

ANNUAL REPORT



Environmental,
Social, & Governance

2022

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Roux's President & CEO, Sin Senh (left), receiving the Vistage 2022 Impact Award.

MESSAGE FROM ROUX CEO

I became the President and CEO of Roux in 2020 after two decades with the company, and have spent the last three years expanding Roux's services to meet the ever-changing needs of our clients as they face new and complex environmental challenges. Climate change and its impact on the environment is significant, and has brought about increased environmental regulations and compliance. Roux's leadership approach to these changes across our workforce and interdisciplinary services has been rigorous, providing our clients with expert insight into emerging environmental issues and opportunities they may encounter.

For over 40 years, Roux has been committed, both as a company and as individuals, to protecting and restoring the natural environment. Beginning in the 1980s and continuing today, Roux's technical team of environmental experts have developed innovative, sustainable solutions for our clients in a variety of environmental engineering, remedial, and ecological services. Over the past decade, we have added economics, natural resource damages, and human health services to help our clients quantify potential costs and evaluate risks associated with environmental exposures. Most recently in 2021, we created an [Environmental, Social, & Governance \(ESG\) practice](#) to provide clients with strategic guidance on how to comply with the shifting regulatory landscape, offering new services to help clients create, evaluate, and execute social and environmental management plans.

As the firm has grown to nearly 400 employees, Roux's health and safety record and the company's dedication to social and charitable endeavors continue to be a source of pride. Roux's Board of Directors, management, and employees are committed to creating a socially diverse and inclusive work environment and extending those values to our clients and communities. This approach has enabled Roux to adapt, grow, and thrive for over 40 years.

I have made a commitment that Roux as a firm will continue to achieve higher levels of Diversity, Equity, & Inclusion (DEI) and environmental sustainability in our daily operations. As a private company, Roux does not have any formal or mandatory ESG reporting requirements. However, in the interest of transparency to the public and our clients, we have created this inaugural ESG report to highlight Roux's social and environmental performance and path forward to greater corporate responsibility. We look forward to updating this report on an annual basis and sharing our progress with you.

Sin Senh
President & CEO

OVERVIEW OF ROUX SERVICES

Roux applies sophisticated scientific, technical, and managerial resources to develop and implement effective, efficient, and sustainable solutions. In short, we solve our clients' most challenging environmental issues. We do this by providing our advisory, compliance, and field services to a broad spectrum of both private and public sector clients nationwide and their associated law firms, including numerous Fortune 500 companies and large insurers.

Founded over 40 years ago, Roux was built upon the management and cleanup of large, complex environmental remediation projects, including Superfund sites, chemical and manufacturing plants, and petroleum refineries and distribution terminals. Today, Roux offers a much broader array of consulting services as an employee-owned company with nearly 400 environmental professionals performing work in a variety of scientific, economic, and engineering disciplines.

"Roux's founding principles and values are rooted in protecting the environment and taking care of our people and community."
Paul Roux
Founder

While Roux remains a leading brand across the country for environmental remediation services, the interdisciplinary nature of many of the challenges our clients face is now mirrored by the expansion of Roux's services into areas such as human health and ecological risk, commercial economic damages, natural resources valuation, and engineered natural/sustainable systems.

Roux's current service offerings include:

- Brownfields/Due Diligence Support
- Economic & Complex Analytics Services
- Energy Services
- Engineering & Remediation Services
- Environmental, Health & Safety Compliance Services
- Environmental, Social, & Governance Advisory Services
- Green & Sustainable Remediation
- Human Health Risk Assessment Services
- Insurance Support
- Litigation Support
- Water Resources

In 1981, Roux was founded by Paul Roux as a groundwater contamination investigation practice. His goal was to build a small consulting firm where the staff was smart, hardworking, talented, and nice.



ESG MANAGEMENT GOALS



Roux’s Board of Directors and management intend this inaugural Roux ESG report to serve as a baseline for Roux’s current social and environmental performance. Since its inception, Roux has been informally developing and instituting firmwide programs that promote DEI and sustainable solutions. These programs have enhanced Roux’s ability to attract a diverse set of top environmental professionals who strive to embed ESG principles into each project they perform.

Going forward, Roux’s management seeks to extend these programs in 2023 and create a series of new initiatives that will continue to educate and inform our employees and Roux’s clients of the firm’s commitment to social and environmental values.

Some of management’s goals over the next year include improving Roux’s internal/external environmental data collection systems; performing energy audits for Roux offices; engaging in a new pilot program on leadership training with an emphasis on employee support and inclusive communication skills; expanding our recruiting of new professionals with a focus on diversity; and integrating new staff through increased emphasis on senior-level health and safety mentorship and field training in human performance principles. More detail on Roux’s near- and long-term goals can be found in the [Governance section](#) of this report.

REPORT HIGHLIGHTS

In 2022, Roux established several social, health and safety, and environmental programs that continued to improve the company’s ESG performance. Some of these highlights include:

- Virtually all the electricity for Roux’s Oakland, CA office is derived from zero-carbon, renewable energy.
- Calculated emissions from electricity consumption (based on our utility-specific carbon intensities) are 48% less than the level of emissions that would be estimated using the United States Environmental Protection Agency’s (EPA) guidelines for the same electrical consumption.
- Roux’s 2022 Scope 2 emissions were 15% lower than in 2021, due in part to increased energy efficiency measures taken over the past year.
- Our Arlington, VA office was completely paperless in 2022.
- Continued to be a leader in health and safety with an Experience Modification Rate (EMR) of 0.83 or less for the last five years.
- Reported a total recordable incident rate below our industry average with zero OSHA recordable and lost-time injuries.
- Established a standing DEI Committee to keep focus on our DEI Program progress.
- Developed a comprehensive DEI Communication Plan for communication with employees and other stakeholders.
- Engaged in fundraising activities, pro bono projects, and other charitable endeavors, including financial scholarship programs with select universities.



ENVIRONMENTAL

Today, it is impossible to ignore the changes our environment is experiencing. Climate change and its effects on the planet have affected virtually every industry around the world, prompting calls by government and the investment community for greater environmental regulatory compliance and disclosure. Roux's management is cognizant of the impact these environmental changes have had on business, and has developed an ESG plan to address these issues both internally to our employees and externally to provide advice to our clients and communities.

