

**SUSTAINABILITY  
REPORT CARD  
2020**



**TETRA TECH**

*Sustainability enhanced by technology*

# ABOUT TETRA TECH

Tetra Tech is a leading provider of high-end consulting and engineering services for projects worldwide. With 20,000 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](http://tetratech.com), visit us on Twitter (@TetraTech) or like us on Facebook (/tetratech).

20,000

associates worldwide



\$3.1

billion  
revenue



450 offices  
worldwide

70,000 projects annually

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# FROM THE CEO



Tetra Tech's commitment to sustainability began with the company's founding and, more than 50 years later, we continue to provide clients with innovative solutions to complex water and environmental challenges. The sustainability principles we apply to our projects are described in our [environmental, social, and governance](#) (ESG) policies. As a member of the United Nations (UN) Global Compact, our business strategies and operations are aligned with universal principles on human rights, labor, environment, and anti-corruption. Tetra Tech's ESG policies reflect these fundamental principles, including [human rights](#), [diversity and inclusion](#), [procurement](#), [environment](#), [health and safety](#), and [combating human trafficking](#). These policies are shared both internally with our employees and externally on [tetrattech.com/sustainability](https://tetrattech.com/sustainability) for Tetra Tech partners and vendors to join in our commitment.

From this foundation of sustainable and socially responsible operations, we look for opportunities to incorporate sustainability throughout our business. We use the latest tools and technologies on every project we perform to

advance sustainable outcomes, such as greater efficiencies in energy use, improved air and water quality, and communities resilient to the effects of climate change.

In 2019 we worked on more than 70,000 projects that contributed to a healthy environment worldwide. We highlight several projects in this year's report card for which we used technology to improve the quality of life for people and ecosystems—from designing an innovative water filtration process in Canada, to creating a monitoring and visualization platform to protect biodiversity and wildlife in Southeast Asia, to designing smarter, more sustainable buildings around the world. We indicate how each of the projects highlighted align with the [UN Sustainable Development Goals](#).

We are continually expanding the beneficial impact of our sustainability practices throughout our global operations. Our commitment has resulted

**59%** **CO<sub>2</sub>e**  
**emission**  
**reduction**  
**since program inception**

in significant progress towards meeting our five-year goals. We surpassed our 2020 goal of 50 percent CO<sub>2</sub>e emission reduction by achieving a 59 percent reduction since program

**We use the latest tools and technologies on every project we perform to advance sustainable outcomes.**

inception. We reached our 2020 sustainability targets early for 11 metrics and improved in 20 of the 27 metrics we track. Included in these

**11 metrics met 2020 goals early**

accomplishments are perfect safety records for 34 of our operating units and a strong focus on diversity-focused outreach.

**20 of 27 metrics improved**

Tetra Tech incorporates sustainability not only in our projects and operations, but also in the communities we live and work in. In 2019 our associates made a difference in their local communities through 5,842 volunteer hours, fundraising of more than \$469,015, and donations of goods and services. Our Science, Technology, Engineering, and Mathematics (STEM) Program has reached more than 10,000 people in 2019 and more than 30,000 people since 2016. Across our company, Tetra Tech maintains a long-standing relationship

with Engineers Without Borders, providing financial and technical support to bring clean water to communities in developing countries.

While we achieved and even surpassed many of our sustainability targets this past year, we will continue to identify new targets and measures that will further our overarching sustainability goals. Tetra Tech is committed to incorporating sustainability practices and values throughout our global operations through our projects, our practices, and our communities.

Sincerely,



**Dan Batrack**  
Chairman and CEO

## Supporting Sustainability through Our Projects

Tetra Tech's greatest 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.



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 technology with demonstrated best practices to better manage this precious resource.*

## Providing safe drinking water in Manitoba **SDG 6**

**90%** of  
impurities  
removed

Tetra Tech provided design and engineering services during construction for a major water system upgrade in Landmark, Manitoba, Canada. Using an innovative, two-step biofiltration and activated alumina filtration process, more than 90 percent of impurities will be removed. The system upgrade significantly improved drinking water quality and quantity for all residents and enabled Tetra Tech to bring previously unserved residences onto the system, improving water and fire safety in Landmark.

