



BENEFIT CORPORATION REPORT 2022



BENDING THE CLIMATE CURVE™

M A MESSAGE FROM OUR CEO:

Friends of Mazzetti:

Ten years ago, Mazzetti made the decision to become a Benefit Corporation.

To some people at that time, this was a really scary and risky thing to do. But, we decided the benefit was worth the risk. And so it has been.

We made that decision then for a couple of reasons. First, a lot of our work was, and still is, for healthcare clients (most of which are not for profit), and even, for other NGOs. These organizations are all fundamentally mission-driven, though with the obvious recognition that “no margin, no mission.” We also did it because, at the time, I had noticed something. In the (even) older days, I would go and recruit people at colleges. At first, just saying we were a really cool engineering firm doing great work was enough to attract people. But then I noticed, job-seekers only came if they thought we were doing sustainable projects. And indeed, over time, that latter observation has become even more important, as the younger generation, probably representing what all of us want, asks for more from a job than just a paycheck. People today want to do something that matters. I know I do.

And, this is an Employee-owned company; one that needs to reflect the spirit of the people who own it, in all of its diversity.

And, what we do every day, is to plan, design, help construct, and help operate buildings. Buildings create 40% of global greenhouse gas emissions, at a time when science says we must cut emissions 50% by 2030.

In 2022, Mazzetti made another, to many, scary step in our being a Benefit Corporation. We are required by law to provide, at least, a “general benefit” to society. I don’t know about you, but as a rallying cry, as a way to focus our efforts, as a source of purpose, providing a general benefit did not help me get out of bed every morning. So, Mazzetti decided to take control of the thing that we are uniquely positioned to do. Because if anybody is going to drive down building emissions, it has to be the people with the expertise to do it. It has to be us. It is our gift, really, to be able to focus ourselves, our talents, our energies, to Bend the Climate Curve. This is not a political statement, it is a commitment to science; we welcome people of all political opinions, as we are a place that celebrates the strength that comes from understanding, and weaving together different points of view.

I have always been proud to be part of this company. I have always been proud to be part of this amazing team of special professionals. For almost twenty years, now, I have been proud to lead it in good times and in bad, towards a vision of greatness in service of a better tomorrow. We have always been about something more than just engineering, something more than just a paycheck. Today, seeing this commitment, I am even more proud.



Walt Vernon,
CEO



A large, light gray, stylized letter 'A' serves as a background graphic, spanning most of the page width and height. It is composed of several geometric shapes: a wide top bar, two slanted sides, and a central vertical bar that is slightly offset to the right.

TABLE OF CONTENTS:

Vision, Values, Mission.....	1
Impact Assessment Overview.....	2
Impact Assessment Unwrapped.....	4
Our Impact Stories.....	6
2023 Goals.....	15



VISION:

Create healthier, enduring environments.

Why do we exist?

VALUES:

What is most important to us?

- Team First
- Earn Trust
- Inspire

MISSION/BENEFIT:

Bending the climate curve™

What do we do?

M IMPACT ASSESSMENT OVERVIEW

Mazzetti is an employee-owned Benefit Corporation. In accordance with California Benefit Corporation Law and the Mazzetti Articles of Incorporation, we are accountable to driving a public benefit to better society and our physical environment. As a Benefit Corporation, our public benefit should equate to our overall mission. In the latter half of 2022, we solicited input from leaders in the organization, in addition to providing all employees a platform for sharing input re our mission/benefit. We reflected on Jim Collins' Hedgehog Concept — what are you most passionate about, what are you be the best at, and what can generate \$\$\$. At the end of 2022, our 60th year anniversary, we arrived at our “Hedgehog” intersection. Mazzetti's mission/benefit was officially updated to:

BENDING THE CLIMATE CURVE™

In 2022, our benefit corporation acted in accordance with its public benefit purpose, and our directors complied with their duty to consider the impact of decisions on stakeholders.

In 2022, we continued to invest in our people and our impact on our physical environment (including both inside Mazzetti and in the projects we deliver for our clients).

