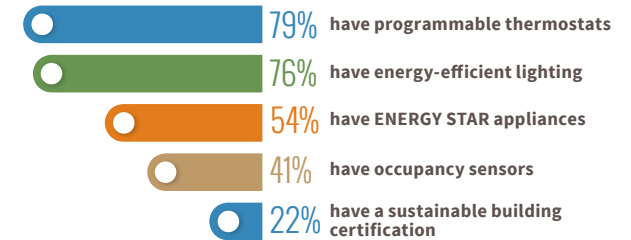
Saving water

Ranked #1 in Water by Engineering News-Record *for the last 15 years, Tetra Tech works to reduce its water usage on a daily basis. Our offices improve water conservation with features such as automatic sinks, recycled water for irrigation, and low-flow toilets.*

Highlights

More than half of offices reporting—including Arlington, Virginia, and Oakland, California—use water-saving measures such as low-flow toilets, automatic sinks, and sustainable landscaping to reduce water use.

Throughout 2018 our Green Bay, Wisconsin, office used nearly 700,000 gallons of treated effluent water for outdoor dust control rather than using potable water. This also saved $2,000 in annual utility costs.
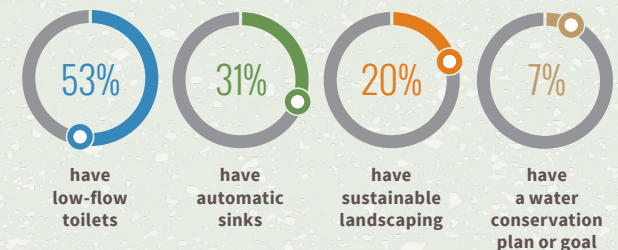
Our Perth, Australia, office uses treated greywater in their low-flow toilets to reduce water waste.

Our Pittsburgh, Pennsylvania, office uses a computerized irrigation system with sensors that determine soil moisture, eliminating overuse of water.

Our Adelaide, South Australia; Golden, Colorado; and Stuart, Florida, offices use water saving measures such as grass cycling, mulching, native plants, and limiting turf to maintain sustainable landscapes. The Adelaide office also uses rock landscaping to reduce water reliance.

Percentage of locations that have water-saving practices in place

- 53% have low-flow toilets
- 31% have automatic sinks
- 20% have sustainable landscaping
- 7% have a water conservation plan or goal

Reducing waste through recycling and reuse programs

Through established recycling programs and employee-supported waste collection campaigns, Tetra Tech staff are working to reduce the amount of office materials entering waste streams, including paper goods, cans and bottles, batteries, e-waste, printer ink, and disposable dishware.

Highlights

As part of World Environment Day 2018, Tetra Tech offices around the world completed an audit of their disposable plastic use. We had an outstanding response, with audits submitted from 85 offices around the world, including Australia, Brazil, Canada, China, Kenya, Poland, the United Kingdom, and the United States. Our Oakland, California, office eliminated in-office plastic use more than 10 years ago and now uses porcelain and stainless-steel products to reduce waste.

In the Mississauga, Canada, office, our team recycled 60 toner cartridges in 2018.

Our Sydney, Australia, office recycled 1,080 kilos of e-waste in 2018, including hardware and cables.

In 2018 our New York, New York, office aimed to divert 60 percent of office waste from landfills through improved recycling and composting. Throughout the year they recycled approximately 24,800 pounds of mixed paper and 4,360 pounds of glass, metal, and plastic. They also composted 928 pounds of coffee grounds during a four-month compost pilot program.
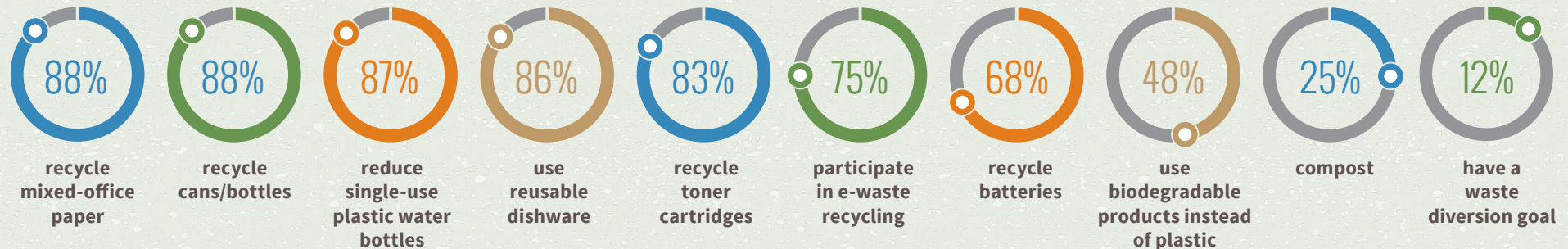
Our Belo Horizonte, Brazil, office saved 65,000 individual, single-use water bottles in 2018 by providing employees access to a filtered water system.