## Protecting drinking water from PFAS impacts in Ohio **SDG 6 & 11**

Tetra Tech is supporting Ohio Environmental Protection Agency’s evaluation of all 1,500 of the state’s non-transient public water systems for per- and polyfluoroalkyl substances (PFAS). Our team is collecting and managing the analysis of 4,500 water samples across the state to provide high-quality, reliable data is available to support the sustainability of Ohio’s water resources and the safety of the populations served by them.

## Improving the water quality of Machado Lake in California **SDG 6**

Tetra Tech developed the innovative, multi-benefit regional Carriage Crest Park stormwater capture project in Carson, California, which aims to reduce flooding and pollutant loading to nearby Machado Lake. Our design includes the ability to divert dry and wet weather flows at a rate of 45 cubic feet per second (cfs); filter out trash, debris, and sediment; store the diverted water under reconstructed ballfields in precast concrete chambers; and then pump the stormwater to the treatment plant at a maximum rate of 34 cfs when capacity is available for treatment and reuse.

**45** cfs diverted  
dry and wet  
weather flows



Providing safe drinking water in Landmark, Manitoba

# Improving environmental management

*Tetra Tech is consistently recognized by Environmental Business Journal and Engineering News-Record for our fully integrated range of environmental solutions that are both feasible for our clients and sustainable for the future. We incorporate technology into our projects to support more informed decision-making and enhance sustainability.*



Monitoring protected areas in Cambodia

## Monitoring whale and sea turtle habitat in New York **SDG 14**

Tetra Tech conducted monthly aerial line transect survey monitoring in the New York Bight on whales and sea turtles to inform future planning for offshore wind development. We developed a web-based mapping application to collect, analyze, and visualize key data, allowing end users to easily navigate through and view data in relation to other marine data layers. Innovative software design and smart sampling reduced cost, increased accuracy, and provided actionable information for decision-makers.

**2,300-**  
nautical-mile  
area monitored  
in 36 surveys

## Saving lives through micro-seismic monitoring in Brazil **SDG 9&11**

Tetra Tech is using pioneering technology to help prevent large-scale accidents like the 2019 tailings dam collapse in Brazil. We have installed more than 20 micro-seismic monitoring systems in dams throughout Brazil to monitor low-frequency sound waves that can indicate physical changes in the rigidity of the dam. The technology helps identify sources that may cause failure weeks in advance, saving lives and preventing environmental impacts.

**20+** micro-  
seismic  
monitoring  
systems installed

## Using technology to manage protected areas in Cambodia **SDG 13&15**

Through the U.S. Agency for International Development’s Greening Prey Lang program, Tetra Tech is leading the development of Cambodia’s Protected Area Management Platform. The system, which covers 1.5 million hectares of protected areas in central and northern Cambodia, combines satellite alerts and field data into a monitoring and visualization platform that displays near real-time data, which is used by protected area managers to inform the deployment of ranger patrols and support community engagement. [tetratech.com/greeningpreylang](https://tetratech.com/greeningpreylang)

**1.5** million  
hectares  
managed

# Developing sustainable infrastructure

*Tetra Tech is working with our clients to reduce greenhouse gas (GHG) emissions, evaluate and mitigate climate risks, integrate renewable energy and other low-carbon-generation options into the energy mix, and create healthy buildings that both reduce energy usage and generate energy.*

## Providing net zero energy design for a new office building in California **SDG 6, 7, 11 & 13**

Tetra Tech's High Performance Buildings Group is providing mechanical, electrical, and plumbing design and energy and lighting services for the State of California's new Clifford L. Allenby Building in Sacramento. We combined sustainable building design strategies, including radiant heating and cooling and underfloor air distribution to reach LEED Platinum certification. The building will use 60 percent less water than similarly sized office buildings and use 100 percent solar energy through a first-of-its-kind agreement with the Sacramento Municipal Utility District.

**60%** water use reduction

**100%** solar energy use

[tetratech.com/allenbybuilding](https://tetratech.com/allenbybuilding)

## Improving energy access in Sub-Saharan Africa **SDG 7, 11 & 13**

Tetra Tech is supporting the African Clean Energy Technical Assistance Facility, funded by the UK Department for International Development, to improve access to modern energy services across 14 countries in Africa. The program aims to catalyze a market-based approach for private sector delivery of renewable energy electrification technologies, with a specific focus on high-quality, stand-alone solar systems and affordable access for poor and marginalized groups.

