



3 Years for  
30 More!

Click to add text

Strategic Sustainability Plan as We Approach Our 30th Year

hargrove

## INTRODUCTION | 3 Years to 30 More

3 Years to 30 More is Hargrove's sustainable business strategy. Through commitment to the United Nations Global Compact's Ten Principles and 17 Sustainable Development Goals, Hargrove envisions driving mutual and sustained success for our clients, teammates, and communities in a socially, economically and environmentally responsible manner. Our 3 Years to 30 More strategy will heighten our focus on a sustainable future in anticipation of our 30th year of operations and beyond.



**United Nations** Global Compact

## 3 Years for 30 More - Strategic Sustainability Plan

2021

Hargrove commits to the principles of the UN Global Compact

2022

- Conduct a Materiality Assessment on the SDGs
- Implement Action Plans for positive impact on the Prioritized SDGs
- Kickoff SDGs metrics monitoring system
- Improve ranking in EcoVadis
- Feature sustainability on Hargrove webpage
- Appoint and empower sustainability champions in each office and for each affiliate

2023

- Evaluate SDGs
- Monitor Action Plans
- Reach Bronze Status in EcoVadis
- Reach goal of 30% of projects positively affect one or more of the SDGs
- Reach goal of 30% of Foundation's donations positively affect one or more of the prioritized SDG goals.
- Adopt Efficient Lighting and Recycling Plan
- Publish Sustainability Report

2024


- Evaluate SDGs
- Monitor Action Plans
- Create and implement a plan to be Carbon Neutral by 2030
- Adopt Sustainable Procurement Plan
- Publish Sustainability Report
- Conduct an Environmental Risk Assessment

2025

- Evaluate SDGs
- Reach Silver status in EcoVadis
- Initiate our 30 Years to 30 More Sustainability Plan
- Publish Sustainability Report



## Hargrove Joins United Nations Global Compact



20 S Royal St  
Mobile, AL 36602  
P 251.476.0605 | F 251.476.4895

H.E. António Guterres  
Secretary-General  
United Nations  
New York, NY 10017  
USA

Dear Mr. Secretary-General,

I am pleased to confirm that Hargrove supports the Ten Principles of the United Nations Global Compact on human rights, labor, environment, and anti-corruption. With this communication, we express our intent to implement those principles. We are committed to making the UN Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals.


Hargrove will make a clear statement of this commitment to our stakeholders and the general public. We recognize that a key requirement for participation in the UN Global Compact is the annual submission of a Communication on Progress (COP) that describes our company's efforts to implement the Ten Principles. We support public accountability and transparency, and therefore commit to report on progress within *one year* of joining the UN Global Compact, and *annually* thereafter according to the UN Global Compact COP policy.

This includes:

- ✦ A statement signed by me expressing continued support for the UN Global Compact and renewing our ongoing commitment to the initiative and its principles. This is *separate* from our initial letter of commitment to join the UN Global Compact.
- ✦ A description of practical actions (i.e., disclosure of any relevant policies, procedures, activities) that Hargrove has taken (or plans to undertake) to implement the UN Global Compact principles in each of the four issue areas (human rights, labor, environment, anti-corruption).
- ✦ A measurement of outcomes (i.e., the degree to which targets/performance indicators were met, or other qualitative or quantitative measurements of results).

We sincerely appreciate your consideration and time as we strive to promote sustainable practices in the industries we serve.