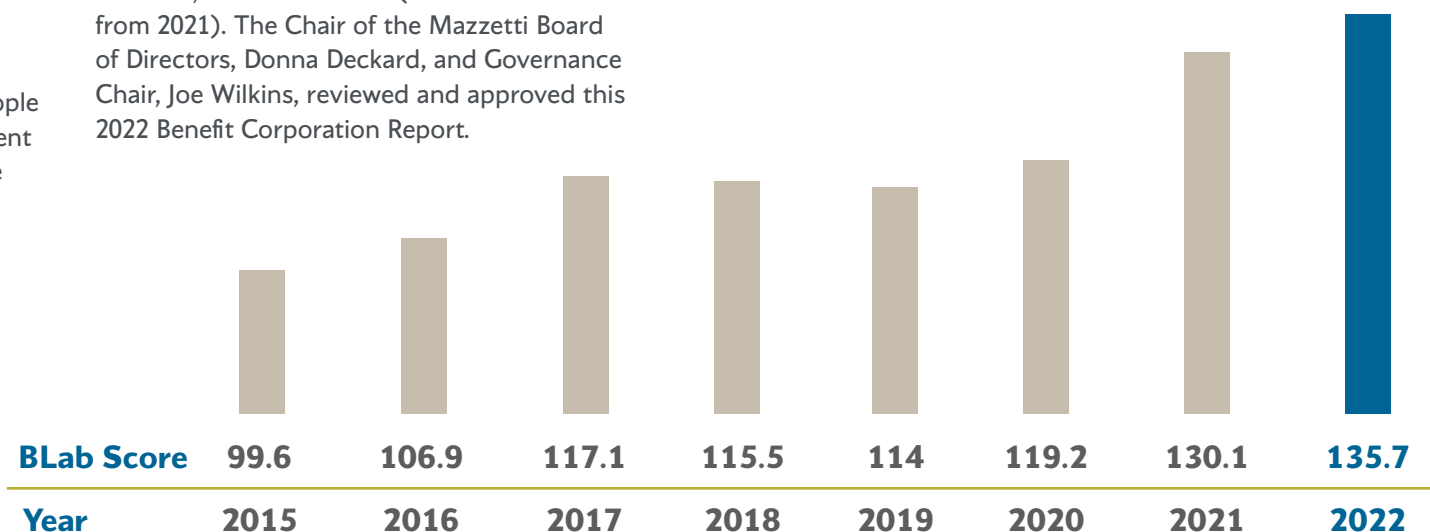
IMPACT REPORT

For the eighth consecutive year, we used the B Impact Assessment as the third-party standard for our benefit corporation report. It's a tool used by over 50,000 businesses around the world, and like us, it aims to continuously improve. We are using Version 6 of the B Impact Assessment.

Note: There is no material connection between Mazzetti and the B Impact Assessment or the organization that established it. Although Mazzetti uses the B Impact Assessment to measure our progress each year, we have not undergone third-party validation of our reporting due to the cost of B Corp certification. We are a benefit corporation by law in the state of California, a designation that awards us additional points in the B Impact Assessment.

TOTAL SCORE

For 2022, we scored 135.7 (an increase of 5.6 from 2021). The Chair of the Mazzetti Board of Directors, Donna Deckard, and Governance Chair, Joe Wilkins, reviewed and approved this 2022 Benefit Corporation Report.



M IMPACT ASSESSMENT SCORECARD

OVERALL RATING	MAZZETTI	SAME SECTOR	MAX SCORE	PREVIOUS YEAR COMPARISON	
TOTAL SCORE (2022)	135.7	81.3	200.0	130.1	⬆️
Governance	20.2	8.1	25	20.1	
Mission & Engagement	4.3	1.9	6.0	4.3	
Ethics & Transparency	5.9	3.6	9.0	5.8	
+Mission Locked	10	-	10	10	
Workers	69.6	35.1	80	69.9	
Financial Security	18.3	8.5	20	19	
Health, Wellness, & Safety	7.9	6.1	12	7.5	
Career Development	6.1	4.6	8	6.1	
Engagement & Satisfaction	7.1	4.9	10	7.1	
++Worker Owned	30	-	30	30	
Community	22.5	14.8	50	19.3	⬆️
Diversity, Equity, & Inclusion	7.8	4.7	15	7.5	
Economic Impact	6.3	7.1	15	4.3	
Civic Engagement & Giving	4.8	2.5	12	4.1	
Supply Chain Management	1.9	1.1	8	1.9	
Environment	20.8	19	110	18.3	⬆️
Environmental Management	6.1	2	7	6.1	
Air & Climate	5.1	0.8	7	5.9	
Water	0.3	0	2	0.3	
Land & Life	3.0	1.8	4	1.7	
Renewable or Cleaner Energy	2.3	-	30	2.3	
Resource Conservative	2.4	-	30	1.3	
Environmental Education	1.3	-	30	1.3	
Customers	2.5	1.6	5	2.5	
Customer Stewardship	1.6	2.7	5	1.6	

+ Recognizes corporate forms and amendments that preserve mission and/or considers stakeholders regardless of company ownership.

++ Recognizes distributive ownership models that empower employees, including cooperatives and ESOPs.

IMPACT ASSESSMENT UNWRAPPED

From our efforts to improve our own workplace environments, to the impact of our project work, to our local and national global health efforts – we're committed to making progress.

GOVERNANCE

The Governance Impact Area evaluates your company's overall mission, ethics, accountability, and transparency through topics such as integration of social and environmental goals in employees' performance evaluation, impact reporting and transparency, stakeholder engagement, and more.

The only change — acknowledging that our Board of Directors include representation of our customers (i.e. clients).