ROUX ENVIRONMENTAL SERVICES AND CLIENT SUPPORT

As ESG and climate change gain more attention, Roux is highly qualified to provide our clients with strategic advice on how to comply with a shifting regulatory landscape driven by ESG standards set by government and investors. As an environmental consulting and engineering firm for over 40 years, Roux's interdisciplinary team has the qualitative, quantitative, and technical experience to advise companies to manage and disclose risk in Securities & Exchange Commission (SEC) filings, and internally, to advise Executive Management and our Boards of Directors.

As ESG standards continue to develop, Roux's team of experts can provide strategic advice to companies in a variety of industries on the ever-changing environmental regulatory framework, and how to develop and execute a long-term environmental strategy. In 2021, Roux's continued commitment to ESG manifested in a new environmental service area that focuses on sustainability, resiliency, adaptation, and helping our clients navigate the evolving set of local, state, and federal regulations. Roux's ESG practice includes a committee of Roux professionals that examine emerging trends and opportunities for social and environmental change, both internally and for Roux clients.

Roux's areas of ESG expertise include environmental due diligence, Brownfields redevelopment, site investigations, remedial design and management, environmental justice, ecological assessments, economic evaluations, environmental management plans, public reporting and disclosure, and green and sustainable remediation plans. The next section highlights some of our most exciting ESG-related projects from recent years.

"Roux has decades of technical experience in creating sustainable solutions and helping companies adapt to changing environmental conditions."

Joe Duminuco
Executive Vice President



CLIENT MANAGEMENT HIGHLIGHTS

ESTABLISHING SITES WITH WILDLIFE HABITAT COUNCIL CERTIFICATION

Corporate landholdings, closed remediation sites, vacant lands, closed landfills, and even landscaped areas, can become valuable resources to the surrounding community and ecosystem. As part of our [Green & Sustainable Remediation Services](#), Roux provides ecological design services to cost-effectively protect and enhance wildlife habitat quality and engage the surrounding community in conservation education, further strengthening ESG standing. These improvements allow our clients to become eligible to obtain certification from the Wildlife Habitat Council (WHC)—a national organization that focuses on habitat conservation and management through business partnerships and education.

The WHC certifies voluntary management of natural resources on corporate lands to help companies protect the environment. Roux has been involved in establishing WHC certification for major industrial facilities throughout the East Coast for over ten years.

"Roux's ESG practice works with our clients to evaluate their current environmental performance in light of changing regulatory standards and helps them set goals to execute environmental management strategies."

Peter Kelso
ESG Practice Leader

Roux provides ecological design services for both active and inactive facilities of varying acreage to tailor a wildlife habitat enhancement program that fits the needs of existing land concerns and future land management goals. Roux is proficient in working with a variety of environments, ranging from freshwater and tidal wetlands to riparian ecosystems, grassland, and woodland habitats.

For example, Roux recently completed a site survey at a petrochemical facility for a global Fortune 500 company. The undeveloped land and certain former pond/landfill areas are the focus of our proposal to manage these areas for ESG metrics pertaining to biodiversity. We are working with the WHC to identify and implement a series of projects that will qualify for certification, and thus count in the corporate ESG metrics for our client. Our vision, shared by the client, is to turn the first site visit into several "biodiversity" projects that will lead to a certified program for the site, plus another site in the Carolinas.



ENVIRONMENTAL IMPACT STATEMENT REVIEW

The Board of Commissioners for Beaver County, Utah requested Roux to provide a detailed review inclusive of groundwater modeling to evaluate the proposed scope of a groundwater export project in Utah’s West Desert by a neighboring county (Iron County). Additionally, we detailed comments to a Draft Environmental Impact Statement that analyzed the environmental impacts associated with the project. Those impacts extended all the way into Nevada and would likely affect resources (springs and possibly stream flow) in Great Basin National Park. The modeling included bringing the U.S. Geological Survey’s Great Basin Alluvial and Carbonate Aquifer System model online, a regional complex numerical model for use in the analysis.



MITIGATION LAND ASSESSMENTS

Roux provides environmental consulting services to The AES Corporation (AES) and sPower, LLC (sPower) to facilitate in the evaluation of mitigation lands for their proposed solar projects in the Mojave Desert, California. Both the California Environmental Quality Act (CEQA) and the National Environmental Policy Act (NEPA) require that potential impacts on species, habitats, and farmland be considered during development.

To offset the potential impacts of solar development, Transition Habitat Conservancy (THC), our land trust project partner and long-time client, purchases land for conservation easements throughout the western Mojave Desert. To ensure the proposed mitigation lands are suitable for their designated conservation easement purpose, Roux conducts Phase I Environmental Site Assessments and Minerals Remoteness Assessments.

In partnership with AES, sPower, and THC, Roux has provided professional services to assist with the mitigation process for the protection of the Mojave Desert Tortoise, Mojave Ground Squirrel, Swainson’s Hawk, and Joshua Tree—species listed on either the state threatened or endangered lists. So far, Roux has conducted mitigation land assessments on over 3,000 acres of land in the Mojave Desert, with substantially more assessments to be anticipated.



WETLAND MITIGATION BANKING FEASIBILITY STUDY

As part of a request for commercial divestment support to a major petroleum company, Roux performed on-site reconnaissance and desktop evaluation of jurisdictional areas regulated by the New Jersey Department of Environmental Protection Division of Land Resource Protection for a property in northern New Jersey. This client was looking to understand the highest and best use of a large parcel of land containing many encumbrances such as wetlands and streams that had the potential to impact future development. Roux evaluated the Site’s potential as a future wetland and riparian zone mitigation bank site, and determined that rather than developing small portions of the property not covered by regulated features, the best path forward would be to utilize the property as a Wetland Mitigation Bank. This trajectory would allow for the current ecological resources to be enhanced and protected in perpetuity, in addition to allowing the client to divest the property for the best financial outcome.



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 Licensed Site Remediation Professional (LSRP) of record on behalf of the renewable energy developer.