Our Norfolk, Virginia, office provides ceramic mugs, bowls, plates, and utensils to employees, saving 46,800 disposable products in 2018.

Image courtesy of Gensler

Percentage of locations that have recycling or reuse practices in place

88%	88%	87%	86%	83%	75%	68%	48%	25%	12%
recycle mixed-office paper	recycle cans/bottles	reduce single-use plastic water bottles	use reusable dishware	recycle toner cartridges	participate in e-waste recycling	recycle batteries	use biodegradable products instead of plastic	compost	have a waste diversion goal

Reducing paper use

Tetra Tech operations around the world work to reduce printing needs and paper use by implementing electronic filing and reporting and setting printer defaults to automatic double-sided printing. When printing is required, our offices work to ensure we are using recycled-content paper.

Highlights

By implementing electronic filing and reporting, our Ithaca, New York, office can save roughly two-thirds the amount of paper, typically 52,000 sheets, for each project.

Tetra Tech's Manchester, United Kingdom, office uses only 6 reams of FSC-certified paper each month, totaling 72 reams annually.

Employees in our Edmonton, Alberta, office use tools such as Microsoft OneNote to eliminate paper use in project management and data sharing.

Ninety percent of the paper our Louisville, Kentucky, office uses for their printing needs contains recycled content.

Our Santa Barbara, California, office uses 100 percent post-consumer-waste content paper for their office needs.

The Adelaide, South Australia, office switched to automatic double-sided printing in 2016 and has saved $775.

Percent of locations reporting that have sustainable printing practices in place

- **89%** use electronic filing/reporting
- **85%** have printers set to automatic double-sided printing
- **44%** use recycled-content paper
- **22%** have occupancy sensors
- **19%** have an environmentally preferable purchasing policy
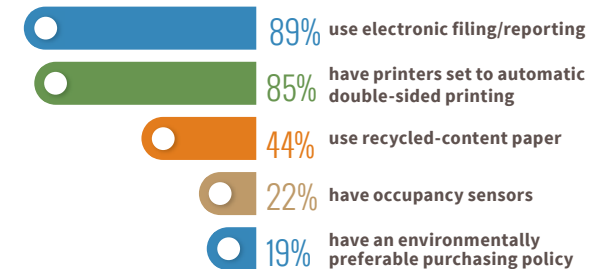
Promoting alternative transportation options

Our offices work to reduce GHG emissions by promoting alternative transportation options, such as public transportation, biking or walking to work, and carpooling.

Highlights

In Alberta, Canada, fleets of electric vehicles save 1,200 liters of fuel for our Lethbridge office and 1,320 liters of fuel for our Edmonton office annually.

Our Auckland, New Zealand, office improved fuel consumption and reduced maintenance needs by upgrading their work fleet with new, fuel-efficient vehicles.
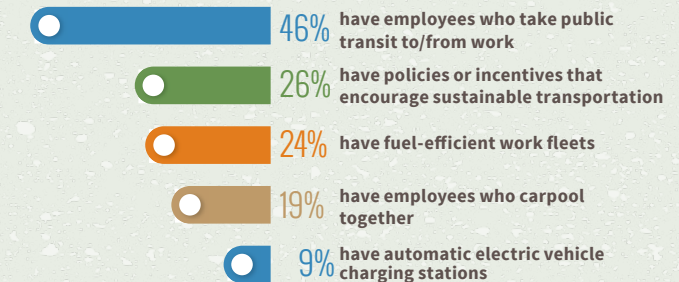
Our Burlington, Vermont, office offers a bus pass and walk/bike to work benefits. These save employees from spending money on gas and allows the office to save up to $1,300 a year per employee instead of paying for parking passes.