WORKERS

The Workers Impact Area evaluates your company's contribution to its employees' financial, physical, professional, and social well-being through topics such as payment of a living wage, benefits, employee health and safety, professional development opportunities, and more.

In 2022, the percentage above the legal minimum wage that our lowest-paid hourly employee earned decreased from 75%+ to 30-49%. This question applies only to hourly workers; however, this event was the primary reason for our decrease in this category.

Re part-time worker eligibility to participate in healthcare plans offered by Mazzetti, we previously had selected part-time workers are not eligible to participate in company-sponsored insurance plans. However, we were corrected — part-time workers are eligible to participate in health insurance as long as they are working more than 20 hours a week.

COMMUNITY

The Community Impact Area evaluates your company's contribution to the economic and social well-being of the communities in which it operates, through topics such as diversity and inclusion, job creation, civic engagement and philanthropy, supply chain management, and more.

In 2022, we had a decrease in the percentage of company Board of Directors that identify as women (50%+ to 40-49%).

We did have an increase in the percentage of company Board of Directors that identify from an underrepresented population (20-29% to 30%). Our percentage is based on race or ethnicity.

As an employee-owned company, we understand the percentage of the company owned by individuals who qualify as non-accredited investors is 50%+, increasing our category score.

In 2021, we did not donate a percentage of the company's revenue due to COVID-19 impacts. In 2022, we were able to donate 0.1-0.4% of the company's revenue.

IMPACT ASSESSMENT UNWRAPPED

“BY THE NUMBERS”

As of Dec. 1, 2022:

- 42% of our total staff are women
- 27% of our total staff are non-white
- 38% of our billable staff are women
- 30% of our billable staff are non-white
- 21% of our billable leaders are women
- 25% of our billable leaders are non-white
- 60% of our C-Suite are women
- 42% of our Board of Directors are minorities

We need to continue to focus on increasing our billable female leadership.

ENVIRONMENT

The Environment Impact Area evaluates your company’s overall environmental stewardship, including how the company manages general environmental impacts as well as specific topics like climate, water use and sustainability, and impacts on land and life.

In 2022, after completing Mazzetti’s 2017-2021 greenhouse gas emissions inventory, we identified specific reduction targets relative to our previous performance. This event was the primary reason for the increase in this category.

Our office managers ensure we are regularly monitoring the waste produced from our offices to fulfill Green Business requirements; however, we do not have any set reduction targets.

Our office managers (specifically Barb Laser in the San Francisco office) and IT team (Tracy Matteson) also ensure and verify that hazardous waste such as batteries and electronic equipment are disposed of responsibly.

CUSTOMERS

The Customers Impact Area evaluates the value that your company creates for your direct customers and the consumers of your products or services through topics such as ethical and positive marketing, warranty and quality assurance of products and services, data privacy, data security, and more.

No changes.

DISCLOSURE

No changes.



HEALTHCARE ELECTRICAL SYSTEMS FOR PLUG LOADS RESEARCH

This story has been literally years in the making. The main objective — “right-sizing” the electrical systems for plug loads, appropriate to actual electrical demand. In February 2022, the results of ACTUAL peak electrical demand (during a surge event, i.e. during the peak of the pandemic), was published.

During the height of the pandemic, the onsite testing in hospitals was put on hold; however, the relationships with our hospital partners and other entities involved were maintained.

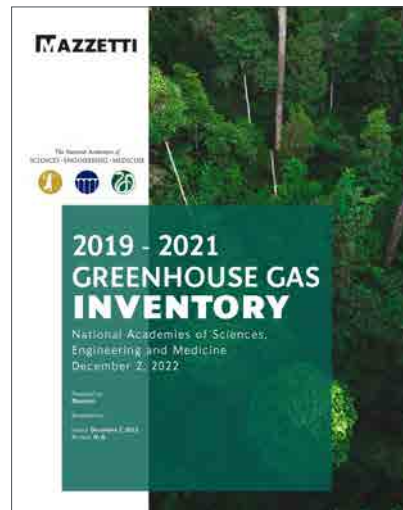
In 2022, research reinitiated with on-site hospital metering. Above and beyond the scope of work for both projects, Mazzetti has been engaged with an ENERGY STAR team, comprised of members from EPA, DOE, and NREL. ENERGY STAR is interested in this work, as they are collecting similar data for the purposes of creating an ENERGY STAR rating, specific to medical imaging equipment. Through this collaboration, our intent is to not only expedite all projects, but ultimately, expedite carbon emissions reduction in hospitals. Mazzetti’s specific projects are targeted a December 2023 completion date.

The resulting data highlights the oversizing of systems based on the current Code. The results of this study demonstrate that the hospital plug load demand factors contained in the current (2020) edition of the National Electrical Code may result in electrical systems for plug loads that are between 100 percent and 700 percent larger than the actual loads.

