

CORPORATE SOCIAL RESPONSIBILITY **REPORT**

2021





OUR COMMITMENT

As Dewberry has grown in recent years — both organically and through strategic acquisitions — we have also embraced exciting change internally that continues to transform our company and benefit our clients. Today we are seeking more robust employee engagement and contributions at all levels, acknowledging that meaningful change is both leadership-driven and leadership-supported.

Nurturing a culture in which all employees are empowered to shape our day-to-day operations and our long-term vision means giving them a voice and providing an environment where everyone feels safe, respected, and valued. We've expanded our leadership training to prioritize opportunities for employee outreach and feedback. We've developed numerous forums that allow for open dialog, knowledge-sharing, and creative exploration. We've also launched our first official employee resource group, Prism, for LGBTQIA+ employees and allies.

As we present our 2021 Corporate Social Responsibility Report, it's clear that all of our CSR achievements — in terms of environmental conservation, community service, and philanthropy — can be credited to our team here at Dewberry. We've always known that our strengths lie in our employees' unique talents, perspectives, and experiences, and now we have created better pathways to solicit ideas and allow those talents to shine. We pride ourselves on a vibrant, collaborative culture, and that seems truer today than ever before.

A handwritten signature in black ink, appearing to read 'Molly Johnson', with a long horizontal line extending to the right.

MOLLY JOHNSON
Chief Communications Officer

DIMENSIONS® CORPORATE SOCIAL RESPONSIBILITY REPORT 2021

EXECUTIVE CHAIRMAN

Barry K. Dewberry

CHAIRMAN EMERITUS AND FOUNDER

Sidney O. Dewberry

CHIEF EXECUTIVE OFFICER

Donald E. Stone, Jr.

BOARD OF DIRECTORS

William T. Boston, Barry K. Dewberry, Sidney O. Dewberry,

Thomas L. Dewberry, Karen S. Grand Pré, Geraldine Knatz,

Larry L. Melton, and Donald E. Stone, Jr.



DIMENSIONS® is published by Dewberry for the clients, associates, and employees of Dewberry.

Contact Molly Johnson with comments at media@dewberry.com

©2022 Dewberry®. All rights reserved.

OUR HEADQUARTERS

8401 Arlington Boulevard
Fairfax, Virginia 22031-4666
703.849.0100

Craig Johnson, PE, 24GE03157500
Dewberry Engineers Inc., 24GA8047600

D www.dewberry.com

T [@TheDewberryWay](https://twitter.com/TheDewberryWay)

I [/company/dewberry/](https://www.linkedin.com/company/dewberry/)

@ [@dewberryatwork](https://www.instagram.com/dewberryatwork)

f [/TheDewberryWay/](https://www.facebook.com/TheDewberryWay/)

▶ [/user/TheDewberryWay](https://www.youtube.com/user/TheDewberryWay)

IN THIS REPORT

I 1

For Our Communities

1 Community Engagement

7 Sustainable Project Highlights

13 AIA 2030 Update

I 15

For Our People

15 Employee Resource Groups

15 Benefits and Wellness

16 Training and Development

I 17

Our Company

17 Corporate Information

21 Employee Balance

23 Point of Contact
and 2021 Report

Materiality Assessment

Global Reporting Initiative

I 24

Appendix/GRI Index

ON THE COVER

University of Virginia, Brandon Avenue Green Street and Utility Infrastructure Charlottesville, VA

IMAGE TO THE LEFT

University of Illinois at Chicago Engineering Innovation Building Chicago, IL

FOR OUR COMMUNITIES

Our employees are passionate about being good stewards of our communities, and it's reflected in their work as well as one of our company's guiding principles:

"Make building relationships with clients, the community, and others at Dewberry a priority."

2021 COMMUNITY ENGAGEMENT



4,800+ HOURS
volunteering in our communities

SERVING COMMUNITIES IN NEED

American Council of Engineering Companies of New Jersey (ACECNJ) Can Structure

The Emerging Professionals group in our Bloomfield, New Jersey, office participated in ACECNJ's annual Can Structure Competition. The team designed, fund-raised, purchased, and constructed a sculpture made from 620 cans that were donated to a local food bank.



Love in a Letter

Members of our Orlando, Florida, office created more than 150 hand-made Valentine's Day cards for residents at an assisted living facility.



Local Food Pantry

Staff in our Fairfax, Virginia, office collected canned food for a local food pantry that provides meals for residents across Northern Virginia.

Supporting the Ronald McDonald House of Central Florida

Members in the Orlando office gathered supplies and assembled 60 toiletry kits for families staying at the Ronald McDonald House of Central Florida.



American Heart Association's HeartWalk

Volunteers in our Daphne, Alabama, office participated in the American Heart Association's Baldwin County HeartWalk and raised money to support the organization's research and educational efforts along the Gulf Coast.





ENVIRONMENTAL CLEANUPS AND ACTIVITIES

Assisting Louisiana after Hurricane Ida

An engineer in our Jackson, Mississippi, office led a disaster relief mission trip to Covington, Louisiana, to help the local community impacted by Hurricane Ida.

Holiday Stockings for Heroes

Staff in Orlando collected items and filled 50 holiday stockings for members of the military who are actively deployed or at Veterans Affairs hospitals in the community.

Providing Access to a Neighbor in Need

Volunteers in our Richmond, Virginia, office helped a non-profit group unload and assemble an ADA ramp for a local resident.

Colorado Food Bank Packing

Staff from the Greenwood Village, Colorado, office volunteered at the Food Bank of The Rockies and packed 1,103 boxes of food, equating to 15,625 meals for the local community.

Cleaning our Beaches

Volunteers in our Long Beach, California, office hosted multiple clean-up events at a beach near the office.

Members of our Orlando office got together to clean up a local beach, filling up five bags with debris from the beach and rocks.

Earth Day Cleanups

Our New York City Emerging Professionals helped remove trash and brush to create space for a plant garden and the expansion of vegetable beds in a Brooklyn community garden.

The Raleigh, North Carolina, Emerging Professionals celebrated Earth Day by picking up trash along a local road.



Alabama Coastal Cleanup

Staff from the Daphne office served as zone captain for the Daphne/ May Day Park during the 34th annual Alabama Coastal Cleanup. The team handled all logistics and coordination of the volunteers for their zone.



Litter Challenge

The Emerging Professionals in our New York City office participated in the Riverkeeper One-Bag of Litter Challenge where individuals across the country picked up at least one bag of litter in their neighborhood or local park.



River Cleanup

The Richmond Emerging Professionals coordinated a trash cleanup along the James River.

