



SUSTAINABILITY REPORT

2017-2018

Our sustainability mission is to create sustainable business, sustainable communities, and a sustainable world, one project at a time, through practices that balance cultural, environmental, and economic concerns.



LETTER FROM THE SUSTAINABLE DESIGN COMMITTEE CHAIR

10.01.18

This year marks an exciting milestone in SSOE's sustainability journey. In 2017, SSOE made a public commitment to reduce carbon emissions from our business practice.

Recognizing that conventional electricity can be a significant source of air pollution and greenhouse gas emissions (GHG), SSOE purchased Renewable Energy Credits (RECs) that equate to 100% renewable energy sources at all of our corporate offices. This commitment to green power helps support renewable energy development and reduce the carbon footprint associated with purchased electricity.

Between RECs and our ongoing Alternative Transportation Program, **SSOE has reduced our carbon emissions by 52%**, far exceeding our projected goal of 10% by 2020.

Moving forward, we will strive to apply the same expertise and sensitivities to client projects. Our clients and employees can take pride in knowing that SSOE is invested in our commitment to excellence, and creating a cleaner environment for future generations.

LAURA ORLICH, RA, LEED AP
SUSTAINABLE DESIGN COMMITTEE CHAIR



OUR SUSTAINABILITY VISION STATEMENT We are the Global Project Delivery Company that leaves green footprints around the world. We champion worldwide health and safety, nurture sustainable innovations, thoughtfully endow projects with green materials and methods, and inspire others to think sustainably.

SUSTAINABLE PROJECT DESIGN



6.5 million

square feet of LEED-certified projects designed as of 2017,
contributing significant savings in water, energy, and construction waste



WATER

SSOE is committed to reducing the volume of water utilized in the built environment. We track water usage on all of our LEED projects:

41%

water saved
annually per project
(average 2011-17)

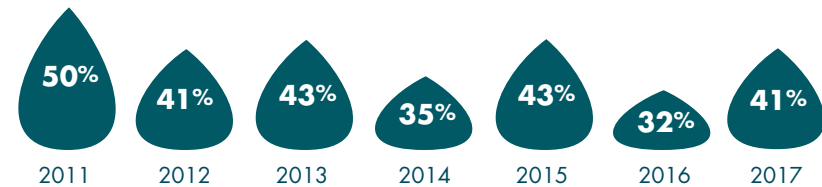
9.32MM

gallons of water
saved annually

70.82MM

gallons of water saved
to date over lifecycle of
designed facilities

WATER USAGE AVERAGE SAVINGS



WASTE

SSOE's Construction Waste Management Program specifies a corporate goal of reducing the volume of construction and demolition waste disposed of in landfills and incinerators.

GOAL 75%

of construction
waste diverted
annual average

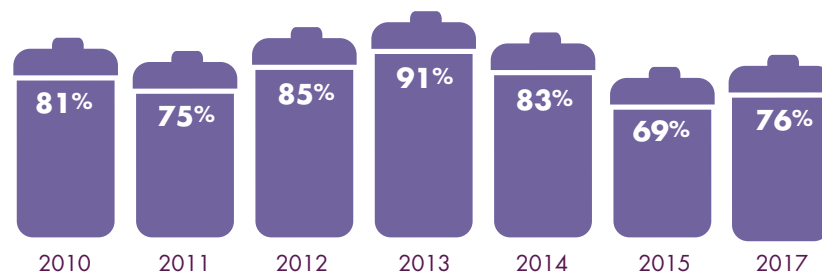
RESULTS 80%

of construction
waste diverted
annual average

167,296

tons of construction
waste diverted
to date

CONSTRUCTION WASTE AVERAGE DIVERSION



SUSTAINABLE PROJECT DESIGN

\$54 million

savings accumulated from 2010 to 2017
resulting from of SSOE's LEED-certified projects



ENERGY

Saving energy is not only good for the environment — it makes sense from an operational standpoint as well.

