## ROUX CSR

CORPORATE SOCIAL RESPONSIBILITY PROGRAM REPORT

## 2021

### Roux & CSR A message from our CEO

The success of our CSR program starts with leadership and is supported by participation. From the various program coordinators to each participant and contributor, each person decides what role they want to play to help make CSR successful. Leadership for CSR starts from the top. Paul Roux, our founder, is on the Board of Directors for several non-profit organizations including Pure Earth and the New York League of Conservation Voters, national and regional non-profits who implement solutions against toxic exposure and for clean water, air, and renewable energy. I am a Board Member of Christodora, a non-profit organization that has been serving New York City since 1897 with the sole mission of providing environmental education to underprivileged youth. I also happen to be one of those underprivileged kids that Christodora supported, so I understand the benefits of CSR programs and the causes they support.

As we all navigate new challenges that the pandemic continues to throw at us, I take solace that our people have been able to find time to participate and support their communities. It highlights the importance of the CSR program at Roux and our desire to invest in our people. In fact, as the pandemic continues, we have made the focus on our people even more important.

We have been able to provide mentoring and career growth, while balancing the challenges of a hybrid remote work environment across the firm. We continued to develop our diversity, equity, and inclusion (DEI) initiative with help from a third-party who specializes in DEI consulting—we want our program to be the most comprehensive in the industry. We launched a Women's Initiative to provide a firm-wide platform for women at Roux to share resources, collaborate, and mentor. As we continue to evolve as an organization, our main focus will still be on our people, as they are the primary driver for our long-term success.

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**CEO** of Roux



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# Health & Safety

At Roux, Health and Safety remains a strong core value and is deeply embedded within our culture at all levels. As this marks our second year into the COVID-19 pandemic, our goal this year was to return to some sense of normalcy without compromising the health and wellbeing of our staff and their families. As science changed, so did our policies and procedures. As part of this, we worked on getting our employees back in the office, including integrating our new hires from both a technical and health and safety perspective. This was accomplished through in-person training and mentorship with senior employees. Our return to the office was a collaborative effort carried out by our Office Managers along with our Office Health and Safety Managers in consultation with our Senior Leadership team. Office-specific health and safety protocols were developed to ensure employees could safely reoccupy our office space.

Throughout 2021 and into the foreseeable future, Roux continues to make efforts to invest and grow our health and safety program. This year we hired a full-time Senior Health and Safety Specialist on the West Coast. This individual is responsible for overseeing and stewarding health and safety within both our Long Beach, CA and Oakland, CA offices. This position has allowed for continued oversight and mentorship of our staff in the field as we were challenged with logistical issues surrounding COVID-19. By providing hands-on training to our newer staff, we have seen a significant reduction in overall incidents and increases in proactive leading metrics such as hazard identifications, field audits, and behavioral peer observations.

Over the course of 2021, we continued to monitor and manage through the ever-changing work environment. Our focus areas included the onboarding of sixty new hires, building upon our health and safety job planning process by integrating our subcontractors into our health and safety pre-planning, improving our short-service employee program, and incorporating human performance principles in our day-to-day operations. Over the course of the

"The staff in our California offices are not only incredibly effective and efficient when it comes to their technical work, but also when it comes to health and safety as a whole. Given the opportunity to provide one-on-one coaching in the field has allowed our health and safety team to identify our employee's strengths and ensure continual improvement."

- Sean Owens, Senior Health and Safety Specialist

year, we identified a trend in musculoskeletal injuries, for which we made some adjustments to how we carry out similar work activities. In 2022, we will be looking to bolster our Ergonomics Program through the formation of an Ergonomics Safety Committee. The purpose of this committee is to help drive change in the way we perform routine functions, with an emphasis on reducing musculoskeletal stressors in the workplace.

Roux's health and safety record continues to be 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 injuries. While these numbers show our continued commitment to ensuring "No One Gets Hurt" over the last few years, and particularly in 2021, we continued to emphasize prevention through design and real-time hazard recognition/ mitigation.

In 2021, we saw a 55% increase in hazard identifications, field audits, and peer observations, and a 17% decrease in near loss/loss events compared to 2020. These metrics illustrate our team's commitment to focus on proactive health and safety tool use to minimize incident potential. As part of the pandemic and our organic growth, we identified improvement areas that would continue to advance the overall health and safety culture of the firm:

- Continue to improve the way we implement human performance principles and integrate in our day-to-day operations through enhanced training and communications;
- Invest and grow our health and safety program by leveraging technology-based solutions, as well as growing our capabilities on the East Coast by hiring and integrating another new Senior Health and Safety Specialist; and
- Increase focus on health and safety accountability across all levels of the organization, which includes mentoring and integrating new staff into our health and safety culture.