Adopt-a-Highway

Volunteers from the Mechanicsburg, Pennsylvania, office cleaned up trash along Dewberry's Adopt-a-Highway section of Route 641 in Carlisle.



SUPPORTING STEM EDUCATION

Academic Mentorship Program

An engineer in our New York City office participated in an academic mentorship program at Stony Brook University in New York, that helps transition the next generation of engineers from student to practicing engineer.

Coastal Kids Quiz

The Daphne office supported the Coastal Kids Quiz environmental bowl for schools in the community. The virtual event encouraged 5th grade students to test their knowledge of coastal topics.

Scholarship

We supported the Washington, D.C., Chapter of WTS by sponsoring a scholarship to help women studying transportation at an undergraduate and graduate program in the area.

STEAM Escape Room

Members of our Fairfax office visited a local middle school to participate in the school's escape room that was funded by Dewberry. It features five puzzles based on the 7th grade curriculum for math, science, English, and social studies.



SUSTAINABLE PROJECT HIGHLIGHTS

Every day our teams deliver projects that meet client goals for energy efficiency, environmental sensitivity, resilience, and sustainable design. Designed or delivered in 2021, these projects represent client-focused sustainable solutions.

GRAY'S REEF BEST FISHING PRACTICES GUIDE Georgia

Developed an interactive geospatial application that educates anglers about the rules and regulations of catching fish at the sanctuary and ways to prevent or mitigate against barotrauma in the deep-water fish they catch, reinforcing the health of the sanctuary's fish population.

CLIENT

Gray's Reef National Marine Sanctuary

UNIVERSITY OF VIRGINIA, BRANDON AVENUE GREEN STREET AND UTILITY INFRASTRUCTURE Charlottesville, VA

Designed to achieve pollutant removal and a high reduction in flooding through a customizable Best Management Practice (BMP) that can adapt as the contributing land cover and drainage areas change over time, while providing an interactive space for the community to witness stormwater flow and treatment.

CLIENT

University of Virginia



ENGINEERING INNOVATION BUILDING Chicago, IL

Achieved LEED® Gold and features a large native grass open space to the east of the building, a high-efficiency mechanical system that provides 28% energy cost savings, and 30% reduction in indoor water use over a similar/comparative laboratory baseline building design.

CLIENT

University of Illinois at Chicago

I-95/ROUTE 630 RECONSTRUCTION AND WIDENING Stafford County, VA

Adjusted stormwater management facility grading to avoid excavating contaminated materials, installed new sanitary sewer facilities to address existing failed septic systems, and utilized diverging diamond interchange design to improve operations and increase capacity while minimizing project footprint and impacts to forested area, streams, and wetlands.

CLIENT

Virginia Department of Transportation (VDOT)

REPLACEMENT OF EVERGREEN ROAD BRIDGE OVER MASON BROOK Hubbardston, MA

Installed precast concrete arch units which are a sustainable green product, highly durable, and use a lower water-cement ratio.

CLIENT

Massachusetts Department of Transportation (MassDOT)





NCDOT ENVIRONMENTAL ANALYSIS UNIT AQUATICS SURVEYS North Carolina

Prepared natural resources report, conducted protected species surveys, and provided strategic advisory services on regulatory and protected species issues, including a series of mussel, fish, and other aquatic surveys needed for the agency's transportation improvement projects.

CLIENT
North Carolina Department of Transportation (NCDOT)

COMBINED SEWER OVERFLOW (CSO) MITIGATION AND FLOOD PREVENTION Somerville, MA

Leading a city-wide sewershed analysis for CSO mitigation and flooding preventions.

CLIENT
City of Somerville

CSO MITIGATION AND FLOOD PREVENTION Chelsea, MA

Supporting the city to envision a sustainable asset management program, including a long-term plan to eliminate the CSOs and separate the currently combined systems, coupled with a complete streets approach, as well as developing a city-wide water system master plan with a field-verified, calibrated hydraulic model.

CLIENT
City of Chelsea

ROUTE 7 CORRIDOR IMPROVEMENTS Fairfax County, VA

Revised the stormwater management approach, eliminated facilities, and reduced wetland and stream impacts along the Route 7 corridor, including realigning Colvin Run to improve existing eroded channel and avoid major waterline main while minimizing impacts to forested wetlands and parks.

CLIENT
VDOT

EVERETT FLOOD PREVENTION Everett, MA

Assisted in the preparation of a Hazard Mitigation Grant Program (HMGP) application and the development of a hydrologic and hydraulic model of the stormwater watershed and network drainage to the Island End River in order to propose system upgrades aimed at improving conveyance capacity of the storm drain system to reduce surface flooding under future climate conditions.