ROUX'S COMMITMENT TO THE ENVIRONMENT

Roux has committed ourselves to restoring the environment to its natural habitat through our past 40 years of service. We recently developed an internal environmental data management and analytics system to provide a greater level of precision and insight into the environmental impacts of our own operations. Through this system and the collaboration of our regional Operations Managers, community leaders, and other partners, we collected data to better understand our environmental footprint, including Scope 1, 2, and 3 carbon emissions.



ROUX OPERATIONS

Roux currently has eleven offices consisting of our headquarters in Islandia, New York, and regional offices in California, Illinois, Massachusetts, New Jersey, Texas, and Virginia. Roux owns two buildings, including the Islandia headquarters, and leases office space for the remaining nine offices. Roux has collected electricity data from its offices and is committed to reducing our electricity and other utility consumption. Most of the electricity for two of Roux's offices, Massachusetts and Oakland, is derived from zero-carbon, renewable energy.

Roux is a service-based company and generates low amounts of direct emissions. The firm has 16 fleet

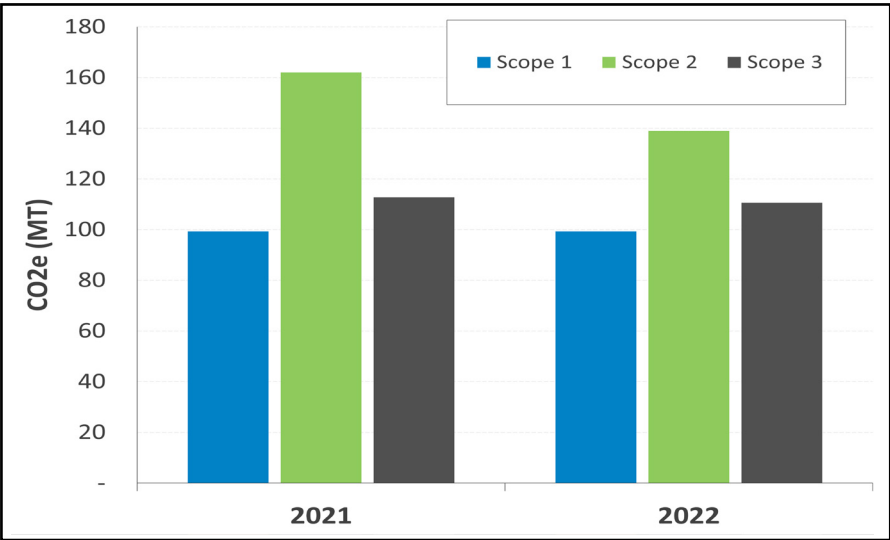
vehicles that generate the entirety of our calculated Scope 1 emissions. Roux's expert environmental services require our technicians to spend large amounts of time at client job sites, and these vehicles are essential to Roux's business. Half of our fleet vehicles drive an average of 5,500 miles per year, and half of our fleet vehicles drive an average of 28,000 miles per year; all together we estimate our fleet vehicles emit 99 metric tons (MT) of carbon per year. Roux is in the process of implementing an internal data collection and management system to better monitor fleet vehicle use. While these estimates are based on averages of weekly miles driven and United States Environmental Protection Agency (EPA) guidelines for miles per gallon (mpg) and emissions per gallon, it is possible that actual fleet vehicle emissions are lower than our estimates. Moving forward, Roux is exploring ways to reduce gasoline consumption, including the conversion of our fleet to electric vehicles.

Roux's waste streams from its operations are limited to project-specific waste and those generated by in-office employees. Recycling and paperless initiatives are in place across the company to limit and mitigate any waste that may be generated. Almost all our office locations have formal low/zero-waste programs in place. Many of our offices are enrolled in additional initiatives: our Massachusetts office partners with their local waste management's Waste to Energy program; our Long Beach office is a certified green business through the City of Long Beach, CA; and multiple offices have paperless policies or agreements in place to recycle printer and copier materials, and/or repurpose packing and shipping materials. Roux is currently in the process of developing formal, company-wide guidelines on waste management and recycling to further reduce waste streams at all office locations.

INTERNAL ENVIRONMENTAL AUDIT

Roux collected data on electricity and natural gas usage from each office, along with published carbon intensities of corresponding utilities to calculate our annual carbon emissions. We collected data from 2021 and 2022 to establish a baseline for our emissions, with the goal of improving our energy efficiency and lowering carbon emissions in the years to come. As this was the inaugural year of formally estimating carbon emissions, we estimated energy usage for four of our leased offices; in 2023, we will work with building managers to better understand energy use and emissions intensity for these office locations. Our emissions are presented below:

Figure 1: Annual company-wide emissions, by Scope



As seen in Figure 1, in 2022, Roux estimates Scope 1 emissions of 99 MT, Scope 2 of 139 MT, and Scope 3 of 111 MT. Scope 1 emissions consist entirely of emissions caused by fleet vehicle gasoline consumption. Because this number is an estimate based on average weekly miles driven in 2022, we estimate the same amount for our 2021 comparison. Scope 2 emissions are derived from the electricity and natural gas usage of our two largest offices, which are owned by the company. Scope 2 emissions in 2022 were 15% lower than in 2021, due in part to increased energy efficiency measures taken over the past year, including the conversion of all lights to LEDs in our New York headquarters. Scope 3 emissions are derived from electricity and natural gas consumed at our leased offices. As discussed earlier, most of the electricity used by two of our leased offices is generated from renewable sources.

Figure 2 shows the same carbon emissions but broken down by source: electricity, natural gas, and consumption of gasoline. Discussed in more detail in our [goals section](#), Roux will conduct an emissions audit and assess ways to decrease emissions across each source.