The Los Angeles, California, office provides 100 percent reimbursements to employees for their monthly public transportation passes.

In our West Melbourne, Australia, office, 100 people took public transit in 2018.

Our New York, New York, office offers employees the option to set up a flex spending account for public transportation.

Percent of locations reporting that have sustainable transportation practices in place

- **46%** have employees who take public transit to/from work
- **26%** have policies or incentives that encourage sustainable transportation
- **24%** have fuel-efficient work fleets
- **19%** have employees who carpool together
- **9%** have automatic electric vehicle charging stations

Supporting Sustainability in our Communities

Tetra Tech employees around the world give back to their local communities. Our employees provide time, expertise, and financial and in-kind donations throughout the year—from supporting communities in developing countries to local volunteer work, fundraising efforts, and participation in Tetra Tech's STEM Program. For our 2018 report, we surveyed Tetra Tech offices with 10 or more employees in 15 countries across our global operations. All information is based on the 170 offices that submitted the 2018 survey responses. All monetary values are United States dollars.

COMMUNITIES

In 2018 Tetra Tech supported various local, national, and international organizations, including Engineers Without Borders USA through our Charity of the Year campaign. We provided $377,980 in financial support, 12,973 individual in-kind items, and 4,199 pounds of supplies to improve quality of life and the environment. To help ensure the sustainability of our workforce, we offer employee education, wellness, and training opportunities, including our annual Leadership Academy, which helps prepare the company's emerging leaders. Our employees also participated in 8,972 hours of employee wellness and engagement activities and donated 5,179 volunteer and pro bono hours to local organizations.

Highlights

Tetra Tech's Pasadena, California, office participated in and fundraised for the annual AbilityFirst Stroll & Roll event, which supports programs for adults and children with developmental disabilities. Our employees raised more than $7,700 for AbilityFirst in 2018 and have donated more than $20,000 since 2015.

Our Pittsburgh, Pennsylvania, office participates in an annual food drive for the Pittsburgh Food Bank. In 2018 our employees raised $800 and donated 2,430 items to support local residents.

Our Marlborough, Massachusetts, office participated in multiple blood drives throughout 2018, with 50 employees donating 6.25 gallons to the Metro West Medical Center in Framingham, Massachusetts, to help save lives.

Tetra Tech's Belo Horizonte, Brazil, office participated in a winter clothing and shoe drive, collecting 31 pounds of items to support a local charity that aids residents in their city.
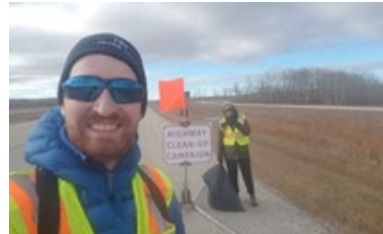
Tetra Tech's Winnipeg, Manitoba, office joined the Adopt-a-Highway program for an eight-kilometer stretch of highway immediately north of the Birds Hill Active Transportation Bridge, which we designed. The initiative raises environmental awareness, encourages residents to take pride in their local infrastructure, and provides an opportunity to help maintain aesthetics and level of service for highway users. Our employees collected more than 80 bags of garbage and debris and will continue to perform two highway cleanup events annually.

Our Auckland, New Zealand, office donated more than $1,600 to sponsor a holiday party for a local charity that helps children living with a life-threatening illness, children with physical and developmental disabilities, children affected by domestic violence, and children living in underprivileged circumstances.

Our London, United Kingdom, office raises money for local charities through employee engagement activities including morning coffee sweets and a holiday jumper day. Employees donate to participate, and the office matches all funds. In 2018 our employees raised more than $1,300 for charities including McMillan Cancer Support, Save the Children, and the British Heart Foundation.