MEDICAL EQUIPMENT ENERGY CONSUMPTION BENCHMARKING

In 2019, Mazzetti was awarded two research projects for monitoring the energy consumption of major medical imaging equipment.

1. Funded by the Office of the President at University of California San Francisco, this project was specific to MRIs.
2. Funded by ASHRAE, this project included nine medical imaging modalities, measuring energy use and heat gain with the intent to better inform HVAC engineers re heating loads per clinical spaces (i.e., more accurate designs).



FIRST EVER GREENHOUSE GAS INVENTORY FOR THE NATIONAL ACADEMIES OF SCIENCE, ENGINEERING AND MEDICINE

At the end of 2022, Mazzetti completed (pro bono) the first ever Greenhouse Gas (GHG) Inventory for NASEM. In 2023, we are now poised for their RFP to perform a GHG inventory of scope 3 emissions.

M AWARDS & RECOGNITION

In 2022, Mazzetti was recognized for several awards, validating our continued work to cultivate a safe, inclusive, and thriving work environment. We were among the top 100 highest rated small/mid-size companies for:

“Best Company Culture”

“Best Company for Diversity”

“Best Company for Happiest Employees”

The awards are based on anonymous employee feedback on Comparably.com in 2022. The subsequent pages in the report illustrate more insights and specific stories attributing to these awards.



WHAT MAZZETTI-ITES ARE SAYING:

“Great company, great vision and purpose, people-friendly, and comfortable work environment with an opportunity to grow into your interests and passions.”

“My experience working for Mazzetti has been even better than I expected. I knew the company had warm people and caring demeanors, but the instant inclusivity that was afforded me was a wonderful surprise.”

“Mazzetti is the best engineering company I have ever worked for, and I think it is doing meaningful work to make the world we live in a better place.”

“Talented people working toward solving real problems for mission-driven clients and broader society makes this work not only engaging, but important.”

“I’ve been fortunate to have opportunities to both develop professionally and craft, essentially, my own path at Mazzetti. I appreciate the “Spirit of Mazzetti” and the meaningful work we do in the world...”

“It has been a tremendous journey, from being a designer during the first couple of days to now actually being able to manage the project from start to finish is a great achievement that I can see myself doing for years to come.”

M WOMEN AT MAZZETTI COMMITTEE

From our efforts to improve our own workplace environments, to the impact of our project work, to our local and national global health efforts – we're committed to making progress.

WOMEN AT MAZZETTI COMMITTEE - SUMMARY

The Women@Mazzetti (W@M) committee began in 2018 as an employee support group with the objective of helping transform Mazzetti into the most women-friendly engineering firm in the AEC industry.

In 2022, the W@M committee continued focusing on three primary goals: mentorship, allyship, and outreach. After helping to roll out a company-wide mentorship program at the end of 2021, the W@M committee planned to follow up with the new mentor-mentee pairings around the 6-month mark to check-in on how things were going. We did this by sending out a survey for employees to respond to and reviewing the results as a committee. With the addition of several new HR team members this year, the committee was then able to pass off some of the responsibilities of maintaining the mentorship program so that we could shift our focus to other efforts.

As a follow-up to our September 2021 event with the DEIJ committee where we brought in Ellie Krug, a transgender woman and accomplished lawyer and public speaker, to speak on diversity and inclusion, in April 2022 we brought Ellie back to discuss workplace inclusivity and allyship. We discussed the difference between identifying as an “ally” of a marginalized group versus demonstrating allyship with your actions. Guided by scenarios provided by Ellie, we learned about microaggressions in the workplace, how to be aware of them, how to approach difficult situations where it's necessary to speak up on behalf of others, and how to apologize and forgive others. In November 2022, we also hosted an internal panel called “Women's Experiences in the AEC Industry and the Need for Allyship.” We featured

perspectives from across the industry, including architects, owner representatives, contractors, and engineers, all from companies that are partnered with Mazzetti on the UCSF New Hospital at Parnassus Heights project. We received positive feedback on both the interactive training and insightful panel discussion and look forward to hosting more sessions on diversity, inclusion, and allyship in the future!

With our committee budget for the year, we were able to support several programs that encourage women and other underrepresented groups to pursue STEM careers. We donated \$2,000 to the Society of Women Engineers Golden Gate Professional Section for their high school and community college scholarship program. This contribution will go towards a scholarship for a high school or community college student of female gender or another underrepresented minority gender, who is intending to attend a four-year university with a declared major in engineering. We also matched the DEIJ committee with a \$500 donation for a NSBE scholarship, resulting in a \$1,000 scholarship for a Black student. Lastly, we donated \$1,000 to the Kansas State University Girls Researching Our World (GROW) program, a STEM program that provides day long workshops during the school year and a weeklong summer camp aimed toward girls in 6th-8th grade. Our donation will cover the cost of participation in a 3-day workshop including a 2-night stay in residence halls on the Kansas State campus, all meals and snacks, camp swag, and all materials needed to participate in activities for more than three students! We're thrilled to be able to support these organizations that are furthering gender equity and women in STEM across the country.



