

# Roux CSR

Corporate Social Responsibility Program

Annual  
Report

| 2020



**ROUX**

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At Roux, our core business is solving our clients' most challenging environmental problems. As a function of this, we are committed to maintaining a strong Corporate Social Responsibility (CSR) program that puts the needs of our employees and clients first. Roux's CSR program is an overarching umbrella, including elements that ensure the safety, diversity/inclusion, philanthropy, mentorship, and general sustainability of the entire Roux family. Our commitment to corporate social responsibility takes many forms, and as a firm, we look to empower our employees to develop new ways to continuously improve the culture of Roux and our surrounding community.

## A message from our CEO on the importance of the CSR program at Roux:

“Roux's number one core value is to stay privately held, and since our inception, our key focus has been inward toward our people. CSR is simply about people—people's desire to volunteer and support in improving others' lives and the environment. Our CSR program allows our people to participate and contribute in their own ways from local, to regional, to global interests.

We are celebrating our 40<sup>th</sup> anniversary this year, and much has changed over the past few decades. As I transitioned into the role of CEO last year, my primary focus has been, and always will be, the growth and retention of our people. With any transition comes change, and it is important that we address the changing needs of our people and our clients. I am proud of the firm's culture and its emphasis on our people, and I am working with senior management to make sure this continues—whether it is keeping our people safe, building an inclusive environment, or using our technical experience to help create a more sustainable future.

The pandemic provided us with opportunities to grow as a firm and I am proud of how our employees rose to the challenge, protecting each other and continuing to service our clients. When the pandemic removed us from our offices and in-person gatherings, we took the opportunity to make improvements such as updating our health and safety program and initiating the Roux BLUE Leadership Program for stewarding employee retention. I look forward to reuniting with all of you when it's safe to do so, continuing to grow our next generation, and collaborating on more projects for our clients.”

— Sin Senh  
President/CEO



# Health and Safety

At Roux, we understand the most important responsibility we have as a firm is to keep our employees safe each and every day. Health and safety is not just a fad or a client focus area, but a core value of Roux and a responsibility that we take to heart. When we discuss the health and safety of our firm, we discuss it in terms of culture instead of metrics. While Roux has industry-leading metrics when it comes to our Experience Modification Rate (EMR) with a focus on a zero-injury workplace, we take the most pride in the fact that our entire team—from frontline workers, to site supervisors, to senior management—is working diligently to improve Roux's health and safety culture. With the impact of COVID-19 on our operations this year, the health and safety of our people became paramount and changed the way we executed projects and our daily operations.

**“This past year, we were faced with many challenges due to the pandemic, which required our workforce to adapt accordingly. Faced with adversity, our employees continued to remain engaged with their work while embracing our ever-evolving health and safety best practices. This was a collective effort that required leveraging technology-based solutions and altering the way we do business safely.”**

**– Brian Hobbs, Corporate Health and Safety Director**

Over the course of 2020, we proactively adjusted our operations to the ever-changing work environment. This included developing internal contact-tracing mechanisms; implementing daily health attestations for our workforce and subcontractors; and advising on and tracking isolation and quarantine orders related to positive cases, close contacts, and travel. In addition, several iterations of our Corporate COVID-19 Interim Health & Safety Guidance have been released as more scientific evidence has become available, and when there is a substantial change to federal, state, and/or local guidelines. As a result, all Roux employees, including support staff, have been trained on our internal COVID-19 Interim Health & Safety Guidance. Our program's ultimate goal is to minimize the potential impact COVID-19 would have by equipping our employees with the knowledge and tools necessary to protect our people and their families.



From a business operations perspective, we have continued to make adjustments to the way we perform work safely for our clients. In addition to our standard protocols, we have developed and integrated a health and safety job planning process that has addressed challenges faced by our remote workforce, allowing us to pre-plan our projects for health and safety prior to mobilization. This has allowed us as a firm to become more proactive rather than reactive to address and mitigate critical hazards faced by our field workforce, while also incorporating elements from our COVID-19 guidance, such as social distancing.

Roux's health and safety record is among the best in our industry. We have had an EMR of 0.80 or less for the last five years, and a total recordable incident rate below our industry average with zero lost time and work restriction injuries. While these numbers show our continued commitment to ensuring “No One Gets Hurt” over the last few years, and particularly in 2020, we have put more of an emphasis on leading metrics. These include employee submissions as it relates to hazard identifications, field audits, and peer observations.