**10** million people targeted for improved energy access

## Designing state-of-the-art biomedical research facilities in the UK **SDG 3, 11 & 13**

Tetra Tech provided design services for Belfast's Wellcome-Wolfson Institute for Experimental Medicine (WWIEM) at the Queen's University, Belfast, which achieved a BREEAM Excellent rating and is within the top 5 percent of sustainable buildings in the United Kingdom. Our team provided mechanical and electrical design services including ongoing seasonal commissioning, fire engineering, and BREEAM assessor services for the building, which includes laboratory, teaching, and meeting facilities.

**TOP 5%** of sustainable buildings in the UK

Designing the state-of-the-art WWIEM at the Queen's University, Belfast



## 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. With 450 offices around the world, we strive to conserve resources, reduce energy and water use, reuse and recycle materials, and encourage sustainable transportation methods. We surveyed Tetra Tech offices with 10 or more employees in 16 countries, and all percentages are based on the 200 offices that completed the survey for our 2019 reporting period. 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

**McClellan, California:** Several energy-saving measures were implemented, including installing solar panel covered parking, using natural light with skylights throughout the office, programming the thermostat on an energy-saving schedule, and only running the dishwasher when full.

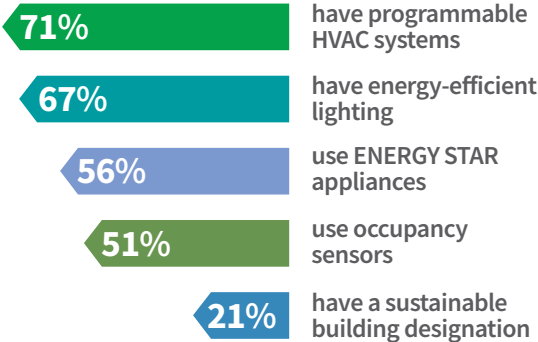


**Brisbane, Queensland:** Solar panels were installed on the building when the office was constructed. The building had the first array in Brisbane at the time.

**Montréal, Québec:** A flexible, open-format office space was created, reducing overall office space requirements. All four corners of the building are covered by windows, giving all employees access to natural light and reducing the need for artificial lighting.



## Percent of locations reporting that have energy-reduction practices in place



# Saving water

*Ranked #1 in Water by Engineering News-Record for the past 16 years, Tetra Tech works to reduce its water usage daily. Our offices improve water conservation with features such as automatic sinks and low-flow toilets, recycled water for irrigation, and sustainable landscaping.*

## Highlights

**Colorado Springs, Colorado:** To conserve water, xeriscape landscaping was installed in 2019.

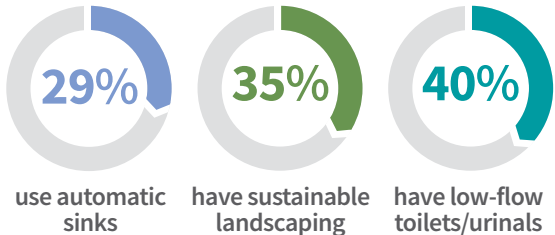


drought tolerant alpine evergreen trees and shrubs.

**Keswick, South Australia:** Grey water and stormwater are used to irrigate the native flora around the building.

**Breckenridge, Colorado:** Water is conserved by eliminating grass around the building and planting

## Percent of locations reporting that have water-saving practices in place



# 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 volume of office materials entering waste streams, including paper goods, cans and bottles, batteries, e-waste, printer ink, and disposable dishware.*

## Highlights

**Aiken, South Carolina:** This office recycled an estimated 780 pounds of paper and 360 pounds of cans in 2019.

**Brazil:** All offices use recyclable printer toner and recycled more than 200 toner cartridges in 2019.

**New York, New York:** 60 percent of office waste was diverted through recycling and composting. Reusable mugs also are provided to all employees and visitors to reduce kitchen waste.