Giving activities

We encourage employees to support outreach programs to help improve the communities in which they live and work. Tetra Tech associates and offices around the world participate in many financial, in-kind, volunteer, and pro bono activities each year. In 2018 Tetra Tech and its employees contributed $377,980 in financial support for international, national, and local charities. Our offices also donated thousands of in-kind items and volunteer hours within their local communities.*

Giving Catogories

- ① 3% Disaster relief
- ② 5% Cross-cutting services
- ③ 6% Environment/water
- ④ 18% Social, veterans, and related services
- ⑤ 18% Health and medical
- ⑥ 21% Children's programs
- ⑦ 29% Basic needs (housing, food, and clothing)

$377,980
in financial support provided

12,973
in-kind items, such as toys, food, clothing, and school supplies donated

4,199 lbs
of in-kind items donated

5,179
volunteer and pro bono hours completed

8,972
employee education, wellness, and training hours completed

*Donations reflect offices that reported data for 2018.

20,474 Total people reached

6,594 People reached in 2018

63 Events completed

45 Cities reached

4 Countries reached

In 2018 Tetra Tech's STEM Program achieved its five-year goal to reach 20,000 people!

Advancing Tetra Tech's Legacy through STEM

Tetra Tech's STEM Program inspires students to pursue STEM-related careers. In 2018 Tetra Tech employees completed classroom visits; conducted science activities; mentored students; judged science fairs; and participated in various programs focused on water, science careers, and motivating girls to pursue STEM careers. Tetra Tech employees volunteered their time, sharing their passion and expertise to bring STEM to underrepresented communities. The students we work with today are the future employees who will help Tetra Tech to continue *Leading with Science.*

2018 STEM Program Highlights

We celebrated International Women in Engineering Day by inviting female students with an interest in STEM to multiple offices across Australia and New Zealand. Our employees discussed engineering sector opportunities and provided the students with insight into the engineering processes of the building services sector with a fun, fast-paced building design challenge. The student challenge was to design and present a mixed-use community center concept that needed to consider multiple factors, including environmental impacts, building user comfort, and resource efficiency.

To support budding young scientists, employees from our Pittsburgh, Pennsylvania, office volunteered as judges at the 79th Covestro Pittsburgh Regional Science & Engineering Fair at Heinz Field. The event featured more than 1,000 STEM projects by students ages 11 through 18 from 21 counties in Pennsylvania and Maryland.

Tetra Tech employees from our Atlanta, Georgia, office, along with local teaming partners, hosted a STEM Day at Narvie J. Harris Elementary School. We had five teams perform hands-on STEM activities with more than 50 students. The water- and wastewater-related demonstrations were focused on water pollution, wastewater treatment, and water filtration. In total there were five demonstrations, and the students were able to ask Tetra Tech staff questions regarding their careers and education.

As part of our work helping to clean up after the Carr Fire in Redding, California, Tetra Tech employees participated in a STEM event for students at Shasta Elementary. We described fire debris removal operations and donated copies of Tetra Tech's *Future Engineering: The Clean Water Challenge* book.

In Vancouver, British Columbia, we participated in a symposium that provided local girls an opportunity to explore jobs in STEM-related fields. We volunteered to be part of the event's Mentoring Cafe, where students were able to ask questions about engineering, what engineering jobs entails, and what motivates people to choose engineering careers.

In Avon, Indiana, we presented to multiple fourth-grade classes about geology, hydrogeology, and pollution to support one of their science focus areas—erosion and deposition. Students completed a watershed activity, which opened the discussion about the importance of environmental stewardship.

Our New York, New York, office participated in a Take Your Kid to Work day. Employees brought their children, ages 8 to 15, into the office to participate in STEM activities. Our employees taught them about high-performance buildings and recruited their expertise for constructing gumdrop structures and bridges, making circuits with lights, and building structures with Legos.

Learn more at tetratech.com/STEM.

Bringing clean water to the community of La Joya Linda Vista, Guatemala

Through its 2018 Charity of the Year campaign, Tetra Tech employees generously donated to support the development of a distribution system for sustainable drinking water in a community in Guatemala. Tetra Tech is partnering with the engineering service organization Engineers Without Borders USA to fully fund the development of the new system for the community of La Joya Linda Vista.

The new, sustainable distribution system will provide more than 2,100 local residents with access to a clean source of water.

The community is in dire need of a drinking water system that will provide a clean, reliable source of potable water. Most residents are subsistence farmers and live on an average income of $300 per month, or approximately $2 per person, per day.

Most of the water used by the community is collected by women and children from a nearby river or hand-dug wells. To supplement those water sources, many residents also collect runoff from their roofs during the rainy season.