## **Diversity & Inclusion**

This past year, Roux sought to strengthen our diversity, equity, and inclusion (DEI) strategy as part of our continued employee focus. Along with the formation of an internal committee, the firm contracted with an experienced third-party partner, Orange Grove Consulting, to conduct a quantitative and qualitative analysis of our workplace. The analysis consisted of an anonymous all-employee survey, review of quantitative data, and select employee interviews.

This assessment is a strategic and important growth opportunity, as it will provide us with a thorough understanding of the current state of inclusion at Roux. Following the assessment, we will utilize expert recommendations to create a DEI strategy specific to Roux that best supports the goals of the company and employees. By forming a dedicated internal team and partnering with an industry expert, Roux hopes to further improve awareness, retention, and growth within the Roux organization.

Roux has recently made significant investments in expanding "I am confident Roux's focus on DEI the depth and experience of our corporate team. We strive will make us all stronger. Turning the to welcome new team members whose perspectives enrich microscope inwards can be uncomfortable, the experience of our current employees. In prioritizing DEI for and real change is a long-term goal, but a the long-term, we expect to continue to broaden our diversity and inclusion focus, while also creating internal programs diverse and supported work environment that support the progression of our employees as future will allow everyone to be the best we can be leaders of Roux, such as our Women's Initiative. As a multigenerational firm, we are currently in the transition process for each other and for our clients." - Catherine Boston, MPH, DABT from one generation to the next, and the development of a diverse leadership team will be essential to our long-term Principal Scientist/Risk Assessor success.



# Women's Initiative

In 2021, we introduced a formal Women's Network with the goal of providing broad interconnection within Roux that offers internal resources, mentoring, and lunchbox seminars. The initiative includes employees from all levels of the organization in technical, corporate, and administrative roles. In our "Lunch with a Leader" series, Roux's leading women, including Principals and our CFO, discuss their challenges rising through the ranks, how to establish a work/life balance, and what it means to be a leader.

Roux is looking to create more opportunities for woman-to-woman interaction across all offices, especially for those who may not have a direct female superior. This network demonstrates another example of Roux senior management striving to create an inclusive environment for our employees, while also providing forums for all employees to share their feedback on how we as an organization can improve and continue to create a great working environment.







# University Partnerships & Scholarships

One of Roux's old maxims is "hire the best, retain the best, and promote the best." Of Roux's 300+ employees, over 20 have been with the firm for over twenty years, and nearly 40 have been here for over fifteen years. While this is a result of being a great place to work, it starts with hiring quality people from strong educational backgrounds. 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 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.



### Roux partners with the following colleges and universities:

- The City University of New York, Queens College, Scho
- Drexel University, College of Engineering/College of A
- Hofstra University, School of Engineering and Applier
  Mathematics
- Northeastern University, College of Engineering/Colle
- The State Univer<u>sity of New York at Stony Brook, Scho</u>
- The State University of New York at Binghamton, Depa
- Colgate University, Department of Geology

ool of Earth and Environmental Sciences

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Science/School of Natural Sciences and

ge of Science ool of Marine and Atmospheric Sciences artment of Geological Science

# **Roux BLUE Leadership Program**

"The Roux BLUE Leadership Program is a structured program that still maintains an organic feeling, allowing for the discussion of diverse leadership topics between mentors and mentees. Roux's continuation of the Program represents its commitment to an open culture across the firm and to growing the new generation at Roux." - Haley Rodack, P.G., Senior Hydrogeologist

In 2021, Roux continued the implementation of the We expect that this will develop into a permanent Roux BLUE Leadership Program, a company-wide leadership program that provides career guidance mentoring and leadership program that integrates and multiple senior management touchpoints for all offices. Traversing through the complexities of many more employees to reference as they chart their COVID-19 and remote work conditions, the Program career. has provided a consistent mechanism to keep the personal connections within the firm strong. The Roux BLUE Program strives to build on historical learning, continue improving our company-wide mentoring, and develop the next generation of leaders.

Over the last two years, the Roux BLUE Leadership Program has included about 20% of the firm, including mentors and participants throughout all offices of the organization. The Program provided numerous interactive meetings between junior staff and senior leadership. It is becoming a strong platform for junior staff to routinely connect one-on-one with leaders of the firm outside of the work environment, allowing for the sharing of ideas and perspectives; both partners gain an inter-generational appreciation for their colleagues. Additionally, participants are encouraged to continue the conversation with partners from previous years, creating long-term bonds.



"The Roux BLUE Leadership Program was a privilege to be a part of this year. The Program allowed my colleagues and me to expand our network outside of our respective offices. The Program opened up relationships with leadership at the firm, including the CEO, CFO, and Principals that we might not otherwise have had the chance to interact with on such a personal level. Roux's continued commitment to the growth of younger staff and cultivation of a strong mentoring culture is shown through the Program."

- Ashley Sweeney, Project Engineer



## **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 positive 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, 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.

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.