The key here is to promote positive health and safety behaviors, as well as address questionable actions before they result in an adverse event, such as a near loss/loss. In 2020, we saw a 10% increase in hazard identifications, field audits, and peer observations, and a 15% decrease in near loss/loss events compared to 2019. As part of the pandemic and with our inward-looking reviews, we identified improvement areas that would continue to advance the overall health and safety culture of the firm:

- Expanding on the firm's behavior-based safety program while incorporating elements of human performance principles;
- Building upon our existing health and safety management system through technology-based solutions to perform real-time analysis of hazards encountered by our field staff and develop mitigative strategies to reduce potential incidents; and
- Increasing the involvement of senior leadership related to health and safety planning, as well as mentoring our younger staff through our existing health and safety programs.

# Diversity and Inclusion

Our goal has always been to provide a diverse and inclusive work environment where every employee feels valued and is motivated to offer their best to the firm every day. We understand and appreciate the value that each individual's unique perspective brings to the firm. We continuously strive to employ a diverse workforce, recognizing that diversity supports the sustainability of our firm and our ability to provide innovative solutions to our clients. As part of this, Roux has been reevaluating our talent acquisition process and reinvesting in ways to support diversity and inclusion.

*“Success at achieving our diversity and inclusion goals relies on our ability to look critically at how we have traditionally approached a process and remaining open-minded to new approaches. This same commitment to exploring different ideas will strengthen our capacity to employ creative and resourceful solutions when tackling our clients’ most challenging issues.”*

*– Joanna Hall, HR Director*

Roux has recently made significant investments in expanding the depth and experience of our corporate team. We strive to welcome new team members whose experience and perspective enrich the experience of our current employees. Over the next few years, we expect to continue to broaden our diversity and inclusion focus, while also creating internal programs that support the growth of our employees as future leaders of Roux. As a multi-generational firm, we are currently in the transition process from one generation to the next, and the development of a diverse leadership team will be essential to our long-term success.

## University Partnerships and Scholarships

Roux doesn't sell widgets or produce equipment—we provide expertise and excellence as we consult on behalf of our clients. This makes our people Roux's most important commodity. Having industry-leading professionals in a wide variety of fields is a direct result of Roux's ability to identify and grow young talent. To foster this environment, Roux has numerous university partnerships where we provide co-op, internship, and scholarship opportunities, as well as fund research in environmental remediation and sustainability.

Roux is currently partnering with the following colleges and universities:

- The City University of New York, Queens College, School of Earth and Environmental Sciences
- Drexel University, College of Engineering/College of Arts and Sciences
- Hofstra University, School of Engineering and Applied Science/School of Natural Sciences and Mathematics
- Northeastern University, College of Engineering/College of Science
- The State University of New York at Stony Brook, School of Marine and Atmospheric Sciences
- The State University of New York at Binghamton, Department of Geological Science

Roux doesn't just recruit from these leading institutions; we provide significant scholarships to support various engineering and geology departments. In addition, members of Roux visit and advise many of these departments, educating students on the “real world” applications of their earned degrees.

# Employee Mentoring

In 2020, we rolled out the Roux BLUE Leadership Program, the first company-wide mentoring program that integrates all offices. The Program was partially developed as a response to the remoteness that the COVID-19 pandemic caused, but more importantly, as a key component of Roux's long-term plan. Roux has had various formal and informal mentoring programs over the last 30 years, and the Roux BLUE Program strives to build on historical learning, continue improving our company-wide mentoring, and develop the next generation of leaders.

The Roux BLUE Leadership Program in 2020 included about 20% of the firm, including mentors and participants throughout all offices and levels of the organization. The year-long Program provided numerous interactive meetings between junior staff and Principal mentors, including touchpoints with Roux senior leadership team members. It is expected that the connection created between many of the mentors and participants will extend throughout the next few years. In addition, Roux will be launching the second wave of the Leadership Program, where another group of junior staff will be linked to Principals, incorporating many more firm members into the formal program. We expect that this will develop into a permanent leadership program that provides career guidance and multiple senior management touchpoints for our employees to reference as they chart their career.