Figure 2: Annual company-wide emissions, by Source

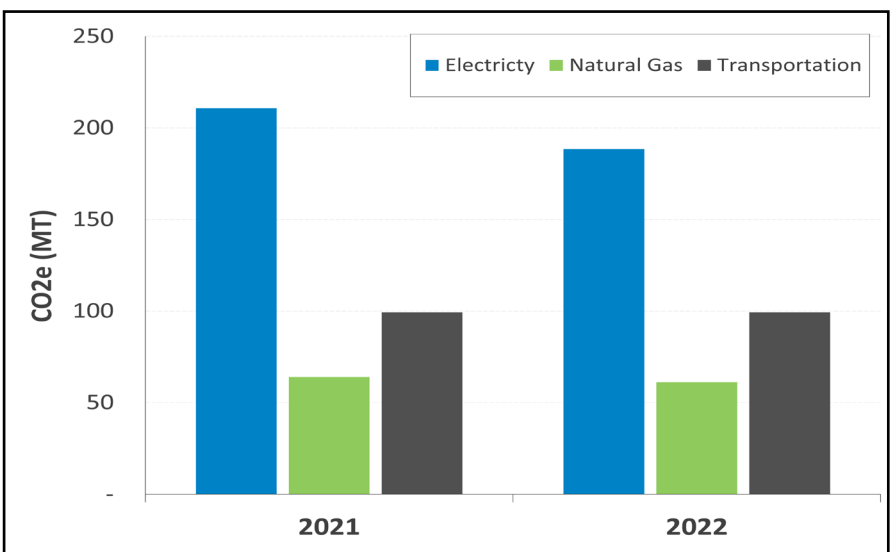
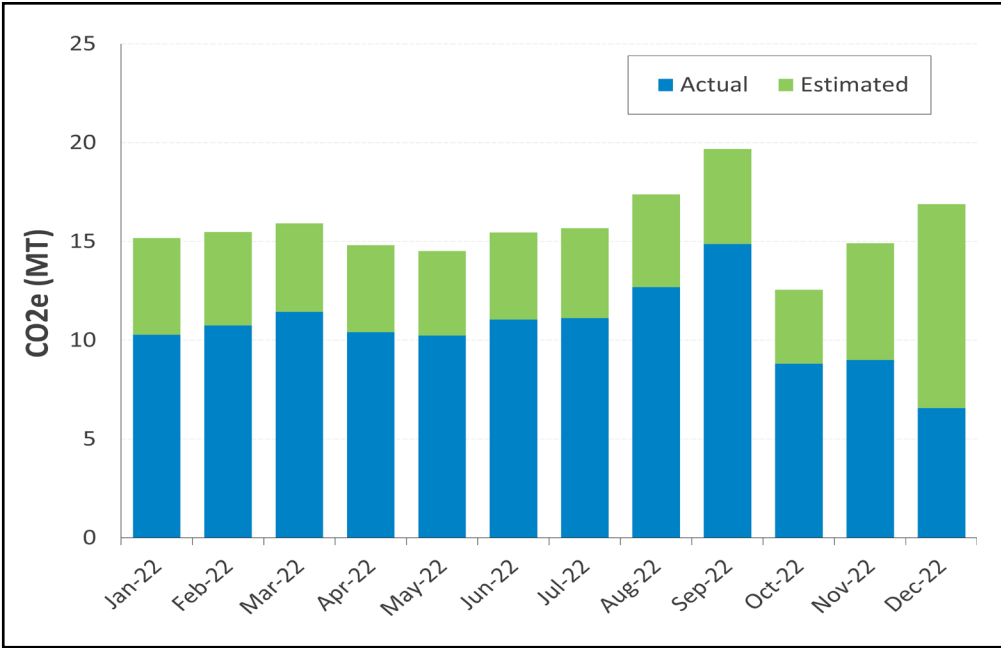


Figure 3 shows a monthly breakdown of our largest source of carbon emissions, electricity, for both actual and estimated consumption data. In 2023, Roux will work with the Operations Managers of our leased buildings to ensure we receive actual data for our office buildings; in some cases these data were not readily available from the management companies. Roux is developing plans to further increase energy efficiency at both owned and leased office spaces and exploring ways to work with utilities to purchase more energy from renewable sources and/or purchase renewable energy credits or other methods.

Figure 3: Monthly electricity emissions, 2022



SOCIAL

Under Roux’s Corporate Social Responsibility (CSR) program, there are a variety of topics of interest in addition to charitable donations, including elements that ensure the safety, diversity/inclusion, mentorship, and general sustainability of the entire Roux family.

Our commitment to CSR 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 communities. The CSR program directs financial donations and volunteer activities to established charities aligned with the goals of bettering our local communities. In addition, we focus on organizations that improve conditions in poor and developing countries and conserve 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. We incorporate service initiative into our corporate culture.

Roux has many longstanding partnerships with non-profit organizations, such as Pure Earth, who aligns with governments, communities, and industry leaders to identify and implement solutions that stop toxic exposures, protect health, and restore environments. Roux’s focus on Pure Earth starts at the top of the organization with Roux’s founder, Paul Roux, who is a board member, and allows our firm to uphold both CSR and sustainable initiatives.



ROUX’S COMMITMENT TO OUR PEOPLE

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 of each individual’s unique perspective. 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.



DIVERSITY, EQUITY, & INCLUSION

As part of this commitment to our people, Roux has been reevaluating our talent acquisition process and reinvesting in ways to support diversity, equity, and inclusion (DEI).

The firm strives to welcome new team members whose experience and perspective enrich the experience of our current employees. Roux has recently made significant investments in expanding the depth and experience of our corporate team, as well as partnering with third-party DEI experts to help us assess the status of DEI in our firm and areas we could work to strengthen. In prioritizing DEI for the long-term, we expect to continue to broaden our diversity and inclusion focus, while also creating internal programs that support the progression of our employees as future leaders of Roux, such as our Roux Women's Network Lunch with a Leader series. As a multi-generational firm, Roux is 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.

Roux's DEI Vision

Roux's best product is the smart and creative thinking that our people provide. To that end, Roux is committed to creating and sustaining a diverse and inclusive culture that is open to new approaches and leverages the differences we share into an increasingly successful and profitable business for generations to come.

In 2022, Roux established DEI annual objectives as a follow up to the external DEI assessment we conducted the previous year. That assessment, led by third-party DEI consultant Orange Grove, consisted of a firmwide employee survey, one-on-one interviews, and a quantitative analysis of HR data. The assessment focused on 12 DEI areas typically evaluated in this field of study that speak to our inclusion landscape, organizational processes, and the supporting environment.