WOMEN AT MAZZETTI COMMITTEE

For the third consecutive year, the committee continued writing monthly spotlights where we highlighted female employees at Mazzetti and their many impressive accomplishments. The spotlights are posted on the Mazzetti website and shared on LinkedIn for all to read. Now that we're nearing the 5-year anniversary of the committee, we decided to take a look at our mission statement and update it to better align with our current efforts. Our new and improved mission statement reads: "Women@Mazzetti is an employee resource group, leading the cultivation of an environment to best support and empower women. We strive to:

1. continue evolving Mazzetti to be the most women friendly design engineering & consulting firm and
2. help advance our industry overall."

In 2023, the W@M committee is excited to center our goals within our new 4 C's strategy framework – career, commerce, community, and culture. This will allow us to focus on more specific action items that help us accomplish our continuous goals of mentorship, allyship, and outreach and to expand opportunities for committee member involvement.



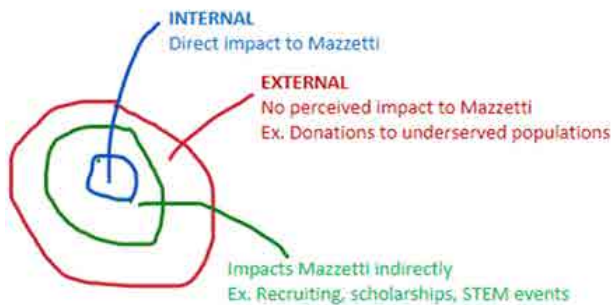
NOTE: Towards the end of 2022, the Diversity Equity Inclusion Justice (DEIJ) Committee officially became an Employee Resource Group (ERG)

2022 was a thriving year for DEIJ at Mazzetti. Through regular monthly, well-attended meetings, we organized and orchestrated several successful educational events for all Mazzetti-ites, as well as furnished timely informative (sometimes inspirational) content on Mint, and donated time/money to our local communities.

In general, we focus on inclusivity and awareness.

DIVERSITY, EQUITY AND JUSTICE CANNOT EXIST WITHOUT INCLUSION AND AWARENESS.

We tried to distribute our efforts and funding equally between internal, external, and indirect impacts. We were successful within internal and external; we can improve in the category of indirect impact. We hope to see more STEM Event engagement in 2023.



EVENTS

We continued the Allyship training in collaboration with the Women@Mazzetti (W@M) ERG, hosting Ellie Krug for her “Workplace Inclusivity and Allyship” training.

During Pride Month, employees hosted two events:

1. The History of Pride
2. Pride Trivia

In October we hosted a trivia event for Native American and Hispanic Heritage Months.

In November we hosted a workshop on Empathy in the Workplace.

DONATIONS

We made financial donations to 11 food banks, one for each physical Mazzetti office location.

In collaboration with W@M ERG, we funded a \$1,000 Mazzetti Scholarship with PAC Delta Sigma Theta Sorority.

We made a \$1,000 donation to the NSBE General Scholarship fund.

We will continue these donations and hopefully expand our impact to additional underrepresented groups within our industry.

COMMUNICATION

We continually post on the Mazzetti Intranet to communicate important dates and celebrations within our scope.



2022 OVERVIEW:



EVENTS:

- April: Allyship Training w/ W@M
- June: History of Pride event
 - Pride Trivia event
- October: Native American and Hispanic Heritage month trivia
- November: Empathy Workshop



MINT POSTS:

- Celebrating Black History
- National Coming Out Day
- Indigenous Peoples Day
- Human Rights Day
- Juneteenth
- Adding preferred pronouns in Zoom & Outlook
- Anniversary of ADA
- Transgender Day of Remembrance
- International Human Rights Day



MONEY SPENT:

- Food Bank Donations
- Allyship Training
- Portland Alumni Chapter Delta Sigma Theta Sorority Scholarship
 - \$1,000 Mazzetti named scholarship, shared with W@M
- NSBE
 - \$1,000 donation to the General Scholarship Fund
- Donation to Club Q survivor's fund

M EMPLOYEE APPRECIATION COMMITTEE

Mazzetti's Employee Appreciation Committee (EAC) remained active in 2022, with both in-person and virtual events to connect our employees across roles, teams, and geographies.

Our Oregon-based employees kicked off EAC activities in 2022 with three different activities.

1. Virtual happy hour to catch up and talk about the holidays and have fun with Zoom filters.
2. Later in the month, Oregonians met up in Salem for a beer and tater tots in the fresh winter air
3. For MLK day, several members of the team gathered to volunteer for SOLVE to pick up trash around downtown Portland.

The summer months and sunshine prompted employees to get out and about for EAC meetings across the country...