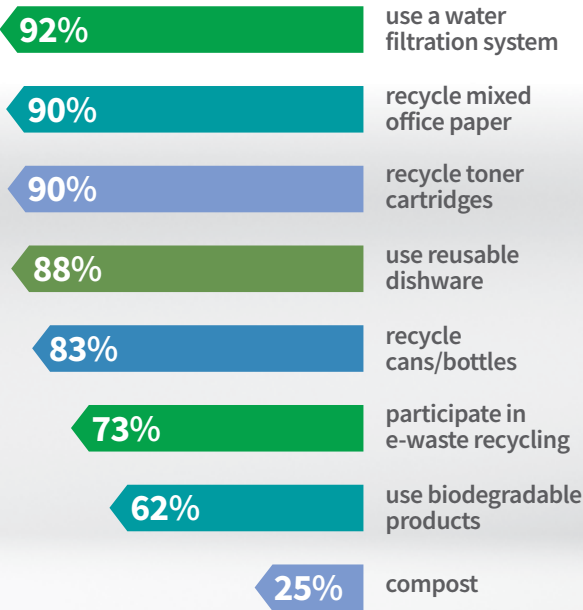


**Marlborough, Massachusetts:** We recycled approximately 240 pounds of Keurig K-cups through the Keurig Green Mountain recycling program last year.



**Bellevue, Washington:** Switching from water cooler bottles to a filtered water dispenser saved the office \$1,800 last year.

## Percent of locations reporting that have waste reduction practices in place



# 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 sustainably certified paper.*

## Highlights

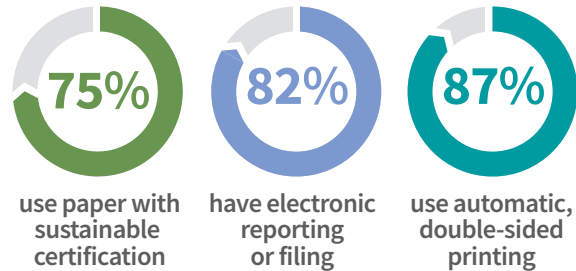
**Melbourne, Victoria:** We save paper by using iPads for site visits and laptops for staff during

meetings, archiving documents electronically, and using a file manager for file and email storage.



**Québec, Canada:** Several offices configured all printers to ensure all materials printed are used so no paper is wasted.

## Percent of locations reporting that have sustainable printing practices in place



# 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

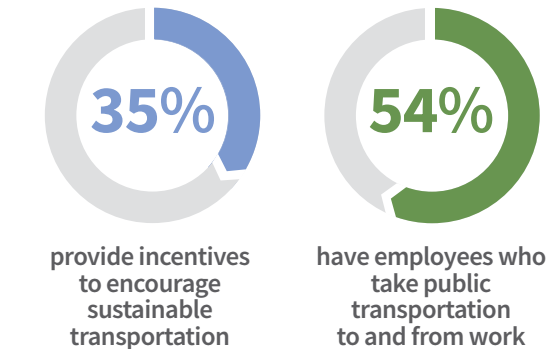
**London, United Kingdom:** Most employees travel to work by foot or public transit.

**Auckland, New Zealand:** The office provides several incentives, such as bus cards, for employees to practice sustainable commuting. End-of-

trip facilities, such as showers, are available for employees who cycle, run, or walk to work.



## Percent of locations reporting that have sustainable transportation practices in place



# COMMUNITIES

## Supporting Sustainability in Our Communities

Tetra Tech employees around the globe 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 2019 report, we surveyed Tetra Tech offices with 10 or more employees in 16 countries across our global operations. All percentages are based on the 200 offices that submitted the 2019 survey responses. All monetary values are United States dollars.



# Highlights

**Melbourne, Victoria:** Employees collaborated with the Melbourne City Mission (MCM) and industry partners to provide pro bono consulting services for a facility that delivers support and crisis accommodation services for homeless and at-risk youth. Our employees also participated in a fundraiser for the MCM's Build a Room campaign, which provides furnishings for crisis accommodation.

**Longmont, Colorado:** Employees planted 3,000 plugs of Prairie Coneflower seedlings. The native seeds propagated are used for reclamation projects in Boulder County, including flood restoration and reseeding slash-and-burn sites and trailheads with damaged vegetation.