At the conclusion of the assessment, Orange Grove presented potential actions to incorporate into a long-term DEI Program for all 12 areas of study. Understanding that we want DEI to be a continuous and lasting initiative, Orange Grove recommended that we decide upon a couple issues to work on for the first year. They shared with us their experience in the field: companies having the greatest success with DEI realize and commit to this being a long-term effort and are thoughtful on which actions to initially pursue to have the most enduring impact. This resonated with us, because we too believe that this will forever be a part of our business, and that components of the DEI program will evolve as we continue to grow in size, expand geographically, and broaden our services.



Our internal DEI committee deliberated over the consultant's recommendations and determined a few key objectives to begin with in 2022:

- Increase the value and perception of diversity within Roux;
- Increase the recruitment of people of color; and
- Increase allyship for women and people of color.

Roux was able to make the progress described below in 2022 in each of these three main objectives.

INCREASE THE VALUE AND PERCEPTION OF DIVERSITY WITHIN ROUX

- Established a standing DEI Committee, including CEO membership and a senior executive as Chair (Michael Roux), that meets monthly to keep focus on our DEI Program progress.
- Developed a comprehensive DEI Communication Plan (i.e., how the firm will incorporate DEI topics and progress updates into a regular communication cadence with employees and other stakeholders).
- Rolled out a new quarterly employee newsletter with a standing DEI section that provides updates on DEI plan progress, DEI metrics, as well as spotlights on various diverse communities in each issue.
- Developed and communicated Roux's DEI Vision to be intentional and clear about who we want to be as a firm, how we believe DEI will make us better as a business, and how we will get there.

INCREASE THE RECRUITMENT OF PEOPLE OF COLOR

- Collected recruiting data across the hiring process to include sources of hires, demographics, and candidate statuses within the hiring process. The report of this raw data has been prepared and HR is working to analyze the data.
- Assessed diversity within target majors of schools we typically recruit at and identified more schools that introduce us to more diverse candidates. Over one third of the schools we attended in the Fall career fair season are reported as diverse from a racial or ethnic perspective. We have also added new schools in proximity to our offices this year because of this review. Going into 2023, we will analyze the applicant results from these efforts.

INCREASE ALLYSHIP FOR WOMEN AND PEOPLE OF COLOR

- Reviewed the process for how employees can bring forward DEI-related concerns; revised the process to ensure it's clear and that employees feel supported. Developed a guide that takes employees, supervisors, and allies through different scenarios to determine options available for addressing the behavior.
- Along with a revised process, developed Roux-specific scenario-based training on allyship to educate employees and allies on how to handle any

inappropriate behavior in the workplace, including from third parties. Training was rolled out at the end of 2022 and is continuing to be delivered in all offices nationwide through the first quarter of 2023.

- Researched and purchased an electronic platform to enable employees to report inappropriate behavior in an anonymous fashion. Configuration and testing of the hotline application occurred in 2022 with rollout in early 2023.
- Engaged a leadership training consultant to pilot a new training curriculum that will build upon our managers' leadership abilities with an emphasis on employee support and inclusive communication skills. The first cohort will begin the training program in January 2023.

"Roux has consistently strived to improve the diversity of its workforce and has taken recent steps in 2022 to recruit at some of the most diverse schools in the country."

Joanna Hall

Human Resources Director

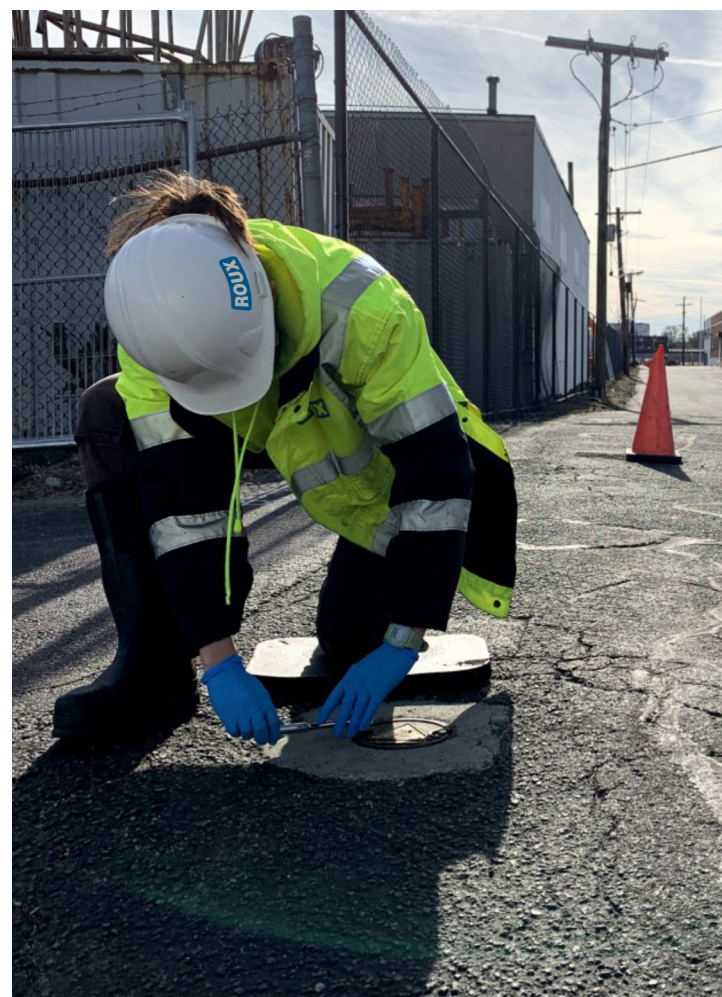
In April 2023, marking one year from when we set out on our DEI plan, Roux's internal DEI committee will meet to assess how the firm did with its first-year objectives, determine which objectives will carry throughout 2023, and decide if any new focus areas should be added to the plan.



HEALTH & SAFETY

A trusted environmental consulting and management firm, Roux is committed to the health and safety of our employees, contractors, and the communities where we operate. Over the course of 2022, the primary goals of our health and safety program were to streamline efficiencies in the job performance process and to continue investment in employee training and awareness. The integration of new staff into the firm was achieved with senior-level health and safety mentorship and hands-on training in hazard identification and mitigation. The accessibility of virtual training and seminars was improved with the introduction of new technologies and greater emphasis on real-time reporting. The collaboration of our Office Health and Safety Managers and Senior Leadership team proved to be a vital component of implementing office-specific health and safety protocols.