These unprotected sources, from which residents consume untreated water, can carry waterborne bacteria. In addition, the time spent each day in gathering this vital resource limits the opportunities for the women to work and their children to attend school.

The new water distribution system is a collaborative effort that will help more than 2,100 people live a healthier life. The community has purchased a spring and raised $8,000 to support the new system, and the local government is building a catchment tank, conduction line, and distribution tank. Tetra Tech's support will help fund the piping and household connections to make sure residents can access their new source of clean, treated water.

When it is finished, this project will provide a sustainable supply of water and decrease the incidence of waterborne illnesses. Less time spent collecting water will enable children to attend school and women to seek work to generate income for their families.

2018 Corporate Sustainability Metrics

In 2018 Tetra Tech made significant progress towards its second set of five-year sustainability goals. Our revenue increased to a record high of $2.96 billion and our headcount increased to more than 17,000. We also exceeded our 2020 GHG emissions reduction goal, reducing our per-associate CO_2e emissions by 55 percent since program inception. Highlights and detailed results from our 2018 progress are provided in the following pages.

All metrics are for calendar year 2018 unless otherwise noted.

2018 Sustainability Report Card Highlights

- **$2.96 billion** revenue

- More than **17,000 associates**

- **55% reduction** in CO_2e per associate since program inception

1.84 metric tons CO_2e per associate

20,474 people reached through STEM Program since inception

99% of corporate marketing materials use recycled-content paper

36.88 associates per IT server

36% improvement in volunteer hours per employee

78% of corporate marketing materials delivered electronically

24% of office supplies made from recycled materials

100% automation of onboarding documentation

29 operating units achieved perfect safety record

Overarching Corporate Metrics

Measure	Related GRI Performance Indicator	2018 Report	Change from 2017	2020 Goal	
Revenue Growth	Economic > Economic Performance – EC1	$2.96 billion FY 2018	8% 🍃	15% average annual growth rate	
Headcount Growth	Labor Practices > Employment - G4-LA1	More than 17,000	1.5% 🍃	20,000	
Carbon Emission Annual Reporting	Environmental > Emissions, Effluents, and Waste – EN16, EN17, and EN18	1.84 metric tons CO_2e per associate 2018 55% reduction since program inception*	-25.5% 🍃	50% reduction in GHG emissions from program inception	✅

Carbon Emission Annual Reporting: Composition of offices for which data was collected for 2018 was updated to be more reflective of Tetra Tech's global presence and includes more Australian and Canadian offices than previous years.

Real Estate

Measure	Related GRI Performance Indicator	2018 Report	Change from 2017	2020 Goal
Footprint	Environmental > Energy – EN5	170 square feet per employee	-8% 🍃	Maximize space efficiency and reduce footprint per employee by 10%
Sustainability of Office Space	Environmental > Energy – EN7	42% of vendors received checklist	62% 🍃	Sustainable Office Lease Considerations Checklist provided to 100% of vendors for corporate-negotiated leases each calendar year

Information Technology

Measure	Related GRI Performance Indicator	2018 Report	Change from 2017	2020 Goal	
Percent of Enterprise Data Stored in the Cloud	Environmental and Economic	46.4%	-10%	80% of enterprise data resides on the cloud	
Percent of Tetra Tech on Tetra Linx	Environmental and Economic	87.8%	-4.1%	100% of operating units on web-based administrative system	
Number of Associates per IT System Servers	Environmental > Energy – EN6	36.88 associates per server	13% 🍃	10% improvement year over year	✅