In June, Seattle-based employees got together for a team happy hour to catch up and talk about summer plans.

In July, the entire company gathered virtually for a baking contest to celebrate Mazzetti's 60th anniversary. Company-wide, we gathered on Zoom to admire the creative baking delicacies (many on brand!), whipped up by our employees. We voted on several categories, including the "Best in Show". Very impressive overall, especially for those in our offices able to sample the submissions!

In August, Denver-area employees showed their support for the Colorado Rockies baseball team, attending a night game with a beautiful summer sunset. Seattle-based employees gathered in August for their second-annual Mazzetti Summer Olympics. The team enjoyed kayaking, badminton, cornhole, and casting on a beautiful day at Lake McMurray.

Halloween was celebrated at Mazzetti with a virtual Halloween photo competition and winners announced on a virtual call. The Portland office had a pumpkin carving competition and dressed up in costumes to celebrate the festive and spooky occasion.

Mazzetti-ites celebrated the end-of-year holidays via various local and virtual gatherings. St. Louis-based employees met to cheer on the local professional hockey team, the St. Louis Blues. Up in the Pacific Northwest, Seattle employees showed off their athletic skills with a holiday party at Top Golf. Portland employees met for dinner at a Brazilian steakhouse. Eugene employees enjoyed a meal and gift-giving, dialing in their remotely based team members to be included in the occasion.

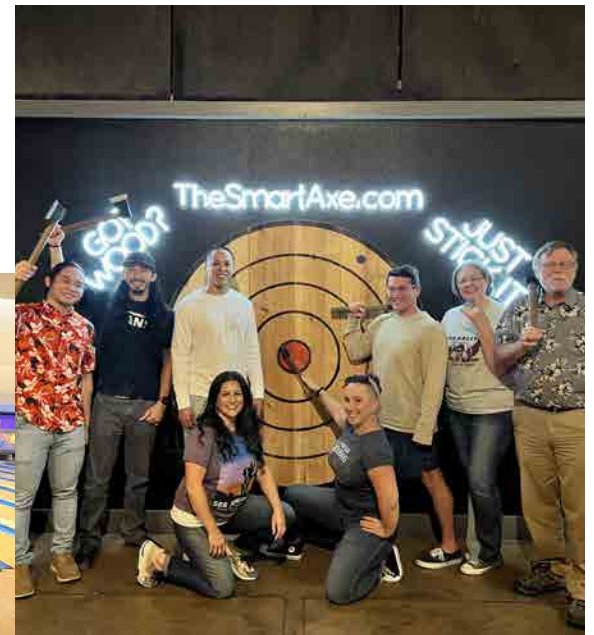


M EMPLOYEE APPRECIATION COMMITTEE

Down south, Sacramento employees had a busy December celebrating the holidays together with Top Golf, axe throwing, bowling, and dinner. The San Francisco-based employees did a Festive Finger Food Feast in the office and a White Elephant Gift exchange in the office as well as for those who wished to attend via Zoom.

In southern California, the Huntington Beach-based team enjoyed dinner together, did a white elephant gift exchange, and rode a boat through the Naples Canal to see holiday lights. Out west, Denver Mazzetti-ites (and families) gathered for dinner at a Cidery. Out east, Nashville-based employees gathered for a holiday dinner and met Technology Practice team members who were in town for a team retreat.

EAC is full steam ahead in 2023, revamped to reflect Mazzetti's One Mazzetti initiative. We're focusing on connecting people not just in specific office geographies, but fostering more connection in teams, Practices, and across the entire company via in-person and virtual gatherings. We're excited for what EAC will bring in 2023!



SEXTANT FOUNDATION: REIMAGINING EMERGENCY BEHAVIORAL ENVIRONMENTS



A new nationwide crisis lifeline, “988” launched nationwide in 2022, increasing the importance of considering behavioral emergencies. In general, national attention to mental health is increasing – in fact many commentators note that the country is in the midst of mental health crisis. The COVID-19 pandemic has highlighted and exacerbated mental health and mental health challenges.

Behavioral health and especially behavioral emergency health is having an impact on the entire emergency room and healthcare process. In many cases, the assumed path for someone having a behavioral emergency is to transition them to an in-patient behavioral facility. This is not the assumed path for most emergency medicine. In many cases, emergency rooms are filled with behavioral emergency “borders” – patients who are not being treated but who are waiting for a bed to become available. And, where behavioral emergencies are treated, greatly influences how they are treated, options available, and outcomes. The behavioral emergency crisis is greatly impacted by the facilities available to handle behavioral emergencies.

The time to “reimagine” behavioral emergency facilities was prime.