Longmont, Colorado

**Winnipeg, Manitoba:** Our employees collected nearly \$100 in cash and grocery gift cards and 305 pounds worth of food items, toys, and clothing to donate to Chez Rachel, which provides a secure and protective home, counseling, and legal support for women and children affected by domestic violence.

**Bothell, Washington:** We teamed up with Hopelink to collect food and money to aid in ending summer hunger for children in the local community. Our employees collected 770 pounds of food and raised nearly \$3,200.

**New York, New York:** Employees participated in Canstruction, an annual competition to create sculptures out of metal cans of food. After the competition, we donated 1,407 cans to a local food bank.

**Belo Horizonte, Brazil:** Our team donated ballet supplies—including leotards and shoes—to a local program that teaches ballet to low-income girls living in vulnerable situations.

**Rancho Cordova, California:** Nine months after the devastating Camp



Rancho Cordova, California

Fire in Northern California, Tetra Tech partnered with the Paradise Unified School District and Paradise Parks and Recreation Department to host a back-to-school BBQ and backpack giveaway. With the help of 100 employees, we gave away more than 730 backpacks and fed 1,000 people. [tetratech.com/paradisebackpacks](https://tetratech.com/paradisebackpacks)

**Pittsburgh, Pennsylvania:** Employees formed a team and fundraised \$1,629 for the UNcathlon, a decathlon-like event supporting the Special Olympics of Pennsylvania. Each team includes at least one Special Olympian.



New York, New York

# 2019 STEM Program

Tetra Tech’s STEM Program aims to help students of all levels spark an interest in science and engineering. Our employees volunteer their time to advance STEM and inspire the next generation of innovators who will help Tetra Tech to continue *Leading with Science*. [tetratech.com/STEM](https://tetratech.com/STEM)

## Highlights

**Québec City, Québec:** Every year our employees coordinate and judge challenges at the Université Laval’s engineering festival. In 2019 the challenges included building bridges out of cans, glue, and rope; designing a parachute to float over an industrial fan; and building a self-propelled vehicle that was tested on a rugged track.

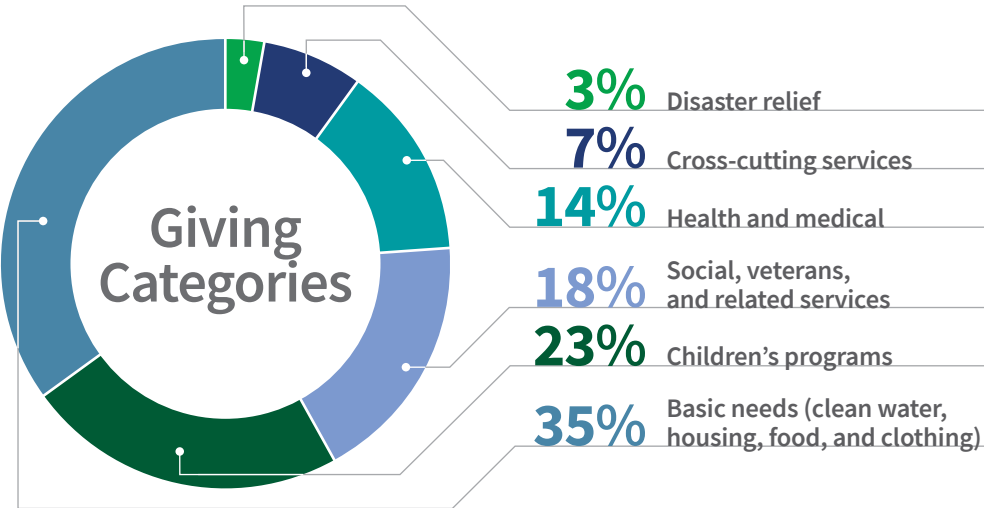
**Pittsburgh, Pennsylvania:** We participated in a multigenerational community event that brought together elementary school girls and college and professional mentors with a focus in STEM. Tetra Tech presented the work of our geologists, engineers, and geographers on landslides and slope instability and mitigation.



30,390	Total people reached
10,176	People reached in 2019
42	Events completed
41	Cities reached
3	Countries reached

# 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 2019 Tetra Tech and its employees contributed \$469,015 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.\*



**\$469,015**  
in financial support  
provided (USD)

**11,692**  
in-kind items, such  
as toys, food,  
clothing, and school  
supplies donated

**7,376**  
lbs of in-kind  
items donated

**5,842**  
volunteer and  
pro bono hours  
completed

\*Donations reflect offices that reported data for 2019.

