

FY 2023 – FY 2024

SEH Sustainability Plan

Putting the focus on People | Profit | Growth

NOVEMBER 2022



Building a Better World
for All of Us®

Engineers | Architects | Planners | Scientists

BUILDING TOWARDS A SUSTAINABLE FUTURE

The SEH core purpose – Building a Better World for All of Us® – represents the foundation of who we are as a Company and what we stand for.

The FY 2023 – FY 2024 Sustainability Plan builds on the accomplishments we have achieved to be more sustainable. We are protecting our natural and built environment for generations to come. Our Five Year Vision focuses on how SEH can become a leader in sustainability and related fields, including climate change. We will provide sustainable services to our clients and communities, and embody sustainable actions within our own operations.

Over the next two years, we will take actions to reduce our environmental footprint and continue to focus on how we can grow our environmental handprint through the positive actions we take to make our world better. We will evaluate ways to have a greater impact, such as by encouraging clients to use sustainable practices in the projects we build. We will report on our progress annually to hold ourselves accountable and continually challenge ourselves to improve.

Taking measurable steps towards improving our sustainability and that of our clients is a key way we are Building a Better World for All of Us®.

David Ott
CEO/President



**“Embedding sustainability in all we do is
a key aspect of living out our purpose
of Building a Better World for All of Us®”**

DAVID E. OTT | CEO/PRESIDENT

FOCUS AREAS



People

- 1 Foster sustainability as a part of SEH's culture
- 2 Environmental, social and governance (ESG) coordination
- 3 Reduce waste stream from SEH offices



Profit

- 1 Evaluate options for reducing water usage in SEH-owned offices
- 2 Reduce SEH fleet and commuter vehicle emissions through accessibility to and promotion of electric vehicle (EV) and zero emissions vehicles
- 3 Reduce SEH fleet emissions through investment in low/zero emission vehicles



Growth

- 1 Calculate SEH carbon footprint
- 2 Increase existing clients' awareness of SEH sustainable solutions to further educate and provide opportunities to incorporate sustainable practices in design
- 3 Increase existing clients' awareness of SEH sustainable solutions to generate future leads and sales
- 4 Improve SEH employee education and awareness related to SEH's sustainability services to generate sales

People

1

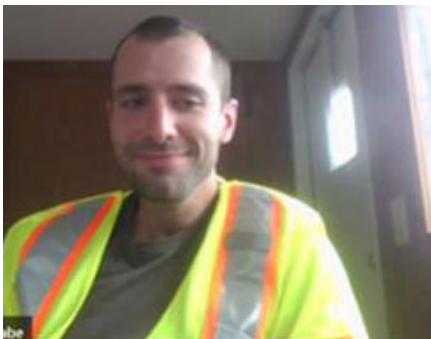
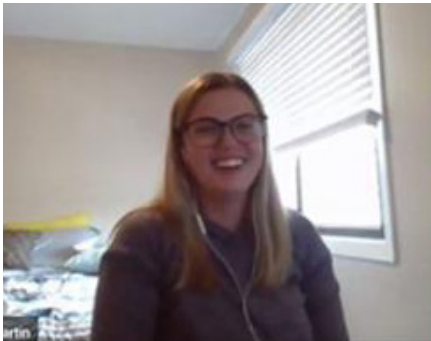
Foster sustainability as part of SEH's culture

METHOD

Building on past success, continue to promote and facilitate a companywide annual #BikeThere challenge. Use this opportunity to promote the benefits of office commute alternatives that reduce SEH employees' carbon footprint.

MEASUREMENT

Achieve 12% employee participation.



2

Environmental, social and governance (ESG) coordination

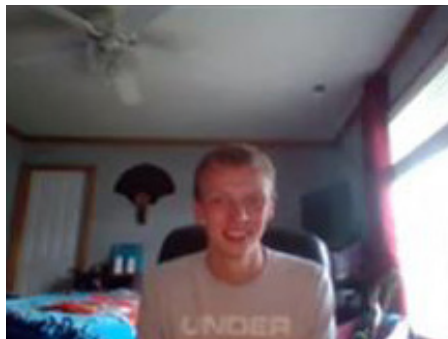
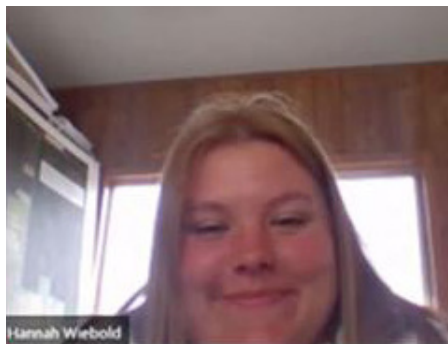
METHOD

Formalize communication between Sustainability Committee and ESG, and coordinate efforts for efficient progress towards collective goals.