CLIENT
City of Everett

SUNFLOWER AND BOOT ISLAND RESTORATION Brigantine, NJ

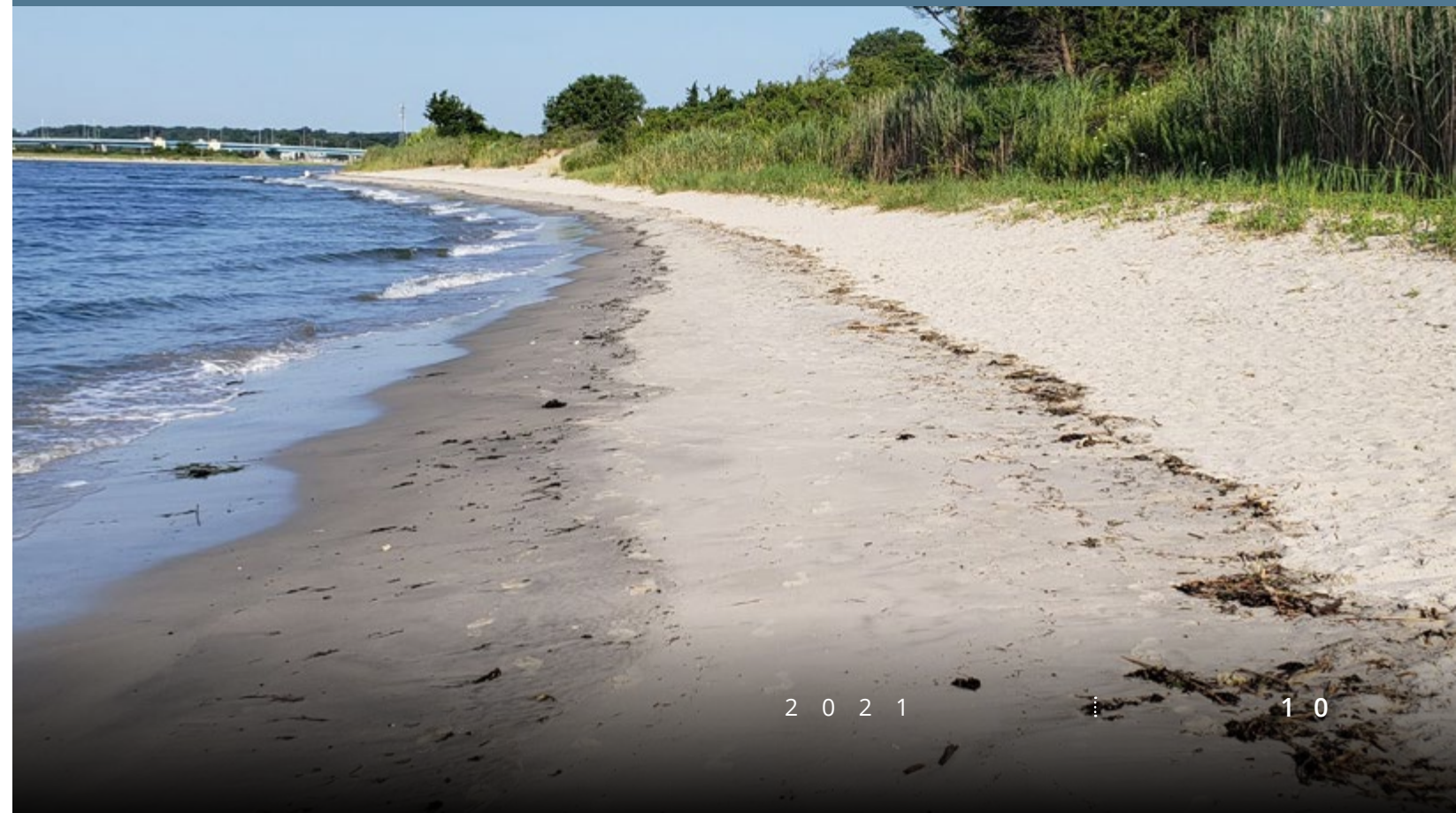
Worked with the NJDOT Office of Maritime Resource to restore eroded areas of a coastal marsh island on Sunflower Island and habitat restoration for clam beds via subaqueous dredged material placement on Boot Island.

CLIENT
New Jersey Department of Transportation (NJDOT)

MANASQUAN RIVER COMPLEX DREDGING Monmouth and Ocean Counties, NJ

Designed and provided construction inspection for a navigation dredging project that protects recreational and commercial use of waterways while supporting a healthy maritime ecosystem; and also provides coastal and storm surge protection by replenishing beaches with beach-quality sand from the dredging operations.

CLIENT
NJDOT





495NEXT: INFRASTRUCTURE ENVISION® CERTIFICATION Fairfax County, VA

Leading the Envision® effort for the design-build team by incorporating sustainable, resilient, and equitable approaches into the project, that includes reducing the number of stormwater management facilities from 19 down to three; and revising the design to reduce both environmental and right-of-way impacts and provide more onsite treatment than the original design.

CLIENT
VDOT

BACK BAY MARSH TERRACES Virginia Beach, VA

Creating a sustainable coastal marsh island system reclaiming historically lost marsh habitat and protecting remaining marsh complexes from erosion by addressing flood reduction and habitat restoration; includes the first application of marsh terraces in the Commonwealth of Virginia.

CLIENT
City of Virginia Beach

RESTON GATEWAY Reston, VA

Designed to LEED® Gold and includes low-temperature, wide-differential, high-efficiency chilled and condenser water systems with variable flow pumping; low-temperature air system to reduce fan energy; pre-conditioned outside air system with energy/heat recovery wheel demand control ventilation; a fan static pressure reset; variable speed cooling tower fans; chilled water differential pressure reset; a waterside economizer; and a high-efficiency parking garage ventilation system.

DEVELOPER
Boston Properties

ARCHITECTS
Cooper Carry
Duda Paine

ROUTE 15/17/29 WARRENTON SOUTHERN INTERCHANGE Fauquier County, VA

Removed extraneous existing pavement in order to maintain a phosphorus removal requirement of less than 10 pounds per year, eliminating stormwater management facilities, and reducing disturbance to sensitive forested areas and impacts to the Living Legacy Project – Journey Through Hallowed Ground.

CLIENT
VDOT

LAKE/ORANGE EXPRESSWAY (SR 516): INFRASTRUCTURE ENVISION® CERTIFICATION Florida

Helping CFX pursue Envision® credits for the proposed limited access toll road, including powering some of the infrastructure with solar arrays, implementing an in-road electric vehicle charging pilot project, constructing a pedestrian trail, eliminating traffic signals through the implementation of free-flow interchanges, and instituting a xeriscape landscaping program.

CLIENT
Central Florida
Expressway Authority (CFX)

I-64 CAPACITY IMPROVEMENTS SEGMENT III York County, VA

Complete pavement replacement that incorporated full-depth reclamation and asphalt milling material, restored degraded and eroded outfalls, and earned pollutant removal credits in support of VDOT's Chesapeake Bay Total Maximum Daily Limits (TMDL) Action Plan. Sediment control plans and devices were installed to avoid sediment impacts and address turbid water concerns.

CLIENT
VDOT



OUR COMMITMENT TO AIA'S 2030 CHALLENGE

We have been a signatory of the American Institute of Architects (AIA) 2030 Commitment since 2009 and have been reporting project data annually since 2014. To date we have reported 664 project submissions, including 24,366,136 gross square feet (GSF) of designed and constructed projects. Last year, 39.1% of GSF of projects were energy modeled, the average reduction in predicted Energy Use Intensity was 46%, and two of our projects met the AIA 2030 Challenge target of 80% predicted Energy Use Intensity reduction. Additionally, 94.3% of our projects met the predicted Lighting Power Density reduction AIA 2030 Challenge target of 25%.