On December 7, 2022 the Sextant Foundation, in collaboration with the American Association of Emergency Psychiatry (AAEP) hosted the reimagining workshop, Reimagining Behavioral Emergency Environments (RBEE). The workshop was held as a pre-conference of the National Update on Behavioral Emergencies (NUBE). Sixty clinicians, architects,

engineers, medical planners, peer support staff and others gathered in Scottsdale, AZ to identify challenges in behavioral emergency environments and to ideate, prototype, and test solutions.

As someone at the workshop explained – if you were not having a behavioral crisis and someone put you in small room with little explanation or tried to put restraints on you (tie you down), it might cause you to have a behavioral crises. Or, the way someone in a crisis enters the space, the way the space feels constraining or open, will impact their crisis. Clearly, behavioral emergency environments can benefit from some reimagining.

The workshop was a huge success. It was especially helped by the presence of peer support practitioners in each group. Peer supporters are people who have experienced a behavioral emergency previously and who now work to help guide people through behavioral emergencies. Their perspective was highly informative. Participants learned from one another’s experience. They developed new potential options and layouts for trauma informed care in the emergency room. They tackled issues like stigma, the challenges with approaches to handling behavioral emergencies (e.g., restraints).

The work continues. A Whitepaper summarizing RBEE is currently being produced by the planning committee. A team is being formed to turn the insights gleaned during RBEE into proposals for the Facility Guidelines Institute (FGI).

A second virtual session, RBEE2.0, is in planning, to further the idea kernels started at the first workshop.

With this topic, the opportunities for transformation in healthcare are clear. Sextant continues to uniquely advance this transformation via the Reimagining Workshops.



GOVERNANCE

TOPIC	IMPROVEMENT
Code of Ethics	Update Code of Ethics to include and require: prohibition of bribes in any form; formal oversight policy covering direct or indirect political contributions, charitable donations, and sponsorships; public disclosure of financial and in-kind contributions to political parties, lobby groups, charitable organizations, and advocacy groups.
Anti-Corruption Policies	Update Code of Ethics to include anti-corruption reporting and prevention system: written employee whistle-blowing policy with confidentiality policy. Provide circulation of whistle-blowing policy to all employees and business partners. Communicate the anti-corruption system at least annually to the relevant internal and external stakeholders. Provide annual training on the anti-corruption system. Provide supporting tools and guidance (e.g. self-assessment survey for high-risk departments). Provide anonymous mechanisms to report concerns and grievances. Look into collective action/coalition with governments, community-based organizations, NGOs, and other businesses to act against corruption.
Monitoring Ethics and Corruption	Provide mechanisms for continuous monitoring (internal employee self-evaluations, automated controls monitoring) within the anti-corruption programme. Have the Board of Directors review the results of internal and external reviews and ensure that required changes are implemented. Provide regular reporting announcements about the program at least annually to relevant internal and external stakeholders (workshops, CEO announcement, newsletter, etc.)
Conflict of Interest Questionnaire	Have all Board members and officers complete an annual conflict of interest questionnaire.
Financial Transparency with Employees	Form an intentional education program around shared financials to employees.
Materiality & Stakeholder Engagement	Look into formulating a formal stakeholder engagement plan, conducting a formal materiality assessment with internal and external stakeholders, setting performance targets, and measuring the material social and environmental outcomes.

WORKERS

TOPIC	IMPROVEMENT
Employee Retirement Plan	Look into options of partial match greater than 4%, full match of 4% or less, or full match greater than 4%.
Healthcare Plan	Look into company payment of 80%+ of family coverage premium, out-of-pocket maximum for individual coverage of \$2000 or less (net of company HSA or equivalent contribution), annual deductible for individual coverage of \$1000 or less (net of company HSA or equivalent contribution), co-payment of \$20 or less per primary care visit paid by worker, and explicit coverage of transgender-inclusive healthcare.
Indoor Air Quality Monitoring	Monitoring indoor environmental quality to ensure a healthy and comfortable work space. Look into air quality monitors for leased office spaces.
Paid Professional Development Days	Look into increasing paid professional days to 10 or more for full-time workers annually.
End of Employment Support	Look into written termination or severance policies: written notice of employee performance prior to termination, provide performance improvement plans or stated corrective time periods prior to termination, provide minimum 2+ weeks of severance per year of employment, etc.
Life Skill Training Participation	Can look into training on life skills for personal development (e.g., literacy, personal financial planning, etc.)
Parental Leave Policies	For salaried workers either through company or government program: look into primary caregivers receiving more than 6 months of time off for parental leave (including unpaid and paid leave) and 4-12 weeks of primary parental leave (or equivalent) being fully paid.