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

# **Local Volunteering & 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. 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:

### Event: Learn a New Hobby Charity: Beats for Bella

Since the past year has made it challenging to meet in person and take part in traditional group events, Roux's Long Beach, California office decided it was time to get creative. To participate in their fundraiser for <u>Beats for Bella</u>, a 501(c)3 non-profit that strives to create awareness for Congenital Heart Defects (CHDs), employees were asked to reply to an email thread with photos of a new hobby they've picked up during quarantine, and a donation was made per each photo reply. This fundraising technique allowed the Long Beach office to catch a glimpse of what life is like for their peers outside the workplace, and Roux gained a sense of our staff's interests that can later be applied to additional CSR and company events. Our newest hobbies include cooking new dishes, hiking, surfing, gardening, golfing, reading, home renovations, slacklining, and taking cats on walks. You can see all our hobbies <u>here</u>.

While all could agree this fundraiser was for a great cause, Beats for Bella is especially meaningful to one of our employees. Matthew Nelson, Senior Engineer in our Long Beach office, has a son named Charlie who was born with Hypoplastic Left Heart Syndrome (HLHS), a condition characterized by having only half a heart. Congenial Heart Defects affect 40,000 children every year and 1.4 million children and adults live with congenital heart defects today in the United States.



### Event: Cornhole Tournament Charity: Winner's Choice

Our Massachusetts office hosted a cornhole tournament at the beginning of July to benefit the charity of the winner's choice. Each team donated to enter, and funds were matched by Roux CSR—all proceeds contributed to the winning team's pick of the <u>National Multiple Sclerosis (MS) Society</u>.

This office-wide event was a fun way to raise money for a great cause while keeping the stakes competitive. Some of our staff members even painted Roux-branded cornhole boards! The excitement and success of this event generated enough interest to do it again in the fall.

This time, the winning team elected to donate funds to the <u>Greater Boston Food</u> <u>Bank</u>, an organization that our staff has been involved with over the past few years. This organization provides healthy food and resources to people in need in Eastern Massachusetts.

### Event: Halloween Dog Walk Charity: Bobbi and the Strays

For the second consecutive year, Roux's New York office took part in some slightly belated Halloween festivities in early November, benefitting <u>Bobbi and the Strays</u>. We had a great turnout and showed off plenty of adorable costumes while strolling around Belmont Lake State Park.

Bobbi and the Strays is 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. In addition to contributing a monetary donation per each dog in costume, we brought cat and dog food, blankets, and toys for the shelter.



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# **Environmental Sustainability**



Roux is supporting one of NYC's first offshore wind staging and assembly ports, located in Staten Island, New York. This project will transition former industrial land into a state-ofthe-art facility that assembles offshore wind infrastructure, while also providing workforce training facilities, essential warehousing, and equipment storage for the energy transition. Roux is the environmental lead for the project, working closely with strategic partners providing civil, structural, and marine engineering. Our team recently completed the initial planning documents necessary for working in the shallow water ecosystem, while also assessing the upland environmental quality of the Site as it is prepared for transformation.

This project is a great example of Roux taking 40 years of industrial remediation and brownfields redevelopment expertise, and using it to transform an underutilized industrial property into part of the new sustainable energy solutions.



Interested in becoming part of our culture? 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. Likewise, if you have already begun your career in environmental consulting and management, you will find a work environment that welcomes the different experiences and perspectives you can bring to Roux. Find out more by visiting our website

### Solar Project Development on Brownfield Site

Roux performed investigation and remediation at a former lampblack manufacturing site on behalf of the industrial owner. Due to size and location, the Site was unlikely to be redeveloped and the industrial owner continued to pay for inspections, maintenance, and regulatory reporting. When the industrial client was approached by a renewable energy developer about establishment of a solar project on the Site, Roux worked cooperatively with both parties. The renewable energy developer purchased the Site and Roux provided environmental due diligence, wetland delineation, and waterfront development permitting to facilitate construction of the solar panels. Once construction started, Roux prepared an intrusive workplan to ensure that contaminated soils were managed properly and performed periodic inspections. Roux continues to provide inspections and regulatory reporting for the Site and is the LSRP of record on behalf of the renewable energy developer.



"I enjoy bringing beneficial reuse to former industrial properties where the habitat is low quality, and through working with a multi-disciplinary team, we develop solutions to transform the property into a functional benefit to the community."

- Kathryn Sommo, CPESC, ISA Arborist Senior Ecologist/Environmental Scientist

### **Offshore Wind Terminal**

### ISLANDIA, NEW YORK (HEADQUARTERS LONG BEACH, CALIFORNIA

OAKLAND, CALIFORNIA OAK BROOK, ILLINOIS CHICAGO, ILLINOIS WOBURN, MASSACHUSETTS OGAN TOWNSHIP, NEW JERSEY SOMERSET, NEW JERSEY HOUSTON, TEXAS



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