Sustainability Committee liaison to attend quarterly ESG meetings and/or establish communication process and report updates back to Committee.

MEASUREMENT

Achieve 100% participation in meetings or communication back to Sustainability Committee.



3

Reduce waste stream from SEH offices

METHOD

YEAR 1:

Determine and prepare report on SEH office baseline recycling and waste management approach and totals. Identify a local office employee to champion. Prepare report identifying each office's current waste management stream and share on Connect.

YEAR 2:

With designated office champions in place, lead a year-long inter-office "least garbage" competition. Use this opportunity to educate and encourage remote employees to do their part in their home office setting.

MEASUREMENT

Achieve 60% of office participation and track an overall 5% reduction of waste stream through offices separating organics/compostable waste.



\$ | Profit

1

Evaluate options for reducing water usage in SEH-owned offices

METHOD

Review opportunities for replacing or modifying toilets and other fixtures with low flow options.

Prepare a memo of recommendations including an estimate of water conservation and potential cost savings.

MEASUREMENT

Provide a memo of recommendations to operations/facilities for inclusion in future budget requests.

2

Reduce SEH fleet and commuter vehicle emissions through accessibility and promotion of electric vehicle (EV) and zero emissions vehicles

METHOD

Evaluate costs, estimate emissions savings, and provide engineering details to provide additional EV Chargers in St. Paul office.

Evaluate charging options for fleet, employee and public.

MEASUREMENT

Provide a memo of recommendations to facilities management for inclusion in future budget requests.

3

Reduce SEH fleet vehicle emissions through investment in low/zero emissions vehicles

METHOD

Evaluate Ford Maverick, Plug-in Hybrid Electric Vehicle (PHEV) SUVs, and one or two EVs to pilot swapping out additional gas vehicles.

Estimate emissions savings and cost/benefit payback (upfront cost vs operations/maintenance cost savings).

MEASUREMENT

YEAR 1:

Prepare memo with recommendations for strategic fleet replacement. Look for additional hybrid/PHEV/ EV options and carefully evaluate vehicle selection.

YEAR 2:

Implement recommendations for fleet replacement.



1

Calculate SEH's carbon footprint

METHOD

Review office energy use, fleet, mileage and other resource uses.

MEASUREMENT

YEAR 1:

Establish baseline.

YEAR 2:

Target overall footprint reduction of 5%.



2

Increase existing clients' awareness of SEH sustainable solutions to further educate and provide opportunities to incorporate sustainable practices in design

METHOD

Coordinate with marketing team to develop more robust messaging to be used in proposal documents and marketing collateral

Incorporate sustainability content as part of SEH's Company overview for use in proposals and SEH brand messaging.

Determine how to capture proposals that do not go through proposal coordinators by working with CSMs, PMs and administrative staff.

MEASUREMENT

YEAR 1:

Include revised Company overview in 100% of proposals as permitted.

YEAR 2:

Include sustainability language consistently in letter proposals as permitted.

3

Increase existing clients' awareness of SEH sustainable solutions to generate future leads and sales

METHOD

Further educate client service managers, project managers and clients of sustainable design options by identifying, creating and utilizing project portfolios showcasing sustainability features as examples to increase opportunities and awareness.

Work with client service managers to advocate for these services.

Produce web content article and/or brochure highlighting "green" services.

MEASUREMENT

Launch two lunch and learn events to inform on the how and why for design elements that incorporate sustainability. Launch one event per year.

4

Improve SEH employee education and awareness related to SEH's sustainability services to generate sales

METHOD

Promote offerings SEH is qualified for and/or experienced with (e.g., carbon sequestration services, solar development, geothermal system, electric vehicle charging infrastructure, sustainability accreditation, etc.).

Work with Marketing to identify, develop and post four articles (or links to project portfolios) on Connect highlighting sustainable services SEH provides to clients.

Educate CSMs and PMs relative to the appropriate time and selection of SF 330 codes.

MEASUREMENT

YEAR 1 & 2:

Post two articles on Connect each year; assess views and recommunicate appropriately to reach 20% of all employees.

YEAR 1 & 2:

Utilize SF 330 codes to report on percent change of projects with sustainability elements with a goal of 10% increase.

Building a Better World for All of Us[®]

Sustainable buildings, sound infrastructure, safe transportation systems, clean water, renewable energy and a balanced environment. Building a Better World for All of Us communicates a company-wide commitment to act in the best interests of our clients and the world around us.

We're confident in our ability to balance these requirements.

JOIN OUR SOCIAL COMMUNITIES