## Clean water for Las Majadas, Guatemala

Tetra Tech employees generously donated funds to support the completion of a clean, safe, and sustainable water distribution system in the community of Las Majadas, Guatemala. Tetra Tech partnered with the engineering service organization Engineers Without Borders USA (EWB-USA) to help this village complete water storage tanks, construct a pump house, and develop a distribution network. Located in rural highlands, Las Majadas does not have easy access to potable water. Community members receive water from an outdated distribution system for only four hours per week. The rest of the week, they spend half of each day

traveling to and from a well to collect water for their basic needs. Their only alternative would be to collect contaminated surface water and rainwater.

In addition to completing the new water distribution network, EWB-USA is helping Las Majadas create a water committee; teaching them about administration, finance, and sustainability; and providing operations and maintenance training. [tetratech.com/lasmajadas](https://tetratech.com/lasmajadas)



## Inspiring the recovery of wounded service members through sport



WYG joined the Tetra Tech family in 2019 and is proud to be an official supporter of Invictus UK, a partnership between the UK Ministry of Defence (MOD), Help for Heroes, and The Royal British Legion. The Invictus UK programme uses the power of sport to inspire the recovery and rehabilitation of men and women who were wounded, injured, or became sick during their military service. Tetra Tech recognizes the value brought

by veterans and reservists and is committed to supporting them. Involvement with Invictus UK is part of WYG's long history of support for the Armed Forces, veterans, and their families. WYG also has received the MOD Gold Award for employer recognition, which recognizes firms that support the UK Armed Forces Covenant and excel in advocating for service personnel, veterans, and their families. We congratulate this team of dedicated and caring employees for their continuing support and the standard they have set for giving back to the community. [tetratech.com/invictusuk](https://tetratech.com/invictusuk)

## Corporate Sustainability Metrics

In 2019 Tetra Tech made significant progress towards its five-year sustainability goals. Our revenue increased to a record high of \$3.1 billion and our headcount increased to 20,000. We also exceeded our 2020 GHG emissions reduction goal, reducing our per-associate CO<sub>2</sub>e emissions by 59 percent since program inception. Highlights and detailed results from our 2019 progress are provided in the following pages.

# 2019 Sustainability Report Card Highlights

**\$3.1** billion  
revenue

**20,000** associates

**20** of **27**  
metrics  
improved

**11** metrics  
achieved  
2020 target

**59%** reduction in CO<sub>2</sub>e per associate  
since program inception

**1.69** metric tons CO<sub>2</sub>e  
per associate

**30,390** people reached  
through STEM  
Program since inception

**44.34** associates per  
IT server

**34** operating units achieved  
perfect safety record

**98%** of operating units  
participate in  
diversity-focused outreach






**32%** of office supplies  
made from  
recycled materials

**86%** of corporate  
marketing  
materials delivered  
electronically

**100%** of marketing  
materials use  
recycled-content paper

**68%** of offices  
engage in  
charitable giving





## Overarching Corporate Metrics

Measure	Related GRI Performance Indicator	2019 Report	Change from 2018	2020 Goal
Revenue Growth	Economic > Economic Performance – EC1	\$3.1 billion FY 2019	5% 	15% average annual growth rate
Headcount Growth	Labor Practices > Employment – G4-LA1	20,000	18% 	20,000 
Carbon Emission Annual Reporting	Environmental > Emissions, Effluents, and Waste – EN16, EN17, and EN18	1.69 metric tons CO <sub>2</sub> e per associate / 31,471.47 metric tons CO <sub>2</sub> e (all associates) 59% reduction since program inception	-25.5% 	50% reduction in GHG emissions from program inception 







## Real Estate

Measure	Related GRI Performance Indicator	2019 Report	Change from 2018	2020 Goal
Footprint	Environmental > Energy – EN5	171 square feet per employee	0.6%	Maximize space efficiency and reduce footprint per employee by 10%
Sustainability of Office Space	Environmental > Energy – EN7	21% of vendors received checklist	-54%	Sustainable Office Lease Considerations Checklist provided to 100% of vendors for corporate-negotiated leases each calendar year