COMMUNITY

TOPIC	IMPROVEMENT
Supplier Ownership Diversity	Look into tracking a percentage of purchases from companies that are majority-owned by women or individuals from underrepresented populations. We discussed that partnering with architects and other companies could be considered as our suppliers.
Impactful Banking Services	If we're looking into changing banks, we can consider an independently owned bank, cooperative bank or credit union, a member of the Global Alliance for Banking on Values, a Certified B Corporation, and a Certified CDFI or national equivalent social investment organization.
Community Service Policies and Practices	For 2023, we are going to offer MLK as a day for employees to use as PTO for community service. We can start tracking (monitoring and recording) the total volunteer hours. In the future, we can look into setting community service or pro-bono targets and 20 hours or more a year of base PTO for all employees.
Social or Environmental Screening of Suppliers	Compile a list of what our suppliers would be. Can look into implementing a screening policy of suppliers.
Outsourced Services	Compile a list of what support services do we outsource that is essential to the delivery of our services to other individuals or organizations.
% of Revenue Donated	Increase this % if the financials allow.

ENVIRONMENT

TOPIC	IMPROVEMENT
Renewable Energy Usage & Low Impact Renewable Energy Use	In 2023, for 2022 Mazzetti GHG Inventory look into leased office utility bills to determine % energy use coming from low-impact renewable sources. Include questions in Scope 3 emissions survey to include questions about virtual home office utility or whether employees use their own solar.
Tracking Environmental Metrics: Renewable Energy	Develop method to track environmental impact of our services: CO2 saved/offset by service (metric tons), liters of water saved/offset by product/service, kWh generated with cleaner alternative, metric tons of waste saved from landfill or incineration.
Tracking Environmental Metrics: Resource conservation	Develop method to track environmental impact of our services: CO2 saved/offset by service (metric tons), liters of water saved/offset by product/service, average % water reduction achieved by service, kWh saved/off-set, average % energy reduction achieved by service, metric tons of waste saved from landfill or incineration.
Tracking Environmental Metrics: Environmental Education/Information	Develop method to track environmental impact of our services: CO2 saved/offset by service (metric tons), liters of water saved/offset by product/service, kWh saved/off-set, metric tons of waste saved from landfill or incineration, number of hectares protected.

CUSTOMERS

TOPIC	IMPROVEMENT
Managing Customer Stewardship	Can look into having ways to get feedback/customer service feedback or complaint mechanisms, monitor customer or consumer satisfaction. Customer in our sense might be our clients.
Managing Product Impacts	Look into a formal program to regularly monitor customer outcomes and well-being, incorporate customer testing and feedback into product design.

M BENEFIT GOALS FOR 2023

PRACTICE SPECIFIC BENEFIT 2023 GOALS



ENGINEERING:

Measure and benchmark EUI against ASHRAE 90.1:

- EUI % reduction against baseline
- CO2 % reduction against baseline



TECHNOLOGY

Benchmark energy consumption of medical equipment.



SUSTAINABILITY:

Facilitate climate action education & integration relevant for each discipline.



LIGHTING DESIGN:

Design 10% better than lighting power density code (LPD).



FINANCE:

Work with the Sustainability Practice to reduce our Scope 3 emissions by 10%.



MARKETING & BUSINESS DEVELOPMENT:

Ensure external content & communication represents our benefit/mission, appropriate for the target audience.



OPERATIONS:

Ensure Billable Practices accomplishment their goals.
Project Administrators: Support tracking of environmental metrics on projects.



PEOPLE:

Communication: Encourage a climate-conscious workplace culture through work with the ERGs and other stakeholders.
Attitudes: Listen through surveys to understand employee attitudes toward climate change and identify gaps in awareness of issues.



SOFTWARE DEVELOPMENT:

Successful launch of updated M+Energy and M+Carbon applications.



IT:

Tracking and reporting of IT equipment emissions (Scope 3) to ensure use through EOL and sustainable disposal.



INDIA:

Support engineering practice re tracking environmental metrics on projects.

**ATLANTA**

1175 Peachtree Street NE
Suite 1000
Atlanta, GA 30361
678.904.1716

DENVER

1999 Broadway
Suite 2205
Denver, CO 80202
720.644.5044

EUGENE

940 Willamette
Suite 310
Eugene, OR 97401
514.686.8478

INDIA

287, 3rd Cross, RMV II Stage, II block
Sanjaya Nagar, Bengaluru,
Bangalore, Karnataka, India, 560094
080.41277869

HUNTINGTON BEACH

7777 Center Avenue
Suite 270
Huntington Beach, CA 92647
310.743.3848

NASHVILLE

393 Nichol Mill Lane
Suite 150
Franklin, TN 37067
615.329.4460

PORTLAND

121 SW Salmon Street
Suite 1000
Portland, OR 97204
503.620.3232

SACRAMENTO

3600 American River Drive
Suite 203
Sacramento, CA 95864
916.979.4890

SAN FRANCISCO

220 Montgomery Street
Suite 650
San Francisco, CA 94104
415.362.3266

SEATTLE

2013 4th Avenue
Suite 200
Seattle, WA 98121
425.672.1071

ST. LOUIS

230 Bemiston Avenue
Suite 900
St. Louis, MO 63105
314.884.7600