2 projects met the challenge goal of

80%
pEUI
REDUCTION

We modeled
39.1%
of projects for
1,162,288 square
feet
of designs



94.3%

of projects met challenge of
25% REDUCTION
IN LIGHTING
power density

Dewberry submitted statistics on

118 PROJECTS including
3.8 MILLION gross
square feet

Overall average of

30%



REDUCTION

of **lighting power density**
or **watts per square foot**

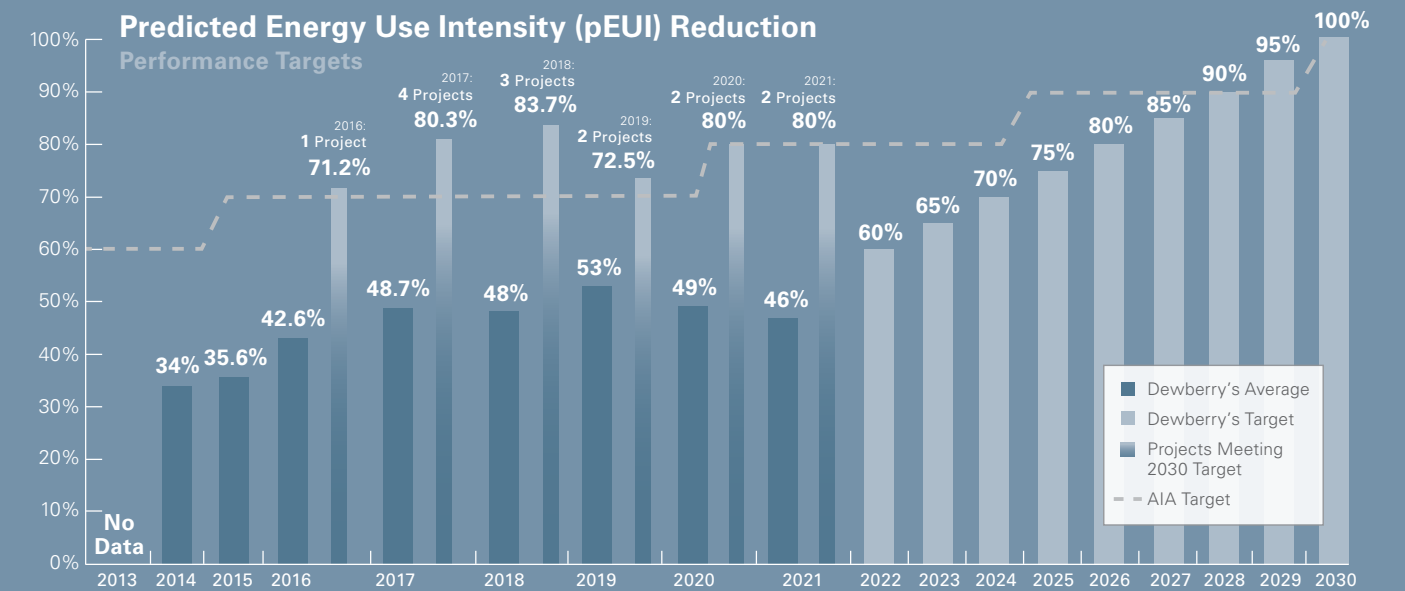
Overall average of

46%



REDUCTION

of predicted energy
use intensity (pEUI)



FOR OUR

PEOPLE

EMPLOYEE RESOURCE GROUPS

Employee Resource Groups (ERGs) are internal employee groups that come together based on common interests and life experiences. Our intent for ERGs is to also strengthen representation of women and minorities throughout the stages of the employee life cycle. In 2021, the ERG charter, which outlines corporate-level support, was communicated to all employees. The charter outlines the business and diversity objectives for ERGs in four key areas: employee careers, company culture, communities served, and business results.

Dewberry endorses ERGs that:

- Support the advancement of the company's values, mission, business, and diversity objectives.
- Are generally organized around diversity dimensions such as race, gender, ethnicity, age, sexual orientation, disability, and/or veteran status.
- Have a minimum of 10 employees interested in starting the group and have an identified ERG chair and executive sponsor.

Multiple groups are in the process of forming, and as 2021 came to a close, our first ERG, Prism, dedicated to LGBTQIA+ employees and allies, was fully established.

BENEFITS AND WELLNESS

We put our people first, which is why we invest in a benefits and wellness program that delivers tools and activities that include the following:

- Tools that help employees learn simple ways to be more active and eat healthier, address important health issues like diabetes, and participate in an online weight loss program.
- An employee assistance program that helps employees with personal, work, or family problems through counseling and referral services.
- Information on how to access safety measures to fight the COVID-19 pandemic, such as vaccination sites.
- A shared annual leave program so employees may help each other through personal crises and donate their leave to accommodate an unpaid leave of absence.

TRAINING AND DEVELOPMENT

In 2021, we dedicated significant time, energy, and resources to designing multiple leadership development programs aimed at different maturity levels and needs of our professionals. Each program is framed according to expectations for leadership competency in areas such as achieving results, communication, and creating a vision. The first program, "Leading Self," provides actionable steps employees can take to build their leadership skills whether they have direct reports or are individual contributors. The program encourages employees to take ownership of their careers and help advance the strategic goals of the organization.

We also delivered both face-to-face and virtual programs on various topics requested by employees. We improved our ability to deliver virtual training sessions for our clients and partners. These sessions covered topics where Dewberry has expertise and allowed attendees to receive continuing education credits.

The growing list of training available to employees covers a wide range of topics.

- Accounting and finance
- Corporate education such as service offerings and organizational structure
- Human resources, ethics, and compliance
- Management and leadership
- Professional development that includes soft skills and productivity-related offerings
- Project management
- Safety
- Sales and marketing
- Software and systems
- Specialty training involving courses designed for specific job functions or software, such as Arc GIS, Revit, and drones
- Industry-specific specialty training