## Information Technology




Measure	Related GRI Performance Indicator	2019 Report	Change from 2018	2020 Goal
Percent of Enterprise Data Stored in the Cloud	Environmental and Economic	51.9%	12% 	80% of enterprise data resides on the cloud
Percent of Tetra Tech on Tetra Linx	Environmental and Economic	94.7%	7.9% 	100% of operating units on web-based administrative system
Number of Associates per IT System Servers	Environmental > Energy – EN6	44.34 associates per server	20% 	10% improvement year-over-year 

Health & Safety\*




Measure	Related GRI Performance Indicator	2019 Report	Change from 2018	2020 Goal
Occupational Health and Safety Awards and Recognition	Labor Practices > Occupational Health and Safety – LA7	34 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	17% 	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	Tetra Tech employees participated in a company-wide survey where more than 95% of respondents agreed with the statements “safety is a priority during their work” and “they feel comfortable reporting a safety concern.” Such positive results are reflective of a strong safety culture supported by Tetra Tech leadership.	N/A	Demonstrate executive commitment to Tetra Tech’s Health & Safety Program 
Safe Work Performance by Employees	Labor Practices > Occupational Health and Safety – LA7	99.35% of employees completed the acknowledgment of responsibility for safe work performance	6% 	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	Reduced the 2019 enterprise LWDIR year-over-year (2018, 2019) by 21% (45% better than the industry average) Reduced the 2019 enterprise TRIR by 18% year- over-year (2018, 2019) (43% better than the industry average)	-21%  -18% 	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.






## Human Resources

Measure	Related GRI Performance Indicator	2019 Report	Change from 2018	2020 Goal
Document Automation	Environmental > Materials – EN1	89% automation of onboarding, new hire, and related employee documentation	-11%	100% automation of onboarding, new hire, and related employee documentation
Recruitment Activities Focused on Increasing Diversity	Labor Practices > Diversity and Equal Opportunity – LA13	98% of Tetra Tech operations participate in outreach activities focused on increasing diversity in the workplace	14% 	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	208 employees participated in <a href="#">corporate-sponsored leadership training</a> since program inception	17% 	Maintain strong career development program within the company 






## Shared Services

Measure	Related GRI Performance Indicator	2019 Report	Change from 2018	2020 Goal
Use of Recycled Office Supply Products	Environmental > Materials – EN2	32% of consumable office supplies made from recycled material	33% 	50% of consumable office supplies made from recycled material
Number of Overnight Courier Shipments per Associate	Environmental > Transport – EN29	4 overnight deliveries per capita	-33% 	<6 overnight deliveries per capita 

## Corporate Communications

Measure	Related GRI Performance Indicator	2019 Report	Change from 2018	2020 Goal
Use of Electronic Marketing Instead of Print Media	Environmental > Materials – EN2	86% items delivered electronically	10% 	75% of corporate marketing materials delivered electronically 
Sustainability of Printed Media	Environmental > Materials – EN2	100% recycled 99% FSC-certified	1%  No change	100% of paper used in corporate marketing materials recycled  100% of paper used in corporate marketing materials is FSC-certified
Sustainability of Events and Conferences	Environmental > Materials – EN2	85.7% of corporate-sponsored event vendors received checklist 15% events implemented green practices based on the checklist	228%  No change	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	2019 Report	Change from 2018	2020 Goal
Science, Technology, and Mathematics (STEM) Program	Society > Local Community – SO1	10,176 people reached in 2019 30,390 people reached since program inception	54% 	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	61 teams	8.9% 	20% improvement on baseline in number of teams participating in BTWW Challenge 
Employee Involvement in Financial and In-kind Giving	Society > Local Community – SO1	68% of offices reporting engage in charitable giving	4.6% 	Recognize employee engagement in community giving
Employee Involvement in Volunteering	Society > Local Community – SO1	1.67 volunteer hours per employee	No change	Recognize employee engagement in volunteer activities



**TETRA TECH**

3475 East Foothill Boulevard, Pasadena, CA 91107 USA

Phone: +1 (626) 351-4664 • [tetrattech.com/sustainability](https://tetrattech.com/sustainability)