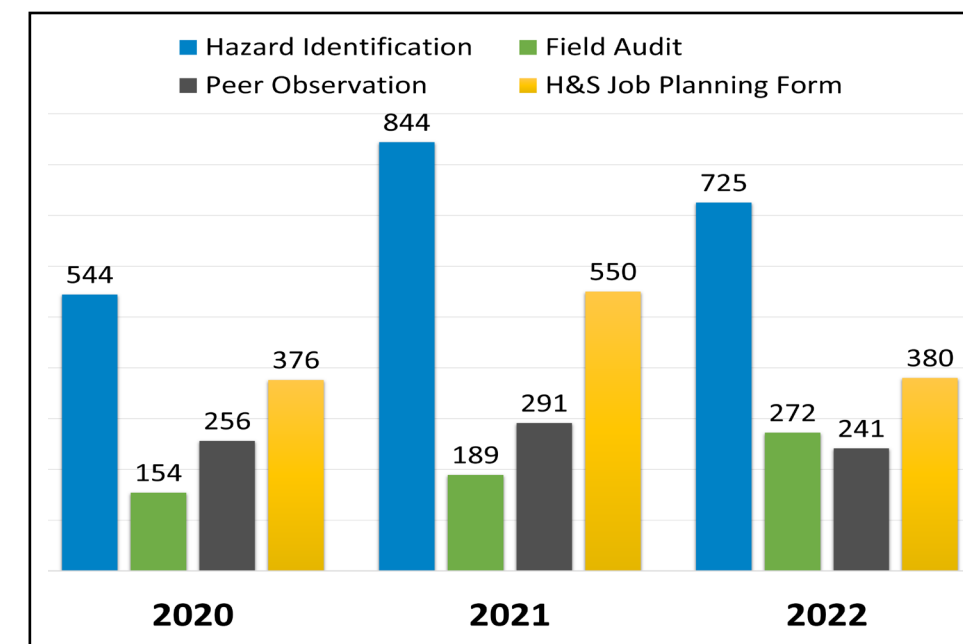
To promote growth and greater technical ability within the firm, we hired a full-time Senior Health & Safety Specialist on the East Coast in 2022. This individual is responsible for managing the health and safety operations of the NJ offices and provides technical project support for the Northeast. An important function of this position is to build collaborative working relationships with Operations Managers, senior-level employees, and field staff. Through the efforts of our Corporate Health and Safety team, we have seen significant improvement in the safety and compliance culture of the firm. Overall, we experienced a significant reduction in injuries and reported an increase in leading health and safety metrics, such as hazard identifications and field audits. As we move toward the future, Roux continues to support growth by updating corporate health and safety programs with current best management practices and developing innovative, design-driven strategies to address the evolving needs of our industry.



“Working closely with our north-east operations has allowed me to personally observe the success of Roux’s Health and Safety Program. By investing in hands-on training and site-specific safety awareness, we provide our staff with the tools to properly mitigate the hazards they encounter on the jobsite. Mentorship of new staff in the field has also proven very effective in developing the health and safety culture of the firm.”

Rafhael Gandolff
Senior Health & Safety Specialist

Figure 4: Firmwide Health and Safety Tool Submissions (2020-2022)



Throughout the last year, improved efficiency and reevaluation of our health and safety program became a top priority for new hire onboarding and project execution. To successfully onboard 106 new employees in 2022, we focused on mentorship in the preparation of project-specific health and safety documentation, the integration of our subcontractors into the Roux health and safety pre-planning process, and the inclusion of behavior-based safety training as part of our short-service employee program. Early in the year, we developed an Ergonomics Safety Committee which has implemented improvements to routine field functions, developed stretching regimens for field personnel, and recommended support equipment that controls musculoskeletal stressors in the workplace. In addition, ergonomic considerations were incorporated into our job planning process with a focus on reducing musculoskeletal disorder risk factors such as hand-arm vibration and static postures. In 2023, the Corporate Health and Safety team will be developing similar exposure group classifications for occupational noise, and providing increased industrial hygiene technical support throughout the firm.

Roux is an industry leader in health and safety with an EMR of 0.83 or less for the last five years and a robust contractor vetting process. In 2022, we reported a total recordable incident rate below our industry average with zero OSHA recordable and lost-time injuries. These numbers reflect our personal commitment to maintaining an incident-free environment in the workplace. In order to minimize incident potential throughout the firm, we continue to stress the importance of eliminating unsafe conditions through real-time hazard recognition/mitigation and implementation of controls during the pre-planning process.

In 2022, we observed a 53% increase in field audits and similar numbers of hazard identification, near loss/loss incidents, and peer observation submissions when compared to 2021. In addition, we saw a significant increase in senior personnel conducting field assessments and audits to identify site-specific hazards and potential areas of improvement. The performance of field audits provided additional opportunities for field staff mentorship and in-person health and safety training for new hires. The real-time metrics reported in 2022 illustrate that health and safety is a core value of the firm at all levels. To promote reevaluation of our health and safety program, the following areas of improvement were identified based on what we learned in 2021:

- Integrate new staff through increased emphasis on senior-level health and safety mentorship and field training in human performance principles.
- Improve efficiency during the job pre-planning process and greater use of health and safety tools by leveraging technology-based solutions with enhanced accessibility and interface capabilities.
- Invest in growth and management of our health and safety program by hiring a new Senior Health and Safety Specialist on the East Coast.

ROUX'S COMMITMENT TO OUR COMMUNITIES

When most of our employees think “community,” our volunteering and charitable donation program comes to mind. Our 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. Through our CSR program, we have 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. Below are just a few of the volunteering and fundraising events we've taken part in this year.



VOLUNTEERISM AND FUNDRAISING

HIKE FOR MENTAL HEALTH

Roux's Long Beach office's first ever HIKE for Mental Health had a great turn out and beautiful weather, as Roux employees and their families trekked through scenic Southern California mountains and beaches. The HIKE for Mental Health charity allows individuals and groups to host hiking trips in order to benefit research in mental health and outdoor trail conservation. This 501(c)(3) non-profit organization is dedicated to alleviating the suffering of mental illness, directing 100% of their funds to support mental health related research grants, programs for veterans, and more.