*“The Roux BLUE Leadership Program has been a very positive experience. The organic, personalized, and flexible nature of the Program combined with the effort and commitment of the participants and mentors came together to provide a high level of value. The Program also shows the commitment Roux has to its younger generation.”*

*– Caelan Murphy, Senior Scientist*

## Environmental Advocacy

Roux provides a broad spectrum of environmental services, covering both compliance and remediation, which are designed to enhance the sustainability of our clients' environmental programs and activities. While Roux supports each of our clients' goals, we also feel it is important to take part in the larger conversation regarding the significance of the environment in our neighborhoods, states, and the overall nation. As part of this, Roux is actively involved in multiple organizations where our extensive expertise can either help those less fortunate or contribute to the conversation to enact change. We believe that helping to educate communities and community leaders will empower them to properly evaluate the environmental sustainability issues that affect them and discover the most appropriate solutions to these problems. This focus starts at the top of the organization with Roux's founder and Chairman, Paul Roux, who is a board member of these organizations, and extends to support from additional Roux employees.

[New York City Climate Action Alliance](#) – Roux works with a wide range of industrial leaders supporting New York City's ambitious goal to reduce greenhouse gas emissions by 80% in 2050. This organization is a leading force in the nation's energy transition, and Roux supports these efforts.

[New York League of Conservation Voters Education Fund](#) – NYLCVEF's mission is to educate, engage, and empower New Yorkers to be effective advocates on behalf of the environment—from clean energy and funding for parks, to solid waste and green buildings.

[Pure Earth](#) – This international organization helps identify toxic hot spots and teaches communities how to improve soil, water, and air quality with cost-effective solutions. Roux uses our extensive environmental experience to support these programs.

# Local Volunteering and Charity

When most of our employees think “CSR,” our volunteering and charitable donation program comes to mind. This aspect of the CSR program directs financial donations and volunteer activities to established charities aligned with the goals of bettering our communities, improving conditions in poor and developing countries, and conserving natural resources. Roux has donated hundreds of thousands of dollars, and thousands of hours of volunteer time to charitable causes.

Each Roux office focuses on the needs of the surrounding community, addressing them with donations, hard work, and commitment. This year, we've also prioritized nationwide fundraising efforts across all offices. Overall, we incorporate service initiative into our corporate culture. Below are just a few of the volunteering and fundraising events we've taken part in this year:



## Autism Speaks – Long Beach Walk

For one week near the beginning of fall, our Long Beach, California office took part in Autism Speaks' 2020 Walk Your Way event. Autism Speaks is a non-profit organization that provides educational support, job skills training, and social/networking events to individuals with intellectual and developmental disabilities (IDD). Their largest fundraiser is a 1.54 mile walk in April, meant to symbolize the 1 in 54 US children on the autistic spectrum, and this virtual event was created in its place due to COVID-19.

Seventeen members of our Long Beach office were able to walk on their own time, snap a photo to encourage their fellow

walkers in an email thread, and a donation was made by Roux per each photo taken. It was a great way to stay socially distanced, get some exercise, and support a great cause all at once! Thanks to everyone who participated, whose goal was to dedicate their time to a cause prioritizing mental health, we were able to raise \$1,000 for Autism Speaks.



## Bobbi and the Strays – Halloween Dog Walk

On the Sunday before Halloween, members of Roux's New York office and their four-legged friends got into the spirit of Halloween to help a local animal shelter. Roux pups and their humans put on their spookiest outfits and participated in a walk around the lake at Belmont Lake State Park. For each dog in costume, a donation was made to Bobbi and the Strays, a non-profit, no-kill organization in Nassau County that rescues and provides essential care for orphaned, stray, abused, and special needs cats and dogs. Our Roux participants and their friends brought cat and dog food, blankets, and toys to donate to the shelter—along with many generous monetary donations.

Both man and friend enjoyed tasty treats and fresh air during a fun, socially distanced event, and prizes were awarded for the best dog and human costumes. Thanks to our Roux friends and family, we were able to raise \$4,000 for Bobbi and the Strays!