12,000+
training courses
completed in 2021



totals to date

132
LEED AP

14
ENV SP

6
WELL

5
GGP

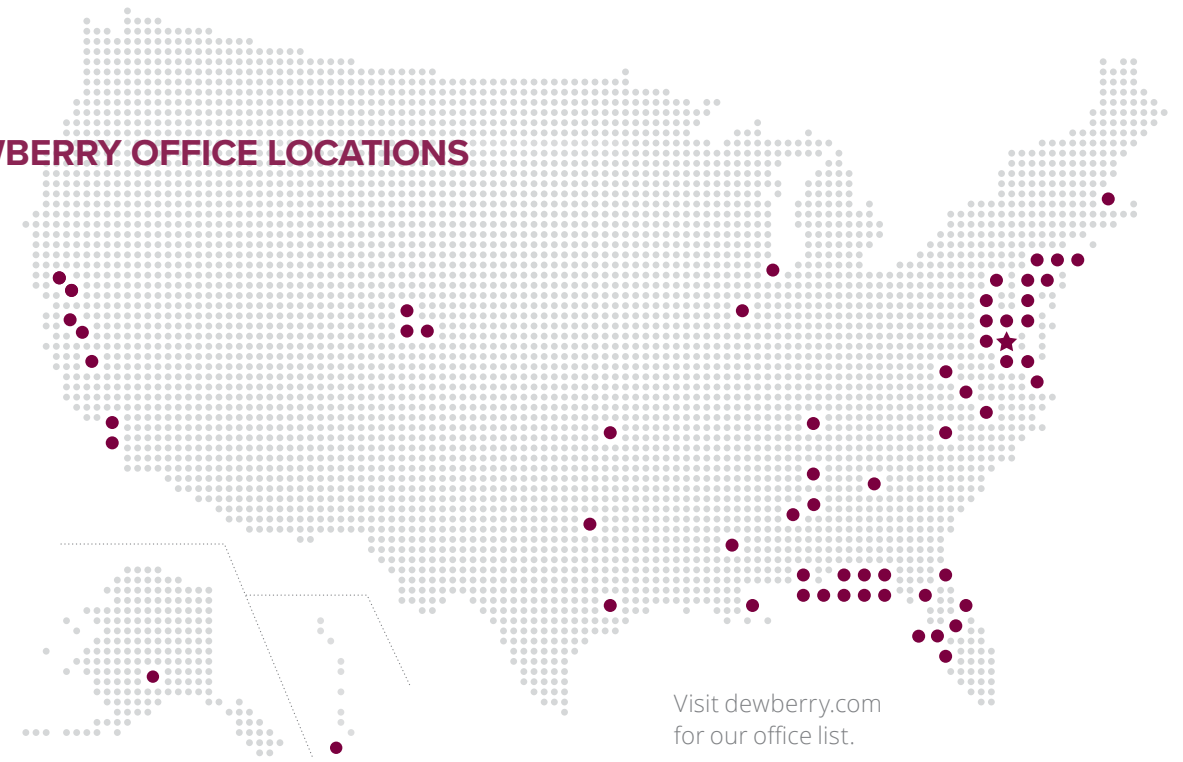
25 
custom webinars delivered for
clients and the community for
continuing education

40+ PROFESSIONAL ASSOCIATIONS
Many of our employees are **members** of professional organizations and hold **leadership** roles



OUR COMPANY

DEWBERRY OFFICE LOCATIONS



Visit dewberry.com for our office list.

ETHICS AND COMPLIANCE

We are committed to operate in accordance with uncompromising ethical standards and in full compliance with all laws and regulations. We require every employee to adhere to ethical standards as defined in our Code of Conduct. As such, our employees are expected to conduct themselves as to never compromise our organization's commitment to honesty, impartiality, or reputation. Every action by an employee must be legal; fair to all concerned; in the best interests of our members/ shareholders, employees, and clients; and able to withstand the scrutiny of outsiders. In the spirit of upholding and supporting this integrity, we provide regular training of our employees and provide easy access to resources and reporting systems. We also quickly respond to the needs of our employees and have developed and delivered virtual programs and in-person workshops on topics such as project management, career planning, and custom interpersonal and team-building workshops.



GOVERNANCE

Dewberry is a privately held, family-owned business. The governance structure consists of the board of directors, the executive chairman of the board of directors, the chief executive officer, and oversight committees. Barry K. Dewberry is the executive chairman of the board of directors, where eight directors serve, consisting of three outside independent and experienced business leaders, four family members, and the CEO, Donald E. Stone, Jr. The CEO, at the direction of the board and through the executive chairman, runs the business. A C-level suite, including the chief financial officer, chief information officer, chief compliance and human resources officer, chief communications officer, and general counsel, manage company operations. Dewberry's engineering, architectural, alternative project delivery, and construction disciplines are directed by executive-level leadership.

DIVERSITY, EQUITY, AND INCLUSION

Innovation thrives when diverse perspectives are brought to every solution, every time. Led by our board of directors and executive leadership, we set high standards for performance, celebrating and maintaining an inclusive and safe work environment that encourages diversity of thought. Knowing that inclusivity requires active engagement, our actions include supporting employee resource groups, robust hiring and retention practices, pay equity analysis, unconscious bias training, and measuring our efforts against objectives for female and minority participation. Objectives for enhancing an inclusive work environment are tracked in the human resources department and communicated to all employees and the board of directors.



helping clients build and shape communities

SUPPLIER DIVERSITY PROGRAM

We are committed to developing valuable relationships with businesses that are minority, woman, disadvantaged, veteran, and LGBTQIA+-owned, and small, HubZone, and 8 (a); providing maximum practicable opportunities for suppliers that can offer innovative, competitive, cost-effective, and quality products and services. Purchasing goods and services from these businesses results in continuous improvement of our supply chain, expansion of our markets, and overall economic success of our suppliers, clients, and communities.



FOR OUR WORLD



137.89
TONS OF PAPER
SHREDDED OR RECYCLED



3,309
TREES PRESERVED

11,031 LBS
OF SOLID WASTE AVOIDED
EQUAL TO **866** TRASH BAGS



649 METRIC TONS
OF CO₂ EMISSIONS AVOIDED
EQUAL TO **146** GAS-POWERED CARS OFF THE ROAD each year



261,991
GALLONS OF WATER
PRESERVED



408,156 kWh
OF ENERGY SAVED,
equal to **1,658**
residential refrigerators operated per year



SAFETY AND SECURITY

At Dewberry, our vision is simple: every employee should return home at the end of the day, to their family and loved ones, safe and unharmed.

Regional and local safety advocates champion safety awareness nationwide as an additional responsibility to their regular duties. Regional advocates also conduct periodic evaluations to identify program gaps and initiate corrective actions; while local advocates help with disseminating safety information to employees, inspecting the office to identify and correct hazards, and conducting drills.

COVID-19 PANDEMIC PROTOCOLS

In 2021, we continued to actively monitor and support our employees' use of our health and safety protocols, to include those specific to the COVID-19 pandemic. As vaccinations and other safety measures became available, we supported our employees' ability to comply with state, local, and client-specific guidelines and protocols. Our human resources managers demonstrated exceptional care for our employees in addressing concerns about teleworking, hybrid working, and/or coming back into the office; vaccination reporting, testing, and masking protocols; and other stressors related to the pandemic and the work environment.

CYBER SECURITY AWARENESS

Cyber security also continues to be critical to the health of our business. We maintain dedicated staff for building and cyber security so that threats can be continuously monitored and security improved. In 2021, we trained employees and delivered regular communication on potential phishing schemes and banking information security protocols; and updated security protocols and policies regarding situations such as international travel.