TUCKERMAN INFERNO PENTATHLON FOR FRIENDS OF TUCKERMAN RAVINE

For the fourth consecutive year, Roux's Burlington, Massachusetts office participated in the Tuckerman Inferno Pentathlon. This event entailed a race to benefit Friends of Tuckerman Ravine, an organization in New Hampshire that preserves trails and does avalanche prevention and safety in the White Mountains. Many of our employees live close to New Hampshire and love to travel to these mountains for a hike or weekend trip with friends and family, making it the perfect cause for an exciting event.

We fielded two teams for the fierce competition, consisting of a fat-tire bike ride, cross-country ski, snowshoe, mountain hike, and downhill ski. While the weather wasn't ideal and the conditions were muddy, everyone crushed their event, and spirits were high despite the drizzle. The Tuckerman Inferno adventure race started in 2000 as the primary annual fundraiser for Friends of Tuckerman Ravine. It's a great event and Roux tradition that our Massachusetts team looks forward to competing in for years to come!

DUNK TANK & CORNHOLE TOURNAMENT FOR STONY BROOK CHILDREN'S

For the second year in a row, the New York office took part in our “Dunk-a-Roux” fundraiser for Stony Brook Children's. For this event, a donation bought you a dunk tank throw—you could test your luck or appoint someone more athletic



to throw on your behalf. This granted our staff the exciting opportunity to dunk our CEO, Sin Senh, along with New York Operations Manager Jeff Wills, Health & Safety Director Brian Hobbs, and HR Director Joanna Hall. Paired with this event was a cornhole tournament—perhaps our most popular CSR event at Roux as a whole—where the team's buy-in also benefited the cause. The office enjoyed a barbeque (and dessert!) to properly fuel for the fierce competition.

Stony Brook Children's is a hospital local to our New York office, offering the most advanced pediatric specialty care in the region. As an academic medical center actively engaged in research, they offer families access to groundbreaking, and often lifesaving, clinical trials for children. We're proud to have raised \$3,000 for Stony Brook Children's thanks to our office's competitive spirit and generous support.

CORPORATE DONATIONS AND PHILANTHROPY



WORKING PRO BONO ALONGSIDE PURE EARTH

Roux has been a supporter of [Pure Earth](#) for many years, with our founder Paul Roux a Board of Directors member. We greatly value our ongoing relationship, the significant success Pure Earth has achieved, and we are proud to be a partner. Pure Earth is a non-profit organization that prioritizes actions to protect the developing brains and bodies of children and pregnant women living in toxic hot spots. Their organization works to stop the multigenerational cycle of poisoning that is endemic in many low- and middle-income countries.

Notably, Pure Earth is a global leader in [reducing children's exposures to lead](#). Over the past 15 years, Pure Earth has assessed thousands of contaminated sites, published groundbreaking research, and demonstrated solutions in more than 50 affected communities.

In 2022, Roux expanded the support and commitment our firm provides to Pure Earth by leveraging our technical expertise with dedicated technical

professionals and site-specific participation. We share the goal of continuing efforts to identify and implement solutions that stop toxic exposures, protect health, and restore environments.

Prior to Roux's 2022 project involvement, Pure Earth's team in Ghana identified 42 sites across the country that were potentially impacted with lead due to local industrial activities. From that list, four priority sites were selected that the Ghana team is evaluating further with help from a collection of Roux's experts across our firm. We are proud to join the Ghana team in providing various environmental services, resources, and assessments pro bono.

The Roux team has attended multiple virtual meetings with Pure Earth representatives and the Ghana field team. We have helped organize and standardize preliminary site assessment workplans that will be used as a Pure Earth template for sampling in Ghana and other regions. Roux has also been providing geographic information system and mapping support, so the Ghana team has high-quality and high-accuracy figures showing sampling locations and contamination data to guide their field sampling events.

The path forward is remediating these sites, and Roux will support workplan development to implement the appropriate mitigative approach. We look forward to continuing our long-standing partnership with Pure Earth, reducing lead exposure, and making Ghana a safer place to live for children and communities.



UNIVERSITY PARTNERSHIPS

To help find and attract the best employee candidates possible, Roux forms partnerships with several colleges and universities.

Through these partnerships we provide co-op and internship opportunities, as well as fund research in environmental remediation and sustainability. Roux is currently partnering with the schools listed below. In addition, Roux is proud to engage in annual financial scholarships with the schools notated with an asterisk.

[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*](#)



GOVERNANCE

As a privately owned and family-founded company, Roux believes in a strong governance framework that focuses on the principles of diversity and inclusion, sustainability, and our most valuable asset: our employees. Roux's Board of Directors and leadership intend this report to provide transparency and accountability to its workforce, clients, and public regarding our ongoing commitment to these principles.

CORPORATE GOVERNANCE

Since its inception, Roux's management team has strived to embed social and environmental programs at every level of the firm. Leadership for Roux's ESG program starts from the top. Paul Roux, the firm's founder, is on the Board of Directors for several non-profit organizations including Pure Earth and the New York League of Conservation Voters Education Fund, national and regional non-profit organizations that implement solutions against toxic exposure and advocate for clean water, air, and renewable energy. Roux's President and CEO, Sin Senh, is 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. Sin happens to be one of the children that Christodora supported, providing him with unique insight into the benefits of ESG programs and the causes they support. In 2022, Sin received the prestigious Impact Award by Vistage—the world's largest CEO coaching and peer advisory organization for small and midsize businesses.

In 2022, Roux leadership instituted several firmwide social and environmental programs that will foster a strong and more inclusive work environment and ensure all of Roux's environmental risk services are performed with a focus on protecting the environment and communities we serve.

Some of these 2022 programs include:

- Roux's Women's Retention Network
- DEI committee
- Roux BLUE employee leadership training and mentoring program
- ESG leadership committee
- College recruiting diversity program

Sin Senh, Roux's President and CEO, co-chairing Christodora's Annual Gala and 125-year anniversary celebration.