🍃 Improvement from 2017   ✅ 2020 target achieved

Health & Safety*

Measure	Related GRI Performance Indicator	2018 Report	Change from 2017	2020 Goal
Occupational Health and Safety Awards and Recognition	Labor Practices > Occupational Health and Safety – LA7	During 2018, 29 operating units in Tetra Tech qualified to receive the U.S. National Safety Council Perfect Record Award for 12 consecutive months without a Lost Workday Injury	32% 🍃	100% of U.S.-based Tetra Tech operations qualified to receive the U.S. National Safety Council Perfect Record Award for 12 consecutive months without a Lost Workday Injury
Executive Leadership and Oversight	Labor Practices > Occupational Health and Safety – LA7	Included principles of Safety Leadership in the Tetra Tech Leadership Academy Operational Leadership endorsed International Services Duty of Care Standards Select Tetra Tech operations passed an external audit for continuing OHSAS 18001 Health and Safety Management Certification	N/A	Demonstrate executive commitment to Tetra Tech's Health & Safety Program ✅
Safe Work Performance by Employees	Labor Practices > Occupational Health and Safety – LA7	Biennial effort (updated in 2017)	N/A	100% of employees acknowledge their responsibility for safe work performance year-over-year
Lost Workday Incident Rate (LWDIR) and Total Recordable Incident Rate (TRIR)	Labor Practices > Occupational Health and Safety – LA7	Maintained the 2018 enterprise LWDIR year over year (2017, 2018) (33% better than the industry average) Reduced the enterprise TRIR by 2% compared to 2017 (32% better than the industry average)	No change -2%	Demonstrate continual improvement toward achieving and maintaining a zero LWDIR and a TRIR better than the industry average** **NAICS Code 54 Professional Scientific and Technical Services, BLS Data 2016*

Health & Safety metrics are based on operational entities as defined for incident tracking.

🍃 Improvement from 2017   ✅ 2020 target achieved

Human Resources

Measure	Related GRI Performance Indicator	2018 Report	Change from 2017	2020 Goal	
Document Automation	Environmental > Materials – EN1	100% automation of onboarding, new hire, and related employee documentation	12% 🌿	100% automation of onboarding, new hire, and related employee documentation	✓
Recruitment Activities Focused on Increasing Diversity	Labor Practices > Diversity and Equal Opportunity – LA13	86% of Tetra Tech operations participate in outreach activities focused on increasing diversity in the workplace	1.2% 🌿	100% of Tetra Tech operations participate in outreach activities focused on increasing diversity in the workplace (including events, advertisements, and partnerships)	
Leadership Training	Labor Practices > Training and Education – LA11	178 employees participated in corporate-sponsored leadership training since program inception	20% 🌿	Maintain strong career development program within the company	✓

Shared Services

Measure	Related GRI Performance Indicator	2018 Report	Change from 2017	2020 Goal
Use of Recycled Office Supply Products	Environmental > Materials – EN2	24% of consumable office supplies made from recycled material	-11%	50% of consumable office supplies made from recycled material
Number of Overnight Courier Shipments per Associate	Environmental > Transport – EN29	6 overnight deliveries per capita	20%	<6 overnight deliveries per capita

🌿 Improvement from 2017   ✓ 2020 target achieved

Corporate Communications

Measure	Related GRI Performance Indicator	2018 Report	Change from 2017	2020 Goal	
Use of Electronic Marketing Instead of Print Media	Environmental > Materials – EN2	78% items delivered electronically	4% 🍃	75% of corporate marketing materials delivered electronically	✅
Sustainability of Printed Media	Environmental > Materials – EN2	99% recycled 99% FSC-certified	1% 🍃 -1%	100% of corporate marketing materials use recycled-content paper 100% FSC-certified paper used in corporate marketing materials	
Sustainability of Events and Conferences	Environmental > Materials – EN2	26.1% of corporate-sponsored event vendors received checklist 15% events implemented green prac-tices based on the checklist	-40% 20% 🍃	Sustainable Event Checklist submitted to 100% of venues for corporate-sponsored events 20% of events implement green practices based on the Sustainable Event Checklist	

Corporate Social Responsibility

Measure	Related GRI Performance Indicator	2018 Report	Change from 2017	2020 Goal	
STEM Program	Society > Local Community – SO1	6,594 people reached in 2018 20,474 people reach since program inception	-15%	20,000 people reached through Tetra Tech-run or sponsored STEM activities or events since program inception	✅
Employee Bike to Work Week (BTWW) Challenge	Environmental > Energy – EN7	56 teams	47% 🍃	20% increase in number of teams participating in BTWW Challenge	✅
Employee Involvement in Financial and In-kind Giving	Society > Local Community – SO1	65% of offices reporting engage in charitable giving	7% 🍃	Recognize employee engagement in community giving	
Employee Involvement in Volunteering	Society > Local Community – SO1	1.67 volunteer hours per employee	36% 🍃	Recognize employee engagement in volunteer activities	

🍃 Improvement from 2017 ✅ 2020 target achieved

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