39%

energy saved annually per LEED
project (average 2011-17)

616,914 MMbtu

total energy saved annually

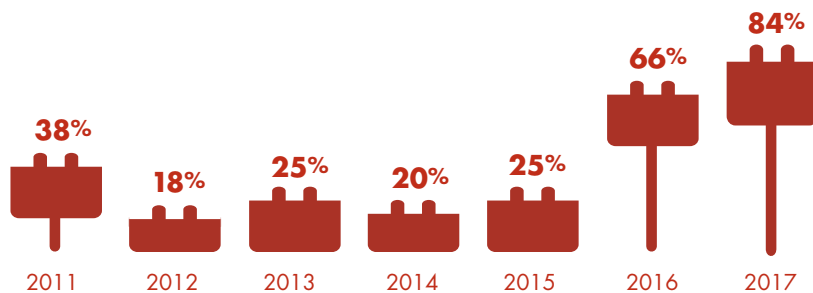
\$7.4MM

saved for clients annually

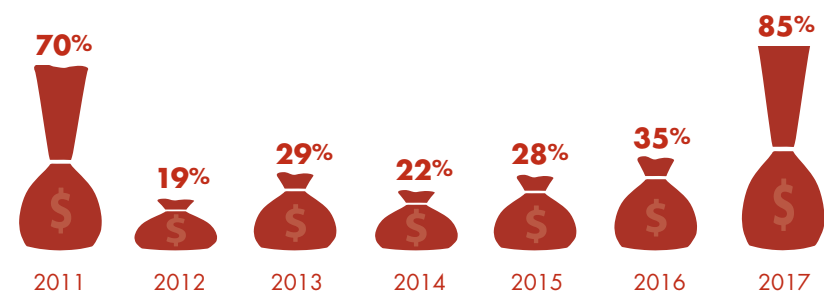
4,070,640 MMbtu

energy savings accumulated to date
over life cycle of designed facilities

ENERGY USAGE AVERAGE SAVINGS



ENERGY COST AVERAGE SAVINGS





OPERATIONAL ENERGY REDUCTION GOALS

100%

SSOE is powered by 100% renewable energy in our office operations



IN 2016, SSOE SET INTERNAL GOALS TO REDUCE OUR OPERATIONAL IMPACT ON THE ENVIRONMENT BY 2020. **GOALS INCLUDE:**

100%

electricity purchased from renewable sources

10%

reduction in corporate air travel by 2020

10%

reduction in GHG emissions generated by employee use of single-occupancy vehicles by 2020

Support our Flexible Work Arrangement (FWA) program to encourage further reduction in employee commuting

Provide employee incentives for electric and hybrid vehicles



EMISSIONS REDUCTION PROGRESS

In 2014, SSOE started an Alternative Transportation Program to reduce the impact of single-occupant vehicles on the environment. By offering an incentive to employees who use alternate forms of transportation for their daily commute, SSOE has tracked over 591,414 miles traveled using alternate transportation. We continually strive to increase the use of technology and remote meetings to decrease our overall corporate air travel.

100%

of our electrical power in SSOE offices comes from renewable and zero-emission resources resulting in a 2,570 metric ton reduction of CO2 emissions.

3,759

miles of corporate air travel per person (annual average) 20% reduction from 4,662 miles per person in 2016

3.6%

reduction to date in GHG emissions generated by employee use of single-occupancy vehicles

238,761

vehicle miles traveled using alternate transportation in 2017. Approximately a 10,000 mile increase over 2016

42

hours per person of remote meetings (annual average) 35% reduction from 68 hours per person in 2016

SUMMARY: 2,760 metric tons of GHG emissions removed from the atmosphere in 2017, which equates to a 52% reduction overall

SUSTAINABILITY INSIDE SSOE



We are committed to transparency and driving sustainable economies. SSOE will be held accountable to this Sustainability Policy. Our goals and metrics are reviewed annually. These are accessible internally and can be made available to others upon request.



Our partnership with the STEM Education Coalition provides technology through electronic donations and mentoring resources to local students. In 2017-18, our electronic donation program expanded from the Brentwood, Tennessee office to St Paul Minnesota.



By reducing power consumption to cool our facilities at peak times, we avoid significant carbon emissions during summer months. SSOE continues to review energy saving techniques in our offices to reduce our impact on the environment.



Access to clean water is a top priority. In 2018, SSOE started installing water filters in all of our offices. Through the combination of education to increase awareness of the environmental impacts of single-serving water bottles, giveaways of reusable water bottles to all employees, and the counters on the bottle filling stations, our corporate office has reduced 48,159 single-serving water bottles from the waste stream since February 2017. This averages to 145 water bottles per person per year.



We continue to stress the importance of recycling in our facilities by conducting waste audits and providing education and resources for employees to reduce, reuse, and recycle. In 2017-18, SSOE upgraded our recycling signage to increase awareness and added composting in our St Paul office.



We promote innovation and creativity by acknowledging ideas and achievements through Bravo awards and our annual Founder's / Leadership Annual Awards.