2,200+
safety courses
COMPLETED

95.6%
success rate in
phishing training and testing

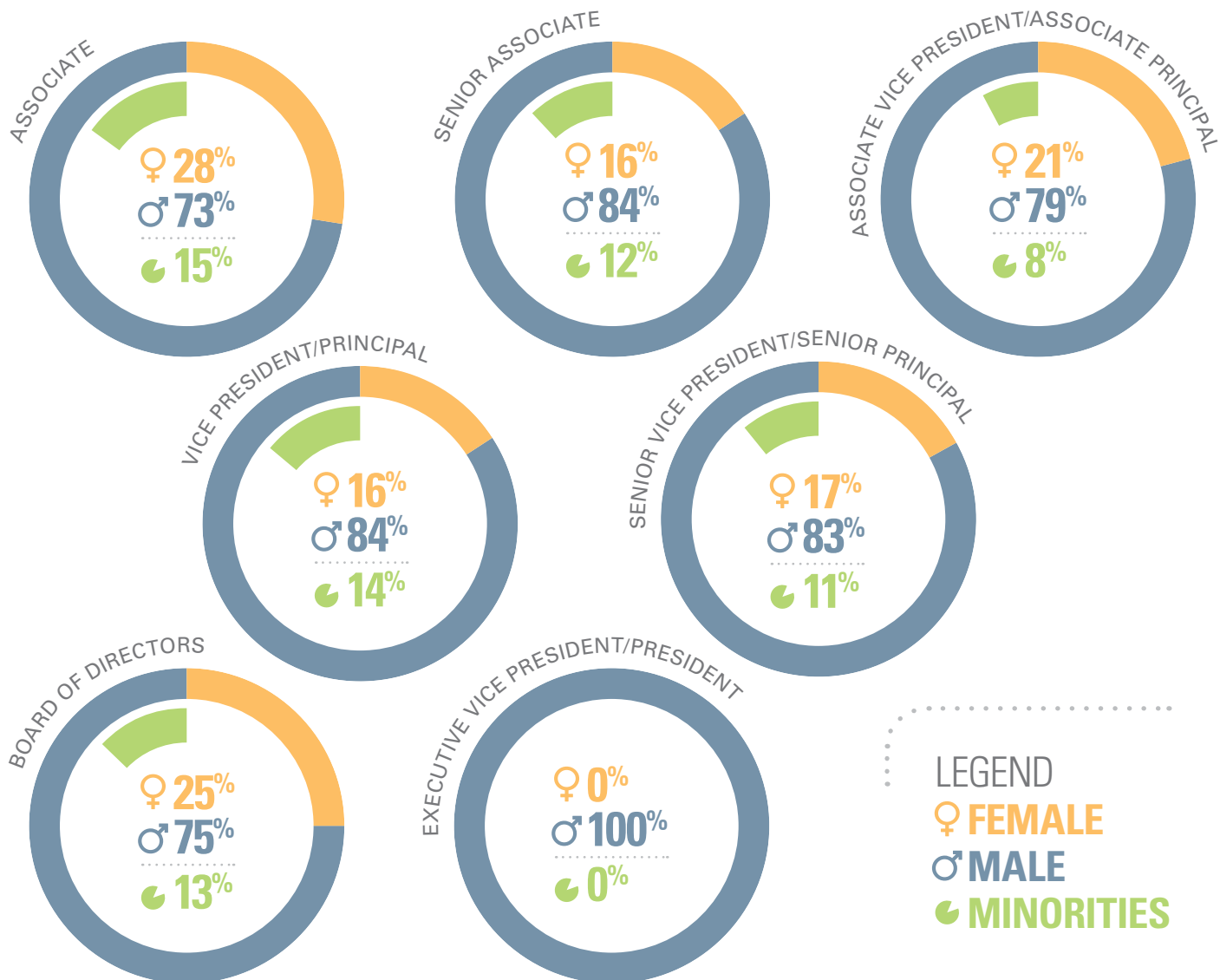
...
compared to industry average of

19.8%

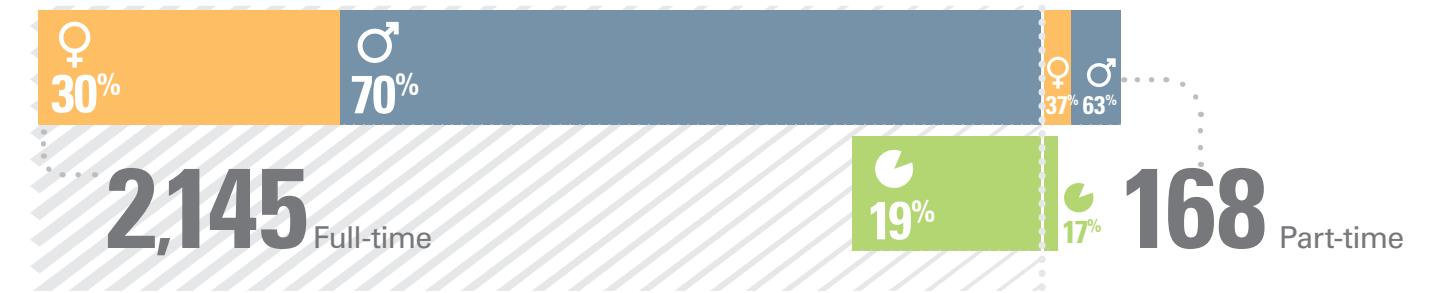
EMPLOYEE BALANCE

At Dewberry, we embrace an inclusive environment by valuing all individuals and their many diverse backgrounds, which we believe improves client service, creates competitive advantage, and drives market leadership. During 2021, we continued to advance our strategic plan goals focused on leadership and talent to more explicitly capture objectives for diversity and inclusion. We also continued to drive education and awareness around diversity with our managers, executives, and employees. We focused on improving gender and ethnicity balance within our disciplines and employment levels, especially as women, minorities, and other populations are underrepresented in our industry and other STEM fields. We have also assessed our recruiting efforts within these groups and have grown our networks to further engage with women and other underrepresented populations.

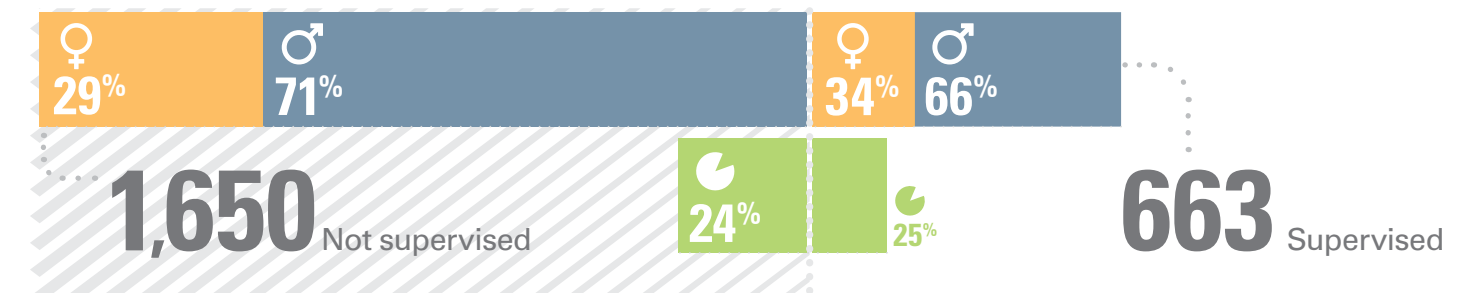
The employee breakdown information, in accordance with the GRI report item G4-10, addresses population by gender. We comply with federal as well as applicable state and local laws governing non-discrimination in employment in locations where the company has offices. We are an Equal Opportunity Employer that participates in an approved affirmative action program, which includes the policies, practices, and procedures that we are committed to in upholding our policy of nondiscrimination and affirmative action.