ROUX BOARD OF DIRECTORS

In 2022, Roux expanded its current board of directors, historically comprised of Roux employees, to include two outside board members who bring decades of experience in environmental sustainability. Our current Roux board members Adam Love, Mary Macy, Greg Martin, Michael Roux, Steve Sadiker, and Sin Senh, are joined by Linda Chiarelli and Christopher Burns in 2023.

Linda Chiarelli leads the capital projects and facilities division at a prominent higher education institution in New York. Her unit is responsible for capital planning, construction, and facilities for the institution and is involved in the areas of Teaching & Research, Engagement, Energy, Water & Environmental Health and Safety, Grounds, and Waste. In her current position, Linda has become part of the university's Sustainability Advisory Group seeking to direct their sustainability efforts. Prior to her current role, Linda was the Deputy Director of Construction at Forest City Ratner Companies where she helped develop environmental impact statements and was involved in several complex community projects in New York, including the Kings County Supreme Court, New York Times headquarters, and the Barclays Center. She has a B.E. in Civil Engineering from The Cooper Union and a J.D. from Brooklyn Law School.

Christopher Burns, Ph.D., P.G. has worked in the Environmental Consulting field since 1988; first with Tetra Tech, Inc. from 1988 to 1994 and then with CHA Consulting Inc. from 1994 to 2021. At CHA, he served in several capacities including the Manager for the Environmental, Health and Safety Technical Group and the Solid Waste Market Leader. Since 2015, Dr. Burns served as Chief Scientist and was focused on promoting technical excellence in the firm. In that role, he assisted in the development of their University Collaboration program, their Publish and Prosper program, and a Communities of Practice program. He also co-chaired CHA's Green Committee for internal sustainability and helped prepare their carbon footprint analysis. He has an M.S. and Ph.D. in Geology from the University of Delaware and is a Licensed Professional Geologist in several states.

Roux believes that tapping into expertise outside of the firm will provide leadership with additional insight in how to better treat our employees and better serve our clients and communities.

"Roux's Board of Directors and senior management have proactively taken steps to implement social and environmental programs company-wide to ensure improved performance in sustainability, diversity, and inclusion."

Linda Chiarelli
Roux Board Member

OUR PATH FORWARD

In 2023, Roux seeks to implement new firmwide programs that will continue to improve its environmental and social performance. Roux’s leadership has set several short-term and long-term goals.

Roux’s social and environmental goals for 2023 include:

- Improve the visibility, transparency, and effectiveness of Roux’s internal data collection systems for social and environmental metrics.
- ESG employee education programs.
- Energy audits for Roux-owned offices.
- Improve communications with property managers and utility companies for Roux-leased offices to better understand and manage electricity and resource usage.
- Expand LED lighting conversion initiative to Roux regional offices.
- Formalize and consolidate existing regional-level programs to reduce and eliminate the use of paper products at Roux offices.
- Increase participation in national and international social and environmental organizations, such as the United Nation’s Sustainable Development Goals, among others.
- Engage in a new pilot program on leadership training.
- Expand recruiting of new professionals with a focus on diversity.
- Integrate new staff through increased emphasis on senior-level health and safety mentorship and field training in human performance principles.

Roux’s longer-term goals include investigating the economic incentives and environmental benefits that may be available to the firm as it examines (1) the installation of solar panels at the company’s Islandia, New York headquarters and the firm’s Logan Township, New Jersey office; (2) converting the company’s gasoline-powered fleet vehicles to electric cars and trucks; and (3) evaluating the benefits associated with moving to alternative utility sources at certain office locations, if available.

Roux has additionally created a sustainability statement that outlines how the company embeds ESG principles firmwide and incorporates those principles into each project and engagement in which Roux participates.



ENVIRONMENTAL IMPACT POLICY

Roux’s commitment to environmental sustainability is central to our core mission. For the past 40+ years, we have tackled the toughest environmental challenges our clients have faced and found solutions to remediate some of the most environmentally compromised sites in the nation. Our diverse team of talented environmental professionals come from a broad range of professional backgrounds and perspectives and have a proven track record of developing innovative solutions for our clients at every new challenge.

The current environmental landscape continues to expose Roux and our clients to complex anthropogenic environmental challenges which require sustainable solutions delivered through inclusive and diverse practices. As we move forward in an uncertain global landscape, we view ESG and sustainability as the central theme in continuing to provide the best service possible to our clients, empowering our employees, and contributing to a positive impact on society.

Roux’s ESG policy is to perpetually focus our efforts on the protection of human health and the environment by promoting our values of:

- Compliance with state, federal, and global environmental policies and regulations from due diligence to project management and implementation.
- Continuing to put our people first by providing a healthy, safe, and inclusive work environment that fosters growth through professional and personal development.
- Ensuring our engagements are aimed at informing and educating our clients and communities on the values of environmental stewardship—financially, socially, ecologically, and environmentally.
- Choosing partners, subcontractors, and clients that share Roux’s ESG principles.
- Routinely developing, expressing, and enforcing our goals and commitment to ESG as a company.
- Making cooperative efforts, from our employees to the communities we serve, to prioritize and effectively endorse Roux’s goals in intersectional environmental stewardship.
- Improving our relationship with people and the environment through active humanitarian outreach and sustainable choices.

Each area of our business—from our own operations to client project engagements—provides Roux with an opportunity to strategically incorporate our ESG objectives and serve our clients and communities in a sustainable manner. Roux is rooted in these principles with our commitment to people and the environment. As a multi-generational firm, Roux’s mission is to improve the livelihood of ourselves and the people and sectors we serve and pass down these principles to the next generations. Our world is facing a time where ignoring the concerns surrounding climate change isn’t an option. Roux’s people, our clients, and the communities we serve can be confident in knowing that each Roux project is performed with a deep commitment and stewardship to people and the environment.





ISLANDIA, NEW YORK (HEADQUARTERS)

BURBANK, CALIFORNIA

LONG BEACH, CALIFORNIA

OAKLAND, CALIFORNIA

OAK BROOK, ILLINOIS

CHICAGO, ILLINOIS

BURLINGTON, MASSACHUSETTS

LOGAN TOWNSHIP, NEW JERSEY

SOMERSET, NEW JERSEY

HOUSTON, TEXAS

ARLINGTON, VIRGINIA



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