Best,



Mr. Ralph A. Hargrove  
President + CEO, Hargrove Engineers + Constructors

www.hargrove-epc.com / 877.388.8356 / info@hargrove-epc.com



United Nations Global Compact's  
17 Sustainable Development Goals

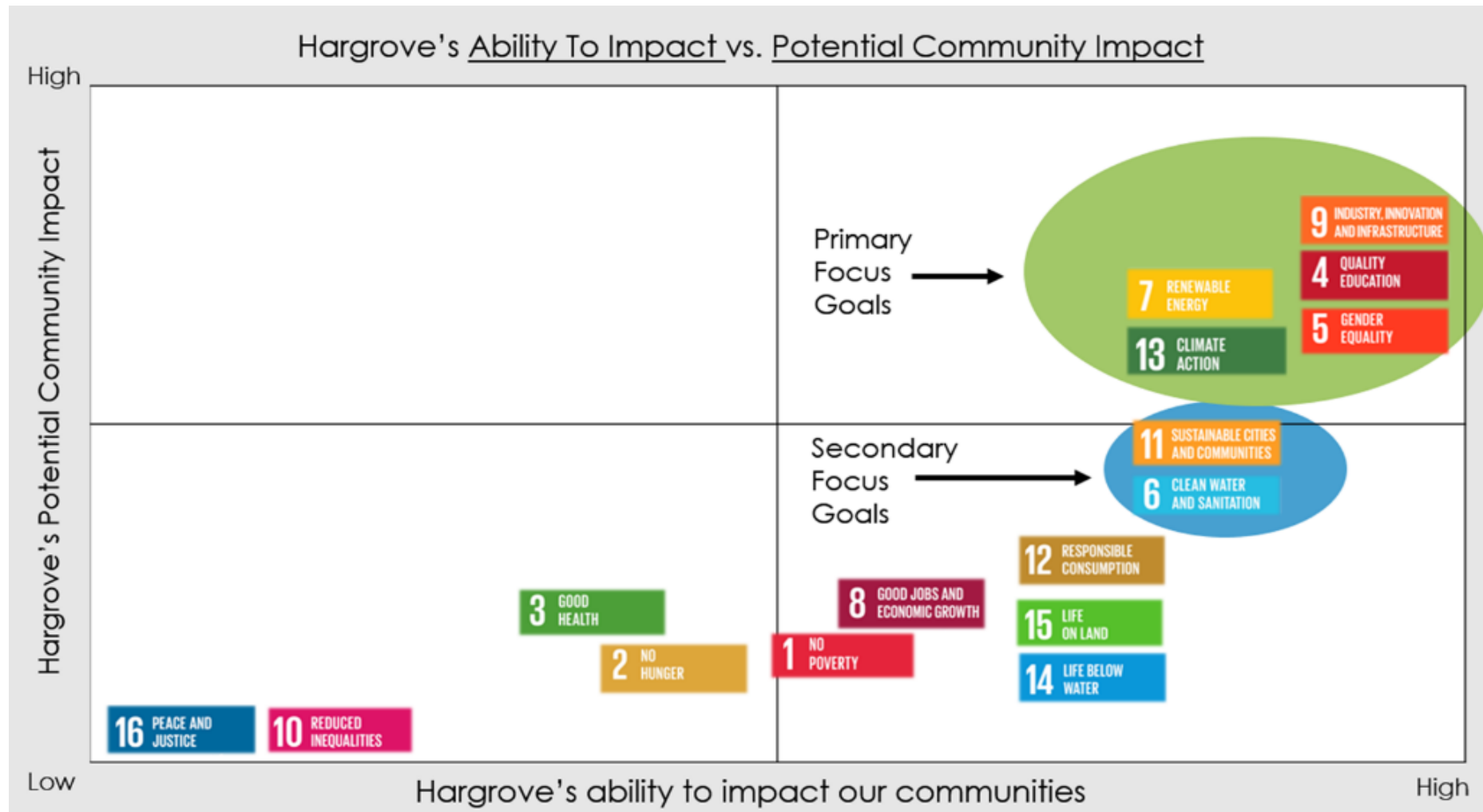


**United Nations** Global Compact

## United Nations Global Compact's Ten Principles



# Materiality Assessment OF SDGS





## Hargrove's Prioritized Sustainable Development Goals

- 4. Quality Education
- 5. Gender Equality
- 6. Clean Water and Sanitization
- 7. Affordable and Clean Energy
- 9. Industry, Innovation and Infrastructure
- 11. Sustainable Cities and Communities
- 13. Climate Action

## United Nations Global Compact's Ten Principles



## Closing Statement from Ralph Hargrove

The Hargrove Family of Companies is taking its historic and active commitment to the betterment of society, not only for our clients and teammates, but for our communities, to the next level by adopting our “3 Years for 30 More” Strategic Sustainability Plan. To kick off this plan, Hargrove joined other leading organizations worldwide in support of The United Nations Global Compact. We are now committed to achieving our efforts by prioritizing certain Sustainable Development Goals over the next three years.

The future of Hargrove is one that continues our mission to team with our customers to drive mutual and sustained success by committing to the achievement of these goals through our relationships with our clients, our teammates and our communities.

Hargrove’s focus on positively contributing toward the economy, society and the environment is not a new endeavor, but as we approach 30 years of operations, it is our goal that Hargrove’s economic footprint over the next 30 years fosters positive growth and minimizes negative outcomes. Our 3 Years for 30 More plan is our strategy to prioritize, act on, benchmark and monitor our sustainability goals, and to ensure we are on the forefront of positive impact socially, economically and environmentally over our next 30 years.

Signature,

A handwritten signature in black ink, appearing to read "Ralph Hargrove", written over a light blue grid background.

President and CEO