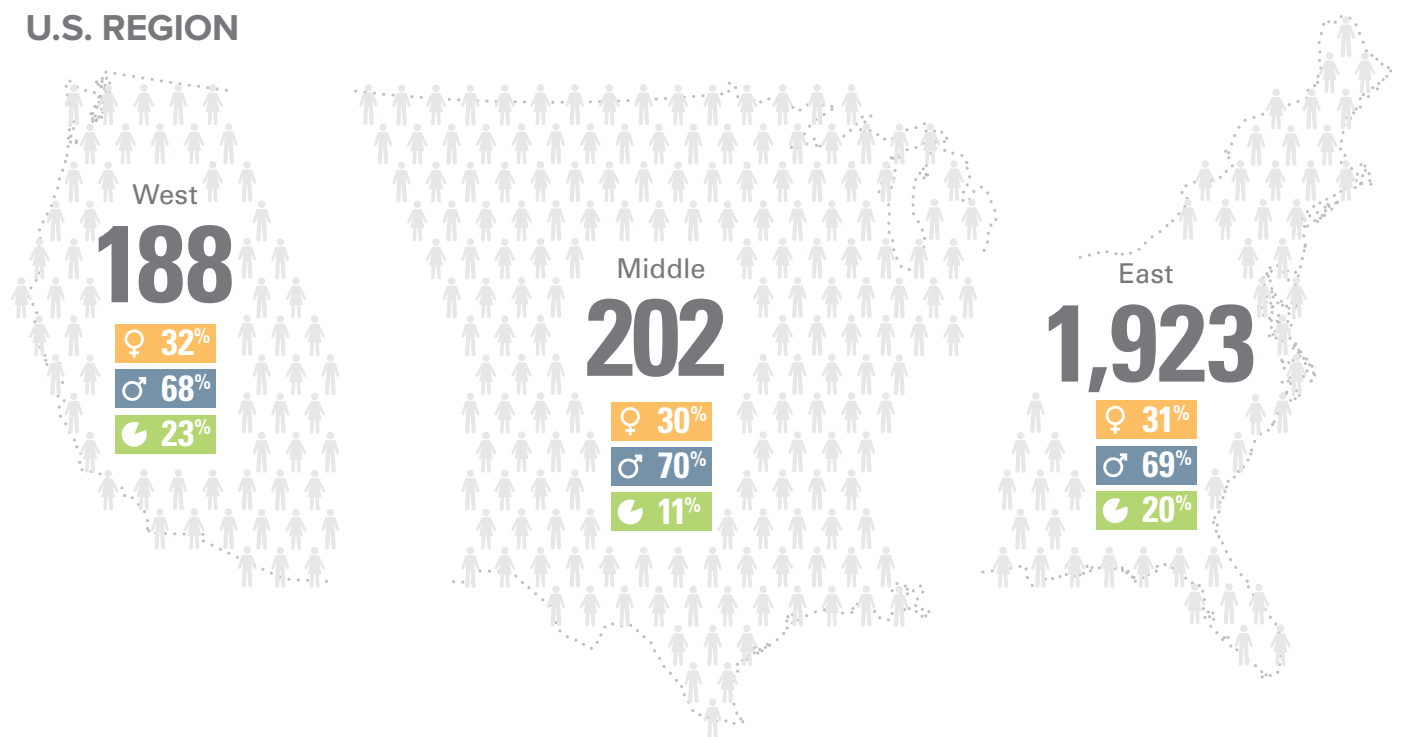
PERMANENT EMPLOYEES



WORKFORCE



U.S. REGION



QUESTIONS?

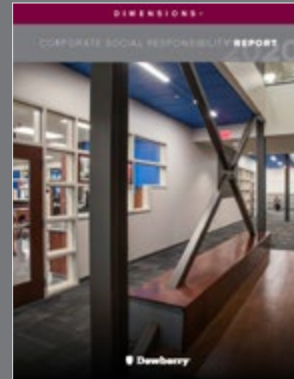
If you have any questions or comments about our corporate social responsibility report, contact:

MOLLY JOHNSON
Chief Communications Officer
media@dewberry.com
703.849.0100

CORPORATE SOCIAL RESPONSIBILITY REPORT

Download last year's corporate social responsibility program report at:

https://www.dewberry.com/docs/default-source/documents/2020-csr-report_lowres.pdf



MATERIALITY ASSESSMENT AND REPORTING BOUNDARIES

We report our annual metrics by assessing real, material issues as identified by a wide range of internal and external input, including employee and subject matter expert feedback, client input, community outreach, and market research. This gives an informed understanding of sustainability and contributes to the prioritization of our work. We defined “material” issues as those with significant economic, social, or environmental impacts. The materiality matrix is also informed by the GRI's current G4 Guidelines. This assessment entailed analysis and disclosure of multiple factors, which included our corporate strategy, social engagement, and influence on supply chain and consultant entities.

GLOBAL REPORTING INITIATIVE

We are proud to present again this year's summary of good work in alignment with the Global Reporting Initiative (GRI) framework, which details our commitments to ethics, compliance, safety, sustainability, and community engagement. The GRI helps us to communicate clearly and openly about these items using consistent language and metrics that are shared by other organizations.