## Feeding America – Nationwide Fundraising

Throughout Roux's offices, from coast to coast, our CSR office leaders have made the support of local food banks a priority this year. A direct side-effect of both the pandemic and economic inequality issues our country is facing, the increasing number of families across the country going hungry is staggering. Roux's CSR program has teamed with Feeding America to support local food banks and outreach programs near our offices. In total, we donated nearly \$10,000 from all offices, and our New York headquarters office provided 7,488 meals to those in need through [Long Island Cares](#).



# Environmental Sustainability

Environmental sustainability has been a core value for Roux since being founded 40 years ago. Whether it is supporting renewable energy projects for clients, creating green solutions to manage water, or implementing sustainable remedial solutions, we provide unique resolutions while stewarding the environment. Some project examples are listed below:

## Lake Agewam

Roux has been working with the Lake Agawam Conservancy to improve the water quality within Lake Agawam, which is located in Southampton, New York. Lake Agawam experiences frequent blue-green algal blooms due to excessive nitrogen loading into the lake. Roux has provided management of water lily removal in the lake to improve water circulation and the installation of 42 aerators along the west shore of Lake Agawam. Aeration circulates the water and adds dissolved oxygen. These aerators operate from the bottom up, introducing oxygen where the lake needs it most, and bubbling the air up through the entire water column to the surface. Constant lake aeration improves water quality by promoting biodegradation of lake sediments, and reducing algae growth and odors while enhancing fish habitat. The circulating water also reduces the amount of plant material present that will ultimately die and decompose. Decaying plants use oxygen and add nutrients in the form of nitrogen and phosphorus to a waterbody. These excess nutrients allow more algae and plant growth, which is why adding oxygen and water circulation are so important for maintaining a healthy waterbody.



## Sisters of St. Joseph

Roux designed an alternative wastewater treatment system for the Sisters of Saint Joseph Campus in Brentwood, New York. The system is designed to implement a sustainable approach to the management of sanitary wastewater. Currently, two control treatment wetland (CTW) cells are being installed and are scheduled to begin running in the spring of 2021. Constructed treatment wetlands are engineered systems that use natural functions of vegetation, soil, and organisms to treat wastewater. The primary mechanism for sanitary wastewater treatment in the CTW cells is biological degradation. Through proper design and the inclusion of proper pretreatment component (solids removal), a CTW system for sanitary wastewater treatment can provide operational life expectancies of 20-30 years. In Suffolk County, the levels of nitrogen in the groundwater have risen significantly over the past 20 years, and have primarily come from seepage from septic systems and cesspools. Roux's system is a secondary treatment of the sanitary wastewater at the Site and will assist in addressing the wastewater nitrogen levels as well as other sanitary constituents.

## Solar Energy

Roux is supporting a solar developer with the installation of a 1.62-mW solar project on a municipal landfill in southern New Jersey. This project will generate solar power on an otherwise underutilized property, consistent with the State of New Jersey's aggressive goal of 100% clean energy by 2050. This project also allows for the township to receive landfill closure funding from New Jersey's Hazardous Discharge Site Remediation Fund (HDSRF). Roux is working closely with the developer, township, engineers, the New Jersey Department of Environmental Protection (NJDEP), and the New Jersey Board of Public Utilities (BPU) to obtain the requisite permits and ensure the solar project is consistent with protection of human health and the environment as part of the landfill closure.

Internally, we are working on better understanding our corporate sustainability footprint. We are identifying ways that our office environments can be more sustainable and exploring how we can track these metrics in order to facilitate better work environments for our employees.

**“It’s been shown that people are motivated to work for companies that promote higher standards of living for both employees and the community. By taking care of our planet, even on a local or micro scale, we show employees that we care about them and their families, too.”**

**– Calie Gihl, Project Engineer**



**Though environmental consulting is not for everyone—often entailing long hours in the field or the office—it is tremendously rewarding bringing impacted properties to beneficial reuse.**

**If you are a recent graduate who has worked hard to earn your degree, who is looking for a company with the resources and interest to invest in your career, you will find the environment at Roux to be welcoming, challenging, and very rewarding—a place where your talents and skills can thrive. Find out more by [visiting our website](#).**

# Roux Offices

Islandia, New York (Headquarters)

Long Beach, California

Oakland, California

Oak Brook, Illinois

Woburn, Massachusetts

Logan Township, New Jersey

Somerset, New Jersey

Houston, Texas

Arlington, Virginia



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