APPENDIX/GRI INDEX

#	General Standard Disclosure	Disclosure or Page Reference
STRATEGY AND ANALYSIS		
G4-1	CCO Letter	Inside cover
ORGANIZATIONAL PROFILE		
G4-3	Organization name	Dewberry
G4-4	Primary brands, products, and services	<ul style="list-style-type: none"> • Primary brand: Dewberry® • Architecture • Construction • Engineering • Environmental • Geospatial, mapping, and survey • Planning, consulting, and advisory • Technology
G4-5	Headquarters location	Fairfax, VA
G4-6	Where the organization operates	U.S.
G4-7	Nature of ownership and legal form	Privately owned, incorporated
G4-8	Markets served	Federal, state and local, commercial
G4-9	Scale of the organization	page 18
G4-10	Total number of employees by type	page 21
G4-11	Collective bargaining agreements	Not applicable for 2021

#	General Standard Disclosure	Disclosure or Page Reference
G4-12	Supply chain description	At Dewberry, we promote the greening of our internal operations by identifying specific action plans to support our sustainability commitment. We raise awareness at each office location around sustainable activities and work with our suppliers to monitor progress toward their sustainability goals. Also see page 18.
G4-13	Organizational changes during the reporting period	Dewberry acquired Hydro Solutions Consulting, LLC and Edmonds Engineering Inc.
G4-14	Precautionary principle	<p>Drafted an updated sustainability plan—a company-wide guide and tool for implementation of Dewberry’s sustainability vision and mission. The plan is not meant to eclipse any existing processes or programs at Dewberry, rather to show how they are interconnected and part of a holistic plan to move the company forward sustainably.</p> <p>Specific measures include the following:</p> <ul style="list-style-type: none"> • Minimum sustainability standards for architectural and engineering design • Office operations to improve reduction of waste (e.g., energy and water) and reuse of materials
G4-15	External charters, principles, or other initiatives	<p>Representative charters include:</p> <ul style="list-style-type: none"> • AIA’s Architecture 2030 Challenge • Building Research Establishment • Environmental Assessment Method • Carbon Disclosure Project • ENERGY STAR • Federal mandates • Global Reporting Initiative • Green Building Certification Institute • Institute of Environmental Management and Assessment • International WELL Building Institute • Institute for Sustainable Infrastructure • Leadership in Environmental and Energy Design • Local, regional, and state-level STEM initiatives

#	General Standard Disclosure	Disclosure or Page Reference
G4-16	Membership associations	<p>Representative associations include:</p> <ul style="list-style-type: none"> • Alliance of Hazardous Materials Professionals • American Concrete Institute • American Correctional Association • American Council of Engineering Companies • American Institute of Architects • American Institute of Steel Construction • American Jail Association • American Library Association • American Planning Association • American Public Works Association • American Railway Engineering and Maintenance-of-Way Association • American Road & Transportation Builders Association • American Society for Healthcare Engineering • American Society for Photogrammetry and Remote Sensing • American Society of Civil Engineers • American Society of Heating, Refrigerating and Air-Conditioning Engineers • American Society of Highway Engineers • American Water Works Association • Army Engineer Association • Association of Energy Engineers • Association of State Floodplain Managers • Building Commissioning Association • Design-Build Institute of America • Institute for Sustainable Infrastructure • National Council of Architectural Registration Boards • National Council of Examiners for Engineering and Surveying • National Society of Professional Engineers • National Society of Professional Surveyors • Urban Land Institute



#	General Standard Disclosure	Disclosure or Page Reference
G4-16	Membership associations	<ul style="list-style-type: none"> • Project Management Institute • Society for Human Resources Management • Society for Marketing Professional Services • Society of American Military Engineers • Society of Wetland Scientists • Society of Women Engineers • Transportation Research Board • U.S. Green Building Council • Urban Land Institute • Water Environment Federation • WTS

IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES

G4-17	Entities included in financial statements	Dewberry Engineers Inc. Dewberry Architects Inc. Dewberry Design-Builders Inc.
G4-18	Process for defining report boundaries and content	page 23 The sustainability program executive team spearheaded the sustainability report process, reporting topics relevant to Dewberry, inclusive of our stakeholder input, as well as our wider sustainability context.
G4-19	Material aspects included in the report	page 23
G4-20	Descriptions of material aspect boundaries within the organization	page 23
G4-21	Descriptions of material aspect boundaries outside the organization	We have developed a materiality matrix worksheet intended as a preliminary analysis of our material aspects and boundaries.
G4-22	Restatements	Not applicable for 2021
G4-23	Changes from previous reports in terms of scope and/or boundaries	Not applicable for 2021

#	General Standard Disclosure	Disclosure or Page Reference
STAKEHOLDER ENGAGEMENT		
G4-24	Stakeholder groups	Employees, senior management, owners, communities, clients, teaming partners, trade organizations
G4-25	How stakeholders were identified	Internal and external reporting, intranet, teaming, presentations, discussions, corporate sustainability initiative
G4-26	Approach to stakeholder engagement	Current activities include engaging with clients and teaming partners regarding project sustainability goals and requirements; participating in industry sustainability, resilience, and economic development organizations; partnering with and financially supporting educational institutions and their students who are engaged in STEM disciplines; promoting ethical hiring and employment practices; and encouraging the professional growth of employees.
G4-27	Topics raised during stakeholder engagements	We have incorporated sustainability, ethics and compliance, and community engagement into many of our existing programs, such as new employee orientation and leadership development training. We also discuss our processes with current clients and partners.
REPORT PROFILE		
G4-28	Reporting period	2021
G4-29	Date of most recent report	April 2021
G4-30	Reporting cycle	Annual
G4-31	Report contact	Molly Johnson, Chief Communications Officer
G4-32	"In accordance" option, GRI Index, and report assurance	The in-accordance option selection is core. External assurance was not used for the 2021 report.
G4-33	Policy regarding report assurance	External assurance was not used for the 2021 report; therefore the policy is not applicable.

#	General Standard Disclosure	Disclosure or Page Reference
---	-----------------------------	------------------------------

GOVERNANCE

G4-34	Governance structure of the organization	page 17
-------	--	---------

ETHICS AND INTEGRITY

G4-56	Code of conduct	page 17
-------	-----------------	---------

ECONOMIC

G4-EC1	Direct economic value generated and distributed	page 18
--------	---	---------

ENVIRONMENTAL

G4-EN17	Emissions other than indirect GHG emissions (scope 3)	page 19
---------	---	---------

G4-DMA	Effluents and waste	page 19
--------	---------------------	---------

G4-EN19	Reduction of GHG emissions	page 19
---------	----------------------------	---------

G4-EN7	Energy reductions in offering the organization's services	page 19
--------	---	---------

G4-EN8	Total water withdrawal by source	page 19
--------	----------------------------------	---------

#	General Standard Disclosure	Disclosure or Page Reference
---	-----------------------------	------------------------------

LABOR PRACTICES AND DECENT WORK

G4-LA5	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	4%
--------	---	----

HUMAN RIGHTS

G4-HR3	Total number of incidents of discrimination and corrective actions taken	In all incidents, appropriate action has been taken and reviewed by an established review process.
--------	--	--

SOCIAL

G4-SO1	Local communities. Percentage of operations with implemented local community engagement, impact assessments and development programs	page 1
--------	--	--------

G4-SO4	Communication and training on anti-corruption policies and procedures	page 17
--------	---	---------

